

Church Planter (Paradise Re-Plant 2025)

Full-time, exempt

Summary:

The Church Planter will serve as the spiritual leader for the communities of Paradise and Magalia, guiding the redevelopment of a Christian worshipping community in the Episcopal tradition at St. Nicholas, Paradise. This position provides a bridge between the local context and the wider Church through evangelism, a ministry of presence, collaboration with community leaders, and active participation in civic life.

Reporting:

The Church Planter reports to the Canon to the Ordinary, who serves on behalf of the Bishop and works closely with the Rector of St. John's, Chico where the position will initially be embedded.

Key Responsibilities/Primary Tasks:

1. **Team Formation & Leadership** – Identify, form, and equip a church-planting ministry team in collaboration with the Rector of St. John's.
2. **Community Partnerships** – Maintain and expand relationships with existing ministry partners on the Ridge (Paradise/Magalia).
3. **Administration & Planning** – Set goals, prepare evaluative reports, and handle routine administrative tasks.
4. **Worship & Parish Life** – Participate actively in Sunday worship and parish life at St. John's during the redevelopment period.
5. **Diocesan Engagement** – Maintain relationships within the diocese and participate in diocesan events and initiatives.
6. **Long-Term Mission** – In 3+ years, establish meaningful Christian worship, spiritual formation, and service opportunities for unchurched neighbors in Paradise.
7. **Other Duties** – Carry out special projects and additional responsibilities as assigned.

Qualifications

Required Knowledge, Skills & Abilities:

- Deep, compelling spiritual life and the ability to communicate the Gospel in engaging, relevant ways.
- Proven leadership, organizational, and team-building skills.
- Entrepreneurial and collaborative approach; comfortable leading through change.
- Flexible, adaptable, and able to develop rapport with diverse groups.
- Strong verbal and written communication skills.
- Proficiency with social media and digital tools for ministry promotion.
- Commitment to trauma-informed pastoral care and emotional/spiritual sensitivity in times of individual or communal crisis.
- Openness to learning about parish disaster response strategies and preparedness.
- Ability to collaborate effectively with community partners and local organizations to support holistic ministry and outreach.

Preferred:

- Training or experience in Congregational Development.
- Successful prior experience in church planting.

Other Requirements

- Ordained Episcopal priest (or ELCA minister of Word and Sacrament) in good standing.
- Valid driver's license.
- Ability to walk up a flight of stairs and occasionally lift up to 30 lbs.

Compensation package

- **Salary:** \$80,000-\$87,000 (commensurate with experience).
- **Benefits:** Medical, dental for employee only at 80% of diocesan lowest-cost plan. Life insurance and long-term disability are also included.
- **Leave:** 4 weeks (160 hours) vacation, 2 weeks (80 hours) continuing education, 2 weeks (80 hours) sick leave.
- **Pension:** Employer contribution in compliance with Episcopal and ELCA pension contributions.
- **Professional Allowances:** Mileage reimbursement, ministry expenses, and continuing education support.