

Position Description: Curate

Serving St. Stephen's, Catlett, VA and St. Stephen's, Culpeper, VA

Position Overview

The Curate will serve as part-time Priest-in-Charge at St. Stephen's Catlett, including most Sundays, and part-time Assistant at St. Stephen's Culpeper, including occasional Sundays. This position is the result of faithful imagination between the two churches and is offered in missional hope for future growth, with a covenant guiding the churches in their collaboration. It is appropriate for a newly- or soon-to-be-ordained priest or a seasoned priest looking to serve in an exciting new model of ministry.

Position Type	Full-time (dual appointment)
Diocese	Episcopal Diocese of Virginia
Reports To	The Very Rev. Trenton S. Moore (Culpeper) & Vestry (Catlett)
Compensation	\$80,000 – 85,000, based on experience, with benefits and support for professional development

About the Churches (more below)

St. Stephen's, Catlett

A welcoming, inclusive, and historic Episcopal community (founded 1842) in rural Fauquier County with 78 communicants and average Sunday attendance of 25. We are committed to celebrating God's grace in the world, inviting others to be a friend of Christ, and restoring people to unity with God. Many of our current parishioners can trace their family's connection to St. Stephen's back multiple generations. The congregation has declined in recent years, but the church features a vibrant preschool, community garden, and strong commitment to local outreach including an annual children's clothing giveaway and food bank support.

St. Stephen's, Culpeper

We are a vibrant, traditional, historic, fast-growing, and welcoming Episcopal community committed to being a welcoming and inclusive family of faith rooted in the good news of Jesus Christ. 245 communicants and average Sunday attendance of 109. The clergy at St. Stephen's are keepers of the ancient church and innovators of the future, bringing hope and love to Culpeper and beyond.

Key Responsibilities

At St. Stephen's, Catlett (Priest-in-Charge)

- All canonical responsibilities of a Priest-in-Charge
- Lead worship and preach at two Sunday services (8:00 AM and 10:00 AM with music)
- Collaborate with parishioners in community evangelism—attend local events, connect with organizations, and take church to the people

- Build connections with youth and young families, particularly through the preschool
- Provide pastoral care to parishioners, including visitation, prayer, and support during times of need
- Lead Christian formation opportunities, including adult education between services
- Guide the congregation in strategic growth planning while respecting church traditions

At St. Stephen's, Culpeper (Assistant to the Rector)

- Share in worship leadership and planning, including celebrating the Eucharist, preaching, and leading prayers
- Lead, coordinate, and support Christian formation for all ages in consultation with the Rector, including Bible studies, forums, and confirmation classes
- Provide compassionate pastoral care including visitation and counseling for those in need, sick, homebound, or grieving
- Support local outreach efforts including coordination with Culpeper Food Closet and community partnerships
- Collaborate actively with clergy team, staff, and lay leaders in ministry planning and execution

Qualifications

- Seminary graduate; ordained Episcopal priest (or in process of ordination) in good standing, or from full-communication partner tradition
- Deep, authentic faith rooted in the hope of the gospel with commitment to Christian formation
- Strong preaching and teaching skills, able to give sermons that people can understand and apply to their lives
- Pastoral heart with ability to provide empathetic care, especially during crisis or difficult circumstances
- Experience or eagerness to engage in community evangelism and building connections with unchurched populations
- Collaborative spirit and flexibility to work within dual appointments and with multiple leadership structures
- Strong organizational and communication skills
- Respect for Episcopal tradition while open to exploring different worship styles and innovative ministry models

The Ideal Candidate

We seek a priest who is:

- Grounded in hope with an optimistic vision for the church's future
- Approachable, warm, and able to build authentic relationships across generations
- Comfortable with theological complexity and leading with vulnerability
- Action-oriented in addressing challenges, engaging directly with systems and community dynamics
- Committed to ongoing theological and pastoral education and maintaining healthy professional boundaries

A Special Opportunity

This position offers intentional mentoring, giving the ideal candidate an opportunity to learn nuances of parish ministry in two distinct contexts. Previous parish experience is not required. You'll serve with a supportive team at Culpeper while having the opportunity to lead as Priest-in-Charge at Catlett—gaining breadth and depth of experience in an innovative collaborative

ministry model with significant Diocesan support. Both congregations are in growth-oriented transition, offering meaningful opportunities to shape mission, engage in community evangelism, and practice adaptive leadership in rural Virginia settings just an hour from Washington, DC.

How to Apply

Interested candidates should submit:

- A cover letter expressing your sense of calling to this dual role
- Current resume
- OTM (Office for Transition Ministry) profile
- Contact information for at least three references

Send materials to: **wdickinson@episcopalvirginia.org** and **tmoore@ststephensculpeper.net**

Applications accepted through **April 10, 2026**.

*For more information, contact: The Rev. Will Dickinson, Transition Minister
wdickinson@episcopalvirginia.org*

*St. Stephen's Church, Culpeper and St. Stephen's Church, Catlett are equal opportunity employers.
Background check and Episcopal Diocese of Virginia Safe Church training required.*