



The All Saints Church, Curacy Program

The Ancient Church in a Modern World

Employment Status: Full-time, three (3) year commitment

Compensation: \$80,000 annual salary with insurance and benefits

Program Dates: July 2026 - June 2029

Educational Requirements: Master of Divinity

Denomination: Anglican

Reports to: The Rev. Darryl Pigeon, Rector, All Saints Church

Application Due Date: Rolling submission until filled or December 1, 2025

Overview

The All Saints Curacy Program offers more than a first job in ministry — it's an invitation to join a vision: to relaunch gospel-centered, sacramental churches throughout the Diocese of Fort Worth. This curacy seeks to form clergy who are rooted in Christ, prepared for ministry, and ready to lead with faith and humility.

Program Summary

1. Year One: Formation not just Function

In your first year, you won't be rushed into leadership. Instead, you'll be given space to step back, to re-center your life on Christ, and to build the personal and devotional habits that will sustain a lifetime of ministry. This program emphasizes who you are becoming, not just what you do.

2. Year Two: Equipped for Mission-Sized Ministry

The second year prepares you to serve where the Church needs you most — in the mission-sized Church. You'll be equipped for the kind of lean, faithful, and Spirit-led ministry that mission-sized churches require to grow.

3. Year Three: Real Leadership, with Real Support

In the third year, you will relaunch a mission-sized ministry — not alone, but with the support of All Saints.. You will lead, risk, grow, and pray alongside your spouse and community, while continuing to draw on the mentorship and resources of the All Saints team.

Job Responsibilities

The All Saints Curacy Program is structured over three formative years. Job responsibilities grow as the curate is formed, equipped, and deployed.

Year 1 Responsibilities

- Participate actively in worship, discipleship, and family life at All Saints Church.
- Commit to regular spiritual direction, personal prayer, and devotional disciplines within the Anglican Tradition.
- Reflect on personal growth, spiritual maturity, and marriage/family life balance (if applicable), through mentorship.
- Observe and learn from experienced clergy in teaching, counseling, and pastoral care.

**Year 2 Responsibilities**

- Train in developing effective sermons that are in keeping with All Saints style: parabolic, formation focused, and biblically grounded.
- Train in pastoral care and counseling, with supervision and reflection.
- Train in key areas of parish administration, including the publication of weekly, monthly and quarterly communication, scheduling, Church management systems, and membership incorporation.
- Mobilize lay leaders, create a sense of ownership and shared responsibility in ministry.
- Learn how to create and manage a basic parish budget, with a focus on mission sustainability.
- Launch and support an online ministry presence, website design, social media, etc.

Year 3 Responsibilities

- Serve as interim curate in a mission-sized congregation.
- Lead worship, disciple members, provide pastoral care, and outreach in a full-time capacity.
- Develop and communicate a clear vision of the gospel.
- Build Church cohesiveness and lead with a strategic mindset.
- Utilize resources and mentorship opportunities.
- Discern next steps for ministry, whether being called to the parish of service or elsewhere.