**Pastor of Care, Discipleship & Small Groups**

Nestled near Burlington, Essex Junction, VT, offers a welcoming village vibe with top-notch schools, a thriving local scene, and proximity to Lake Champlain’s beauty—perfect for anyone who loves community and nature. You’ll love being part of a tight-knit community that values faith, family, and outdoor adventure. Join Essex Alliance Church to advance our mission of “making disciples, making more disciples, making better disciples.”

We’re hiring a **full-time**Pastor of Care, Discipleship & Small Groups to encourage and serve our congregation. You’ll oversee Care Ministries—performing weddings/funerals, visiting hospitals and homes, leading programs like Divorce Care, and managing benevolent funds—while recruiting and training volunteers. In Discipleship & Small Groups, you’ll resource and train leaders, develop materials, and drive innovative strategies for spiritual growth.

Qualified candidates are devoted Christ-followers, licensed in the Christian & Missionary Alliance (or willing to pursue it), and aligned with EAC’s vision. You’ll need strong communication skills, a “can-do” attitude, and the ability to multitask in a team setting. Preaching on occasion and sharing “on-call” duties are also required.

**Objective:** To assist Essex Alliance Church in fulfilling its mission and vision by encouraging, developing, comforting, and serving the needs of Care Ministries. And working alongside Community Group leaders & teachers to resource, train and expand their capacity to minister to the various small groups and systems of EAC.

**Personal Qualifications:**

* Committed follower of Christ, supporting the traditional evangelical theology for which Essex Alliance Church (EAC) stands.
* Lives a personal lifestyle consistent with the EAC missions’ statement of “Making disciples, making more disciples, making better disciples.”
* Endorses and supports the vision, direction, and strategy of EAC, as found in the EAC membership materials.
* Willing to work on developing the ability to research, create and manage resources effectively with a seeker sensitive, culturally relevant and Kingdom focused mindset.
* Exceptional interpersonal skills (oral and written), and a high level of confidentiality.
* Positive “can-do” attitude, ability to solve problems, and ability to shift priorities in a multi-priority environment and the ability to work within a team.

**Specific Responsibilities | Care**

* Performs both weddings and funeral services.
* Performs hospital, nursing care facilities and home visits regularly and calls on the members and others with special needs.
* Recruits and trains volunteers for assistance
* Oversees Care Ministry Programs, such as Divorce Care and Greif Share
* Oversees volunteers for M25 (monthly food drive), partnership with ANEW place, Operation Christmas Child, and Holiday Gift Cards.
* Oversees Benevolent funds and assesses needs as requests come in.
* Evaluate existing programs to determine effectiveness.
* Provides pastoral counseling, assessment of needs and referral appointments.
* Be able to share in “On Call” emergencies.
* Participates in staff meetings, leadership meetings and the general life of the church, collaborating with other staff members.

**Specific Responsibilities | Discipleship & Small Groups**

* Creating and formatting materials for groups leaders & teachers.
* Training and meeting with new and current small group leaders & teachers.
* Pioneering innovative ideas in ministries, creates implementing strategies with the ability to executes action plans. And creates a culture of discipleship among the community & members of EAC.

**Specific Responsibilities & Requirements | Other**

* Be able to preach when called upon by the Lead Pastor
* Is Licensed (or able to be) in the Christian & Missionary Alliance

**Relationships:**

* Reports to Senior Pastor & Executive Pastor, both overseeing the ministry.
* Submits to the Authority of the Board of Elders.

To be considered for this position, please complete the application to include your testimony, resume and other background information related to the position.

If the district office has reviewed your application and they think you may be a potential match for the position, that the hiring manager will reach out to you for next steps.

This position requires licensing with The Christian & Missionary Alliance, and all applicants must be legally authorized to work in the United States to be considered. To learn more about The Alliance and requirements for licensing, [please visit our website](https://called2serve.org/).

Please do not contact the church directly.