

Pastor for Congregational Life and Discipleship Search
Hope Presbyterian Church
Winston-Salem, NC

Dear Candidate,

We are excited and honored by your interest in applying for the Pastor for Congregational Life and Discipleship position at Hope Presbyterian Church. We have compiled a brief application packet to help you understand more about why we are seeking this position, what this position entails, and how the process for filling this position will be conducted.

Enclosed you will find the following:

- A copy of our introductory request for applications
- A summary of the rationale for this position and the timing of the search process
- A job description for this position

If after reading these materials you have a desire to proceed with the application process, we kindly request you provide the following:

- *A letter of introduction* addressed to the committee that speaks to your Christian history, your family, your interests, and your sense of call to vocational ministry - specifically, your interest in a pastoral role focusing upon Discipleship in the local church.
- *A brief statement of your theology/philosophy of ministry* as it relates to the role of Pastor for Congregational Life and Discipleship
- *A resume or CV*
- *A short video introducing yourself* if available
- *A sample mp3 or video* (preferred) of a recent teaching/preaching time
- *A list of 5 references* - preferably two of which are from your current vocational context

Any questions, correspondence, or requests for accommodation to the requirements listed above may be directed to jobs@hopechurchws.org. Please place "Hope Search" in the subject line. It is our intention to make preliminary contact with you within two business days of receiving your completed application materials.

We sincerely and earnestly desire to find the Savior leading us down this road of discernment together and are honored to set our feet on this path with you.

Grace and peace,

The Pastor for Congregational Life and Discipleship Search Committee of Hope Presbyterian Church

Pastor for Congregational Life and Discipleship

Introductory Request for Applications

Hope Presbyterian Church
Winston-Salem, NC

Trusting in the Lord's guidance and in his gracious provision, Hope Presbyterian Church requests applications for the position of Pastor for Congregational Life and Discipleship.

Our deep hope is that God will use this position to nurture a strongly relational and biblically sound ministry in which our congregation can receive and grow in the embrace of the Father, be equipped as disciples of the Son, and engage the world by the power of the Spirit.

Our ideal candidate would possess:

- Gifting and proven experience with pastoral care
- Expertise in overseeing and training leaders for small groups
- Strong affinity with the people, theology of ministry, and vision of Hope Presbyterian Church
- Demonstrated skill in identifying and addressing the unique spiritual needs of individuals, the congregation, and staff in a local church context
- Demonstrated ability to build ministry structures in which volunteers can flourish
- Ordination (or at least desire for and progress towards) in the Presbyterian Church in America

We intend to receive applications for this position until the position is filled. If you are interested in applying, please contact jobs@hopechurchws.org with "Hope Search" in the subject line and an application packet will be sent to you.

In Christ,

The Pastor for Congregational Life and Discipleship Search Committee of Hope Presbyterian Church

Pastor for Congregational Life and Discipleship

Rationale, Process, and Timing

Hope Presbyterian Church
Winston-Salem, NC

Rationale for the Pastor for Congregational Life and Discipleship

Hope Presbyterian Church is experiencing a unique time in our life and ministry together. We have enjoyed several years of unprecedented, sustained, and encouraging growth in numbers of our congregants and depth of our ministry. As we savor this momentum and lean into the traction that gospel ministry is gaining at Hope, we see a congregation of eager newcomers and faithful, long-term members who all need to grow in the grace and knowledge of Christ and need encouragement and oversight to deepen as a family of believers.

We have loved having our Associate Pastor, Ethan Smith, pioneer this role. He has filled this position and brought depth and contour to it over the past 5 years. Ethan will change roles within the pastoral team to develop and direct our Missional Engagement efforts at Hope. The Pastor for Congregational Life and Discipleship will pick up the good work Ethan has led for many years and will carry it further. We are excited to fill this vital pastoral role so that the new pastoral focus for Ethan can round out our vision for pastoral ministry through Hope.

Process and Timing of the Search

Though we are flexible and reliant upon God's timing, our desire is to follow this timeline for filling the position:

- ***May-June:*** Request and receive applications
- ***May-July:*** Conduct preliminary phone interviews with candidates, secondary Zoom interviews, and ultimately bring qualified candidates to Winston-Salem for final interviews with the committee, pastors, staff, officers, and congregational leaders
- ***August:*** Extend a call
- ***Late August - Mid September:*** Pastor for Congregational Life and Discipleship begins work at Hope Presbyterian Church

HOPE PRESBYTERIAN CHURCH

Position Description

Job Title: Pastor for Congregational Life and Discipleship

Reports To: Senior Pastor

Vision: As Hope Presbyterian Church, we long for every person to receive and thrive in the embrace of the Father, be equipped as disciples of the Son, and engage the world by the power of the Spirit.

Mission: As a fellowship of broken-yet-redeemed believers, we invite our community in and around Winston-Salem to experience with us true hope for real life through the good news of Jesus Christ and his Kingdom.

Objective: This position provides formation, direction, and oversight for the fulfillment of Hope's vision that its members be equipped as disciples of the Son. This position also maintains a finger on the pulse of Congregation and its needs and addresses those needs in concert with the Session, Diaconate, and Staff.

Classification: Full Time

Specific Duties and Responsibilities:

General Responsibilities (15%)

Serve as Integral Member of the Pastoral Team

- Live out calling as a pastor within Hope Church's family of believers.
- Meet regularly with the pastoral team for sermon and worship planning, shepherding discussions, prayer, and spiritual renewal.
- Preach on occasion as fits into the other pastoral team responsibilities
- Participate, as requested, in the leading of corporate worship
- Coordinate with the Pastor for Missional Engagement and the Senior Pastor in caring for the congregation, Staff, and officers of Hope Church and developing leaders among the congregation.
- Connects Hope Church members to areas where their gifts can be used effectively; challenging them to move from attendance to involvement in ministry.

Serve as a Member of the Hope Church Session

- Attend Session meetings and assist pastors and elders in achieving the church's various goals.

Serve as a Member of the Staff

- Attend staff meetings and congregational gatherings.
- Participate in the life of the Staff as a team player.

Specific Responsibilities:

Primary Oversight for the Christian Nurture and Discipleship of Hope Church (65%)

- Identify, plan, and implement adult discipleship, training and education opportunities based on the mission, vision and value of Hope, as well as anticipated and/or expressed needs.
- Supports staff members who report to him by serving as a sounding board, troubleshooter and cheerleader for their individual and collective work.
 - **Adult Christian Education:**
 - Work with staff and lay-leaders to plan the yearly adult education schedule.
 - Recruit and support teachers for the Adult Sunday School program
 - **Life Groups**
 - Nurture vibrancy of Life Groups through effective leadership recruitment, leadership development, planning and oversight.
 - Regularly visit with Life Group leaders and occasionally visit individual Life Groups.
 - Identify and/or develop resources for Life Groups.
 - **Women's Ministry**
 - In concert with the Women's Ministry Director, support and oversee Hope's ministry to women.
 - **Men's Ministry**
 - Identify, recruit, train and disciple men who can assist in leading the Men's Ministry.
 - Identify unmet needs related to the Men's Ministry and develop means of addressing these areas.
 - Plan, coordinate, and effectively communicate men's events (including the annual Men's Retreat) which facilitate the establishment and deepening of personal relationships.
 - Meet regularly with Hope men for encouragement and counseling, and to unfold them within the life of Hope Church.
 - **Student and Children Ministries**
 - Provides supervision, support, and serves as a sounding board for staff responsible for all areas of Children and Student ministries.
 - Meets with individual staff and as a team on a disciplined routine to ensure effective and coordinated ministry.
 - Completes annual evaluations and provides timely feedback.
 - Assists staff in the development of ministry budgets, as needed.

Primary Oversight for the Vibrant Congregational Life of Hope Church (20%)

- Coordinates the pastoral care of the congregation.
- Develops systems and processes to evaluate the wellbeing of the congregation.
- Welcomes and follows-up with visitors.
- Regularly engages with members of the church on a one on one basis.