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# ALL SAINTS CHURCH

## Curacy Application Guide

Winter/Spring 2024-Summer 2026

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All Saints Church

4905 Pine Cone Dr., Suite 6

Durham, NC 27707

[www.allsaints-chd.org](http://www.allsaints-chd.org)

## Overview

All Saints Church is a vibrant, gospel-centered church in Durham, NC. The Curacy position within All Saints Church is a 2 year pastoral residency program (except for this first round, which is a 32-month residency – January 2024-August 2026) during which residents experience many aspects of pastoral ministry in a thriving Anglican church. It is designed for candidates who are new to, or in their first few years of, full-time ministry and seek practical training and mentorship in an orthodox Anglican congregation. The aim of the program is to prepare Curates for senior leadership in a congregation or a new church plant within the Diocese of Christ Our Hope, or the greater Anglican Communion of North America. The Curate serves as a member of the staff, working alongside the Rector and Executive Pastor to provide pastoral leadership to our church. In this role, he or she is exposed to the full array of pastoral responsibilities, receiving leadership and personal development mentoring, training and support.

The Curacy at All Saints Church is made possible through the generosity of the Made to Flourish network, as well as the Diocese of Christ Our Hope.

For more information about All Saints Church visit: [www.allsaints-chd.org](http://www.allsaints-chd.org).

Questions? Write to [julie@allsaints-chd.org](mailto:julie@allsaints-chd.org).



## Our Vision, Mission & Values

### Vision

Our vision is to be a growing, vibrant, gospel-centered Anglican church that serves the western Triangle by proclaiming and embodying the gospel of Jesus Christ and expanding the Kingdom of God.

### Mission

Our mission is to follow Jesus in the Anglican way as a worshiping, growing, missional community of faith. We do this through Worship, Community, Formation, and Mission

### Values

- God's lavish generosity made known in Jesus Christ
- Vibrant, theologically rich, Spirit-filled Anglican spirituality and worship
- Relationships of tangible love
- Intentionally growing in Christ as children, youth, and adults
- Proclaiming and embodying the Gospel of the Kingdom

## Curacy Application

Please submit your responses to the following questions along with a resume (or CV), cover letter, and two sermon or teaching audio or video files to [julie@allsaints-chd.org](mailto:julie@allsaints-chd.org), by **September 30th**.

Applications will be reviewed and interviews held during October, with an offer granted mid-November.

In addition to providing your resume or CV, please list:

- Full name
- Family information (your spouse's name, if married; any children, including ages)
- Postal address
- Telephone number
- Email address
- Current employer (if applicable)
- Five references who are able to give an objective evaluation of your character, pastoral competencies, and family life, including at least one recent supervisor, two laypersons, and a recent coworker.

## Application Questions

1. Briefly narrate your spiritual autobiography. Make sure to describe: how you came to know the Lord Jesus Christ, your baptism, and significant encounters or experiences with God.
2. If you have ever been disciplined or dismissed from a Christian congregation or denomination, please explain.
3. Briefly describe your current spiritual life. Include your practice of public worship and other spiritual disciplines. What factors are important for your ongoing growth in Christ's kingdom?
4. Briefly describe your sense of calling, particularly as it relates to ordained ministry.
5. How have previous ministry positions and others affirmed your sense of calling? Do you believe that you are wired for a particular pastoral role (e.g. church planting, revitalization, senior pastor, etc.)?

6. Please list and describe your previous pastoral, leadership, and entrepreneurial experience. Briefly describe your approach to pastoral ministry.
7. What experience do you have in cross-cultural ministry, racial reconciliation, healing, or justice work?
8. Are you currently ordained? If so, in what tradition? If you are not already ordained in the Anglican Communion, are you willing?
9. Please describe your experiences serving under spiritual authority in the past. Have you ever been denied or removed from an ordination or credentialing process with another Christian congregation or denomination? If so, then please explain.
10. In your opinion, what are the benefits of worship in the Prayer Book tradition? What concerns do you have? How do you feel about vestments in worship? Should infants be baptized or dedicated? Should children be allowed to receive communion?
11. Carefully read the Thirty-Nine (39) Articles of Religion and the 2008 Jerusalem Declaration (at [www.gafcon.org](http://www.gafcon.org)). List and explain any reservations or exceptions you may have with these documents or the standards they explicitly reference.
12. If you are married, please have your spouse respond to the following questions: Do you agree with and support your spouse's sense of calling to ordained ministry? Are you of one mind and heart regarding your spouse's choice of our particular Christian tradition (i.e. Anglican Christianity?) How have you been impacted by your spouse's ministry? If you have children, how have your children been impacted by your spouse's ministry?
13. How did you hear about this Curacy?
14. Anything else you would like for us to know about you, or that which you think will help us better understand you, your calling, and your desire to serve in this capacity at All Saints Church?

## Curacy Job Description

**Title:** Curate | Director of Formation

**Supervisor:** Executive Pastor

**Hours:** Full-time (40+), including Sundays. Compensation is salaried and benefits are available.

**Start Date:** January 1, 2024 (finishing August 2026)

## General Job Description

The Curate will serve as a member of the staff, working alongside the Rector and Executive Pastor to provide pastoral leadership to our parish community. In this role, he or she will be exposed to the full array of pastoral responsibilities, and will receive leadership and personal development mentoring, training, and support.

## Qualifications

The ideal applicant:

- Has a seminary degree, or is in his or her final year of seminary.
- Has a clear sense of call to pastoral ministry and to the Anglican tradition, and is ordained or fully prepared for ordination as a presbyter in the Anglican Church in North America (ACNA).
- Demonstrates a committed Christian faith, and is in full agreement with the Jerusalem Declaration as a faithful summary of Biblical teaching (exceptions must be approved by the Rector), and evidence of spiritual maturity.
- Is a mature theologian who loves God's Word, studies it carefully, and is gifted as a preacher and a teacher.
- Is passionate about teaching, discipleship, justice, racial reconciliation, and ministry across lines of difference, hospitality and evangelism, as well as helping church members connect the dots between their faith and their work.
- Is a confident self-starter who can work independently with guidance, and under authority.
- Is willing to jump-in and do behind-the-scenes work

## Essential Responsibilities

- Exercise pastoral leadership within our congregation
- Provide pastoral care for parish members, including hospital visits, home visits, office visits, pastoral counseling, etc.
- Participate in Sunday worship service from start to finish (set-up to teardown)
- Regularly lead worship services, preaching and leading as assigned
- Assist clergy in leading occasional offices (baptisms, weddings, funerals, etc.)
- Serve as Director of Formation, managing, planning and periodically teaching the Adult Faith Formation classes
- In conjunction with the Rector, oversee, plan, and lead quarterly Confirmation/Membership Classes
- Support the Directors of Family and Youth Ministries to ensure appropriate and comprehensive catechesis is happening from birth to grave
- Oversee, plan and lead our Small Group ministry, lay leaders, trainings and events
- Oversee and engage with our Local and International Missions Teams
- Plan and participate in Newcomer's Brunches
- Work with clergy to identify and work on areas of professional growth through classes, conferences, and book study with clergy (preaching, counseling, teaching, etc.)
- Participate in weekly church staff meetings, an annual staff retreat, and monthly Vestry meetings
- Participate in pastoral residency program activities, including trainings and retreats
- Attend Diocese of Christ our Hope and ACNA conferences and meetings as directed by the Rector
- If not ordained, complete the necessary steps for ordination first as a deacon and then as a presbyter (or "priest") within the Diocese of Christ our Hope
- Additional responsibilities as assigned by the Rector and Executive Pastor