

### **Job Description: Planter/Rector**

**Overview:** All Saints Waco is an Anglican church plant developed in partnership with Christ Church of Austin within the diocese of Churches for the Sake of Others (C4SO) that seeks to express God's redemptive love for all peoples through the great tradition of Scripture, Spirit, and Sacrament to the people and cultures of Waco, Texas and beyond. We seek a vision-minded, detail-oriented rector who is comfortable in a church plant environment and in leading a congregation from a small plant into a stable, thriving congregation.

All Saints' Core Values are as follows:

1. We believe that God is actively moving in the world to redeem, reclaim, restore and renew the whole of Creation - and we believe that his greatest joy is to accomplish his work in and through people who long to know him and to make him known in every sphere of their life.
2. We believe that when the Bible speaks of God's kingdom and the New Creation it is proclaiming both a future hope and a present reality available to the Church through the person of the Holy Spirit.
3. We believe that every Christian is called into cooperative friendship with God and into the shared work of proclaiming over every square inch of creation and across all of time itself "Holy, Holy, Holy" on behalf of the God who was, who is, and who is to come.
4. We believe that all of this is possible only through the person of Jesus Christ whose birth, life, teaching, healing, suffering, death, resurrection, ascension, and very being is the central turning point in the story of all things.

We are a vibrant, growing, intergenerational, and diverse community of Jesus followers searching for a well-qualified candidate to lead our pastoral team as a Planter/Rector and help us grow from a church plant into a fully developed multi-ethnic parish.

### **The Position:**

The Planter/ Rector will have a spiritually entrepreneurial gifting, will passionately vision-cast, and will be gifted in delegation while overseeing and growing All Saints.

They will be a trusted and dependable leader who will work with our assistant priest, deacon, and congregation.

They will be steeped in Church tradition while bringing creativity and innovation to the work of ministry, particularly in their ability to connect with, and minister to, an increasingly diverse community in Waco of academics, artists, professionals and impoverished individuals and families.

The Planter/Rector will be responsible especially for building the church's culture, developing outreach processes to the diverse communities of Waco, Texas, and fostering intentional formational opportunities for parishioners of All Saints Waco.

**Primary Responsibilities:**

- Envision and develop internal processes and ministries to enhance our outreach efforts and congregational care in a professionally and economically diverse church community
- Develop and implement processes for discipleship and development of lay ministry leaders and small group leaders
- Serve as leader of the pastoral/sacramental team in public worship
- Develop and cast vision, sharing wisdom, insights, and strategic thinking, providing heart and effort as leader of the parish while supported by and partnered with the vestry
- Engage in Biblically faithful preaching that may incorporate a variety of styles including, but not limited to, topical, exegetical, and expository
- Oversee/direct congregational care: addressing needs, pastoral care, and discipleship

**Details:**

- Starting Full Time by September 2022.
- Compensation: Flat salary year 1 with opportunity for growth and a longer term contract pending numerical growth of the parish. Additional contractual details for year 1 will be negotiated at the time of hire.

**Qualifications:**

- 3-5+ years proven experience as a priest, pastor or transitional deacon - some of that time specifically given to church planting
- Master of Divinity or higher degree
- Ordained as a transitional Deacon or Priest in the Anglican Church in North America, or eligible for transfer into the ACNA

**The Candidate We're Seeking:**

- Has a love for Jesus and His kingdom and mission and a corresponding spiritually entrepreneurial and visionary spirit and experience.
- Excited by the spiritual challenge and opportunity of living and serving in the academically rich, artistically, and commercially growing, and economically and ethnically diverse culture of central Texas.

- Rooted in the “three streams” (Scripture, Spirit, and Sacrament) expression of the Anglican tradition in spiritual life, practice, and experience
- Demonstrates cultural awareness, but (more importantly) grounded in the Christian Tradition and the Word of God.
  - Has training and experience in delivering Biblically faithful teaching and preaching
- Completely aligned with C4SO and All Saints’ mission, core values, and liturgical and cultural ethos
- Confident yet humble, a good communicator, teachable, and works well collaborating as part of a team.
- Strong collaborator and delegator with a mature ability to organize.
- Experienced in pastoral care
- Has the ability to connect seemingly disparate people and ideas in order to build relationships in Christ and the culture of All Saints
- Models a posture of lifelong learning in their personal relationship with God and in their role as rector