

**St. George's, a growing parish of the Diocese of Virginia, seeks an Associate Rector or an Interim Associate Rector to begin work in September 2024. [www.stgeorgesepiscopal.net](http://www.stgeorgesepiscopal.net)**

### **Some highlights**

- We envision an interdependent, intergenerational web of Christ-centered ministries within our parish and in the wider region. We want you to share your unique gifts and call forth the gifts of others.
- Our staff team intentionally focuses on care, prayer, collaboration, joy, and well-being. We want to hear how you work and play in ways that promote mutual resilience.
- We value creativity, innovation and tradition as we share a variety of liturgical and musical expressions. We invite you to joyfully lead in worship and preaching.
- We listen to stories and seek justice and healing in a place of rich and complex history that is still unfolding. We hope you will be curious and courageous.
- We proclaim our welcome statement: "You are welcome at St. George's inclusive of race, nationality, sexual orientation, gender expression, or tradition." We wonder how you may embody this hospitality and help us care for one another in all our beloved variety.
- We enjoy Fredericksburg, VA as a dynamic, walkable city and hub within reach of larger cities. We invite you to go with us into the community to seek the Holy Spirit at play.

**More details:** Our next Associate Rector will work under the direct supervision of the Rector in a collaborative relationship, covering a wide range of responsibilities. We will invite candidates to share which of these ministry areas are most interesting and related to your abilities.

**-Regular liturgical leadership, preaching, and planning.** We offer four Sunday liturgies (average Sunday attendance of 280 in person, 50 online) as well as a Wednesday noon service. We plan intentionally a season or more ahead. We reflect together on preaching.

**-Christian formation for all ages.** Rector and Associate will determine the best balance of their skills and capacities for children, youth, young adult, and adult formation.

**-Proclamation of the Gospel through a message of radical welcome.** St. George's long-standing statement of inclusion is central to how we live out our Baptismal Covenant.

**-Pastoral care in all its forms**

**-Digital Ministry:** connecting with parishioners and community members in various ways online in collaboration with our Director for Mission and Evangelism.

**-Collaboration** among sixteen staff members (6 full time, 10 part-time) plus Preschool teachers. The Associate Rector is part of our pastoral leadership team which also includes the Rector, Director of Mission and Evangelism, Young Adult Missioner, and Chief of Staff.

**-Supervision of 1-2 staff members and volunteers.**

**-Creative visioning and discernment** of how God is calling us to be the church. A long-term process to improve physical accessibility will include a capital campaign in the Fall of 2024. Our 5-year vision culminates in 2025, and we will be preparing for another season of discernment. The Associate Rector will be a vital part of the next vision process.

**-Inviting Generosity:** St. George's has moved from the language of "stewardship" to "generosity," as we invite our parish to share of their time, talents, and financial resources. The Associate Rector will assist the Rector and lay leaders in proclaiming the joy of generosity.

## **Desired Qualities**

- at least 4 years of parish ministry and a general competency in the practices of priestcraft.
- ability to embody and articulate a theology of hospitality and radical welcome.
- previous experience in supervision and administration (not necessarily in a church context)
- organizational skills for planning liturgy and formation.
- grounded in prayer practices, Biblical study and reflection.
- some experience with digital ministries.
- ability to mobilize and support volunteers.
- enthusiasm for working in a dynamic and complex environment.
- sense of humor, humility, and wonder.
- delight in children and youth as active participants in worship and community life.
- commitment to compassionately address, on every level, the ignorance, fears, prejudices, systems, and actions which undermine the dignity of God's beloved children.

**Benefits** follow diocesan guidelines (full family medical/dental/vision benefits are provided). Compensation range: \$78-\$90K depending on experience.

**Additional context:** St. George's extends a message of Christ-centered welcome and love in our region and Diocese and to places like Haiti where we have a sister parish, Notre Dame, in Port-au-Prince. We are located along the Rappahannock River (and Interstate I-95) in the Chesapeake Bay watershed. We honor the Indigenous peoples who long knew the land of our parish before it was established 300 years ago, including the Patawomeck and Rappahannock Tribes who still live here. We also honor the people of African descent whose enslaved labor supported the parish for the first half of its history. Rooted in the Gospel, repentant of sin, we are nurturing faith and seeking justice, healing, and repair of relationships amid the complexity of our times. St. George's historic building and graveyard are landmarks in a picturesque downtown where we often walk to meetings in local coffee shops or parks. We strive to fulfill the mission of the Church to restore all persons to unity with God and each other in Christ as we work toward our vision: we will love God and each other, love our community, and be open to all in love.

We are a "small, large parish," with roughly 750 communicants of all generations. We engage hundreds of people in the community each week through a variety of local feeding and advocacy ministries and ecumenical and interfaith partnerships. We also have a half-day preschool that nurtures 40 joyful kids and is accessible regardless of income. We currently have capacity for two full-time priests (Rector and Associate) as well as a Young Adult and Campus Missioner priest whom we share with two other churches. A few retired clergy in the congregation occasionally help out as well. Like many parishes, we are still discovering what life is like in the post-pandemic reality in terms of membership, participation, and new opportunities.

**Interested candidates** should send a cover letter, resume, and OTM portfolio (optional) to the Rev. Joe Hensley at St. George's by mail or email: [joe.hensley@stgeorgesepiscopal.net](mailto:joe.hensley@stgeorgesepiscopal.net)