



All Souls Charlottesville – Pastor Search

All Souls Charlottesville (Charlottesville, Virginia), is seeking a full-time pastor to lead our community as we seek to follow Jesus. All Souls is a church of roughly 250 community members with average Sunday attendance of 150. Our church was formed with the support of the Baptist General Association of Virginia and we continue to maintain a relationship with BGAV. At the same time, we hold much in common with the Anglican tradition and our liturgy is adapted from the Book of Common Prayer. We are oriented around God’s invitation to be people of hospitality, restoration, and shalom. Applicants should learn about our community through our website <http://allsoulscville.com/> and read the full profile of our community available at:

<http://allsoulscville.com/wp-content/uploads/2020/05/ALL-SOULS-Profile.pdf>

Because of the coronavirus pandemic, over the next few months our communal life together will combine online forms of worship with limited in-person gatherings. In the ordinary course of things, we meet at Venable Elementary School, in the heart of Charlottesville. We also rent an office space in downtown Charlottesville.

The Pastor will preach the Gospel, attend to the pastoral care needs of the congregation and, as necessary, share with ordained and lay ministers in hospital visitation, home visits, counseling, marriages and funerals. The Pastor will also oversee and execute the administration of the church, and ensure the completion of ministry, business, facility, and logistical support functions through staff and lay volunteers. All Souls currently employs a full-time pastor of arts and community formation and three part-time staff members. A team of committed volunteer deacons also cares for our community. The Pastor will ensure that the systems, practices, and policies of the church responsibly and effectively support its ministry activities and will be responsible for strategic planning. The Pastor reports to the church elders.

Qualifications:

- Contemplative and comfortable with questions and uncertainty
- Bachelor’s degree required, masters degree or above preferred
- Minimum 10 years of pastoral experience preferred

Annual compensation will be commensurate with educational attainment, years of experience and cost of living.

Please submit a curriculum vitae, list of four references, and written responses to the attached four questions, to search@allsoulscville.com.

Please provide written responses to the following four questions. Although we appreciate that each question invites a long answer and conversation, each written response should be no more than 250 words.

1) What do you think it means to be a pastor?

2) All Souls is a eucharistically-centered, sacramental and liturgical community. How do the eucharist and sacraments inform your faith and pastoral theology? How has liturgical theology and practice shaped you and your ministry?

3) How do you think the Church is to engage with questions where there is not consensus among members? Examples might include capital punishment, same sex marriage, and infant baptism.

4) How are you equipped to lead us as we seek understanding about how to be a peacemaking people engaged in the work of racial reconciliation?