



Job Description — Director of Pastor Engagement

OVERVIEW

The Director of Pastor Engagement helps churches build a culture of life by recruiting senior pastors to make it part of their vision for their congregation. This role owns the pastor relationship from first conversation through long-term partnership: casting a compelling biblical vision, inviting pastors to sign the Life Commitment, and then serving as a personal guide throughout the church's journey. The Director equips pastors with language that is faithful, winsome, and effective for discipleship, walks with them through intake and a customized ministry plan, and encourages activation of ministry programs within their church, including Embrace Grace programs and partner pathways across the Life Collective. Success in this role looks like pastors who feel personally known and supported, and churches that move from conviction to active, sustained ministry.

RESPONSIBILITIES

- Prospect, pursue, and win meetings with senior pastors through existing networks, peer referrals, pregnancy resource center relationships, convenings, and direct outreach.
- Present the Culture of Life vision and invite pastors to sign the Life Commitment.
- Guide each committed church through intake, assessment, and a customized ministry plan with clear next steps.
- Coach pastors on sanctity of life language and framing for preaching, teaching, and discipleship settings.
- Encourage and support activation of ministry programs, coordinating handoff to the Director of Groups/Programs for program delivery.
- Build lasting relational equity with pastors and church leadership through regular touchpoints, encouragement, and celebration of progress.
- Represent Embrace Grace at convenings, pastor gatherings, and partner events.
- Maintain accurate records in the CRM, tracking each church from prospect through commitment, activation, and ongoing engagement.
- Collaborate with Life Collective partner organizations to connect churches with the resources best suited to their needs.

QUALIFICATIONS

- Demonstrated passion for Christ, for people, and for the Embrace Grace mission.
- Experience in development, stewardship, or comparable relationship-focused work; nonprofit or ministry experience preferred.
- Warm, confident communicator who is comfortable picking up the phone, delivering a short persuasive presentation, and writing a handwritten note.
- Organized and self-directed: able to run a caseload, a recurring calendar of touchpoints, and an inbox without dropping threads.
- Comfortable in a CRM and willing to learn new platforms as systems evolve.
- High personal and professional integrity; discretion with confidential donor information.

- Genuine confidence coupled with sincere humility, and a hunger for organizational and personal growth.
- Dallas-Fort Worth based, with regular travel, overnight travel, and availability for some evening and weekend events.
- Pastor experience is a plus.

Reporting and Team

Reports to the Chief Operating Officer and works daily with the COO. Office is located at Embrace Grace headquarters.

COMPENSATION

- Competitive base salary commensurate with experience and anticipated value-add.
- Incentive structure that rewards excellent overall performance.

To apply for this position, please send resume to jobs@embracegrace.com and complete this survey: <https://go.cultureindex.com/p/WovsCI9fYUMmDlGVO>