

## ⊕ Overview

Think about what it would be like to be a part of a downtown church family committed to growing in the way of Jesus, from artists to academics, pilgrims on a journey towards Jesus. All Souls Church is a Christ-centered worshipping community seeking the peace of Knoxville, Tennessee (Jeremiah 29:7). We exist to worship and glorify God, welcome both disciples of Jesus and spiritual seekers, and form God's people to share the good news of Jesus Christ in our city. The new Lead Pastor will steward the next chapter of All Souls Church as we continue to seek the *shalom* of our city.

## ⊕ Church Description

All Souls Church is non-denominational and home to an eclectic group from a variety of faith traditions: contemplatives, charismatics, and social-justice seekers. Some are walking confidently ahead in faith and some are wrestling with doubt. All are welcome. What brings us together is our shared commitment to Jesus Christ, expressed in our affirmation of the Nicene and Apostles' Creeds. In order to live fruitfully under the authority of Scripture, we carefully study Scripture, seek counsel from the Holy Spirit, and make up our minds. We worship and live together in loving unity, and as we learn from, challenge, and honor our brothers and sisters who interpret non-creedal issues differently. We call this *consensual orthodoxy*. In the words of James, we seek to "be quick to listen, slow to speak and slow to become angry" (James 1:19).

## ⊕ Core Values

Our church has five core values: study, justice, prayer, beauty, and work. The value of **study** reflects our desire to be a school of Christ, a learning community, where, through the study of the church's teachings, we fall in love with God and with one another and therefore with our neighbor as well. The value of **justice** means that we believe that the God of Israel is righteous and just and is in the process even now of putting the world to rights, and that Christ is reconciling all things to himself through the cross. The value of **prayer** means that we are in a covenant relationship with a God who speaks, from healing prayer for the sick to the ancient practice of the daily office. The value of **beauty** means that we affirm that all beauty reflects the beauty of our Creator God. We affirm the role of the artist both in the world and in the church. Finally, the value of **work** means that we believe that work was given to human beings before the fall; therefore, it is part of God's plan for humanity, and so work is a primary way we glorify God on earth.

To read more, you can visit our website at <https://allsoulsknoxville.com/>.

## ⊕ History and Location

Nestled in beautiful East Tennessee not far from the Great Smoky Mountains, Knoxville is a city that has been revitalized in the last twenty years. All Souls Church began as a part of that revitalization. The church was originally a plant of Cedar Springs Presbyterian Church, meant to seek the *shalom* of a struggling downtown. All Souls met first in the Convention Center and later on Knoxville's historic Market Square, playing a small but meaningful role in the renewal of the downtown area.

From our beginning in 2004, we gathered for worship in rented spaces. Through an incredible act of generosity and obedience, an anonymous donor gifted All Souls Church the funds to purchase the beautiful property at the corner of Fifth and Central in 2020. Through a global pandemic, worshipping online and then outdoors (even in the snow!), the All Souls family raised the funds to renovate and move to our new home in the fall of 2021.

Doug Banister has been our Senior Pastor since the inception of the church. As he moves into a full-time racial reconciliation justice ministry in Knoxville, All Souls Church is now **seeking a Lead Pastor** to help us *abide* and *go* in a new home and a new neighborhood. The Fifth and Central neighborhood is eclectic and diverse, just like All Souls Church. We are thrilled to be part of this developing downtown community and offer the ministry of presence to our neighbors. We seek to be good neighbors who love God and love people well.

## Responsibilities

The Lead Pastor of All Souls Church fully embraces the mission, vision, values and doctrine claimed by the church and is deeply committed to leading, guiding, and shepherding us into the next season of our life in ministry. She/he is the organizational leader of the church and provides leadership and guidance, in line with sound doctrine, to the All Souls family as well as to the staff and many lay leaders in the church. Our people have varied theological and church backgrounds, and our pastors must be able to lovingly form and teach while articulating a vision for Christian life and ministry.

1. The Lead Pastor is responsible for **establishing, leading, and directing the ministries of the church**, consistent with the church's mission and values. This leadership includes doctrine, teaching, worship, spiritual formation, assimilation, community and connecting life, communications, and operations.
2. The Lead Pastor is **committed to teaching from the Word of God** as central to spiritual formation and coordinates teaching for worship services. This responsibility includes developing his or her own spiritual growth, observing a personal Sabbath, and engaging in reading, studying, and writing. The Lead Pastor also participates in administering the Eucharist and the sacrament of baptism.
3. The Lead Pastor is responsible for **facilitating pastoral care**, which includes prayer for the congregation, availability to church members in times of joy, crisis, and grief, the spiritual formation of the flock, and equipping others to nurture, mentor, and care for the spiritual well-being of the congregation.
4. The Lead Pastor is responsible for **engaging the wider community** by fostering relationships with community leaders and participating in city activities in order to seek the peace of the city and enhance the church's presence in the community. This responsibility includes encouraging partnerships with, and active participation in, other ministries, churches, nonprofits, and community organizations.
5. The Lead Pastor is responsible for **leading key staff**, including the Pastor of Worship and the Arts, the children and student ministry directors, contract staff, and lay leaders. He or she participates regularly in meetings of the Shepherding Team as a non-voting member and takes an active leadership role in clarifying our vision and values and ensuring an organizational structure that fulfills that vision.

## Qualifications

- Urban experience and a passion to seek the peace of the city
- A heart for the spiritual formation of worshipers and other leaders in the worship ministry
- Minimum of 10 to 15 years of meaningful experience in a similar position
- Possession of a Bachelor's Degree and a Master of Divinity degree or equivalent education and professional development
- Proven track record of strong and effective leadership, judgment, and organizational and management skills
- Approachable; self-motivated and optimistic
- Effective communicator, with consistent follow-through
- Wise, humble, compassionate, encouraging, servant-hearted, and a peacemaker
- Relationally oriented, strong people skills, and can work as a team player
- Engages conflict through active listening, personal reflection, reconciliation, and forgiveness
- Able to counsel and deal with crisis and conflict

## Instructions for Applying

The committee assembled to carry out this search fully respects the need for confidentiality of information supplied by interested parties and assures them that their backgrounds and interests will not be discussed with anyone beyond the committee without prior consent, nor will reference contacts be made until mutual interest has been established. If you think you might be the person we're looking for, please provide a comprehensive cover letter and resume/CV.

Considering what you have learned about All Souls from any personal research you may have conducted, please describe what specifically attracts you to this position and how your experience, talents, and skills are a match for our position. When writing the resume/CV, be mindful that substance is of more interest than brevity. Give enough information so that the breadth and depth of your ministry experience is understood. When describing your work at each relevant position, it would be helpful for us to know factors influencing your call to this particular church/

ministry, total membership and worship style of the church/ministry, size of the staff and how you fit into the team, leadership responsibilities (staff and/or volunteer), specific responsibilities, highlights of your ministry, and factors influencing your consideration to leave this church/ministry for another call.

Also, please provide a minimum of five references (including at least two subordinates, a supervisor or overseer, and a peer). Include telephone and email information for each reference; we will not contact references until later in the process and only with your approval.

Review of applications will begin immediately and continue until a suitable candidate is found. Please send all of the above to [pastorsearch@allsoulsknoxville.com](mailto:pastorsearch@allsoulsknoxville.com). The best way to contact us with any questions is via e-mail.