

St Michaels (Arlington), Diocese of Virginia

TYPE	DIOCESE	NAME
Congregation	Virginia	

TYPES OF WORK	POSITION TITLE/ROLE
Full Time	Rector/Priest-in-Charge

ROLE SUMMARY/DESCRIPTION

St. Michael's embraces being a neighborhood church with deep personal bonds: we know each other by name, care for each other, are intergenerational, welcome newcomers, and take to heart the Gospel imperative to love our neighbors. We endeavor to discern God's will and co-create in God's work in our everyday lives through our relationships both within our parish and outside of the walls of the church.

CURRENT STATUS	RECEIVING NAMES FROM	TO
Receiving names	02/22/2026	04/12/2026

APPLICATION INSTRUCTIONS

If you feel called to enter into a discernment process with us, please submit the following materials via email to: rectorsearch@stmichaelsarlington.org

? Resume/CV

? Updated OTM Personal Ministry Portfolio

? Letter of interest, describing why you feel called to apply for the position and the gifts you will bring to the role

? Recording of a sermon

CANDIDATE NARRATIVE INSTRUCTIONS

CONTACT

NAME	Caroline Hayes & Laura Clarke
ROLE	Discernment Committee Co-chairs
ORGANIZATION	St. Michael's
PHONE NUMBER	
EMAIL ADDRESS	rectorsearch@stmichaelsarlington.org

POSITION DETAILS

ORDERS OF MINISTRY	GEOGRAPHIC LOCATION
Priest	Mid-Atlantic
WORK ENVIRONMENT	MINISTRY SETTING
In Person	Suburban

STIPEND, HOUSING, AND BENEFITS

COMPENSATION/SALARY DETAIL

RANGE \$75,001 - \$100,000

DETAILS

\$90,000+, commensurate with experience. Does not include the value of the rectory.

HOUSING/RECTORY TYPE

TYPE OF HOUSING PROVIDED Rectory

DETAILS

The St. Michael's rectory, two blocks from the church, is a 4-bedroom, 3-bath single-family home built in 1939. The rectory sits on a quiet corner in a lovely neighborhood lined with mature trees. Inside features a newly renovated kitchen and a charming living room with a wood-burning fireplace. A large deck and adjoining screened-in porch provide a lovely space to relax and entertain. In addition to the new kitchen, recent renovations include a new roof, tree maintenance, and a new storage shed. Residency in the rectory is optional, though most rectors have lived there.

SECA REIMBURSEMENT DETAIL

REIMBURSEMENT OFFERED Half

DETAILS**MEDICAL & PENSION BENEFITS DETAIL****PENSION PLAN**

In compliance
with CPF
requirements

HEALTHCARE OPTIONS

Full family

DETAILS

Please see diocesan compensation guidelines, including cost-sharing outline.

VACATION, CONTINUING EDUCATION, AND OTHER BENEFITS**VACATION & LEAVE DETAILS**

One month, including 5 Sundays (standard)

CONTINUING EDUCATION DETAILS

2 weeks

\$1000 - 2000 continuing education funding/year

SABBATICAL PROVISION DETAILS

Yes

TRAVEL/AUTO ACCOUNT DETAILS

Yes

EQUIPMENT/PHONE DETAILS

Professional Account

OTHER BENEFITS OR COMMENTS

DIOCESAN COMPENSATION INFORMATION (IF APPLICABLE)

FORMAT WebPage <https://episcopalvirginia.org/resources/administration/finance/compensation-guidelines/>

MINISTRY CONTEXT AND DESIRED SKILLS

WHAT ARE YOUR COMMUNITY'S HOPES FOR THIS POSITION?

As relational people, we're seeking a rector to lead us confidently into the future, building on our efforts to welcome in new generations. We seek a rector who is a caring counselor, thoughtful teacher, capable manager, and collaborative leader.

Please see our posting on the Transition Ministry Conference for additional information:

<https://www.transitionministryconference.org/open-positions#!board/Jobs/listing/rector-59>

LEADERSHIP SKILLS

Capable Manager, Collaborative Leader

MINISTRY SKILLS

Caring Counselor, Thoughtful Teacher

LANGUAGES SPOKEN

English

LANGUAGES WRITTEN

English

LANGUAGES REQUIRED TO LEAD WORSHIP

English

MINISTRY MEDIA AND LINKS

Church Website	https://www.stmichaelsarlington.org/
Church YouTube	https://www.youtube.com/@saintmichaelsarlington8582
Church Podcast	https://podcasts.apple.com/us/podcast/st-michaels-episcopal-church-arlington-va/id1511151844
InsideNoVa Article: "Racial Reconciliation Effort"	https://www.insidenova.com/news/faith/q-a-racial-reconciliation-effort-at-arlington-churches/article_1187b804-33d0-11eb-b7cd-3fd3c69ac04e.html
Volunteer Arlington Award Press Release	https://volunteerarlington.org/arlington-cares-expandable/

NARRATIVES

2. Describe a recent ministry experiment or innovation in your congregation/diocese.

What did you try, why did you try it, and what did you learn - whether it "worked" or not?

St. Michael's is a neighborhood church, rooted in shared identity, close relationships, and common purpose. The forced separation caused by the pandemic struck the core of who we are and our ministry. In addition to the challenge of spiritual separation, St. Michael's also urgently needed repairs to the church buildings and rectory, and lacked the technology to enable virtual worship. The people of St. Michael's met prayerfully and overcame this time of trial. Confident in our mission and God's abundance, we conducted a successful \$220,000 capital campaign, committing ourselves to structural repairs and technological updates as a profound declaration that our church building would be filled for generations to come. We also adapted our worship, launching Zoom services and outdoor services (the former continues as an option and the latter became a beloved tradition on beautiful spring days). As a church where everybody knows each other by name, we naturally practiced shared pastoral care with parishioners reaching out and caring for one another. Our holistic response—caring for each other, our worship, and our buildings—is a testament to our powerful and robust faith community.

4. How would you describe your congregational/diocesan liturgical styles and practice?

Share how worship is shaped in your community - what influences your liturgical life, how you balance tradition and innovation, and how liturgy reflects your theology and context.

Our spiritual life revolves around one Sunday worship service (Rite II) that is reverent, warm, and welcoming. We focus on communal worship over performance, with parishioners leading many aspects of the service. Music is vital to our worship. We sing primarily from The Hymnal 1982, led by our talented music director/organist. We are a vibrant inter-generational church, offering a weekly children's worship while also welcoming children to remain with their families; we love their joyful noise! Our parishioners are thoughtful and engaged and care deeply about the sermon. We call a rector whose preaching provides insights from scripture, grounds us in our everyday lives, and challenges us to join in God's work. Holy seasons are filled with worship, from Tenebrae, Maundy Thursday foot washing, and Easter Vigil, to joyous family Christmas Eve and parishioner-led Morning Prayer on Christmas Day. We gather for Evening Prayer during challenging times or in preparation for significant events. While our worship reflects who we are today, our hearts are open. We call a rector who will challenge us and help us live more fully in relationship with God, ourselves, each other, and God's creation.

4. How does your congregation/diocese discern and adapt to the changing needs of your community?

Share an example of how your congregation listened, responded, and experimented faithfully in your context.

Diocesan Transition Minister Note: the following is an answer to the previous OTM question "How do you practice incorporating others in ministry" which is relevant to this new question.

As a neighborhood church with one priest, lay involvement and leadership are foundational to who we are; nearly every adult in the congregation serves in a volunteer role. Parishioners of all ages are integral to Sunday worship, serving on the altar and flower guilds, as lay eucharistic ministers, lectors, and acolytes, singing in the choir, ushering, managing the Zoom service, and hosting our coffee hour. This lay leadership extends beyond Sunday. Parishioners serve on the Vestry, lead our outreach efforts, run committees, lead our annual blood drive, tend to church gardens and grounds, oversee church maintenance, and lead our children and youth ministries. We are practiced at extending personal and church-wide invitations, seeking to match individuals with ministry that is fulfilling. It is through this service that St. Michael's comes alive and nourishes the souls of our parish family. At the same time, we strive to be more inclusive and welcoming, knowing that God's work and the body of Christ extend well beyond St. Michael's. We desire to be a joyful presence in the life of our community and call a rector who will embrace our commitment to open doors and outstretched arms.

5. How does your congregation/diocese sustain its spiritual, emotional, and physical well-being?

Ministry is deeply meaningful and often demanding. Share how your community nurtures its collective health and sense of call.

Guided by Jesus's life and ministry and the presence of the Holy Spirit, we have a strong sense of community in which we call each other by name, are attuned to each other's needs, and care for our parish family.

We nurture parishioners' well-being through small groups of formation and fellowship such as our "Being With" gatherings. The discernment in that course, now through multiple iterations, builds trusting, intimate relationships and opens us to God's will to be with us. Similar gatherings—such as our Faithful Parenting and Sacred Ground groups, Education for Ministry, monthly book club, Prime Time luncheon for seniors, ministry groups (e.g., Altar Guild), and committees (e.g., Outreach)—create and enhance the bonds that define our community. This web of caring relationships and church "work" sustain our community and individual parishioners in times of spiritual, emotional, or physical need.

We enjoy each others' company. Our Sunday coffee hour is a broader extension of our care, providing regular connection and friendship. Fellowship is furthered at our parish retreat to Shrine Mont, a men's group retreat in West Virginia, and meals hosted by parishioners.

6. In what ways is your congregation/diocese engaged in the wider Church or local community?

Whether through diocesan leadership, ecumenical partnerships, civic involvement, or community organizing, describe how your congregation serves beyond its own walls.

St. Michael's is a neighborhood church with an outsized impact serving those in need. Our largest stained glass window depicts Matthew 25:31-46, and we serve "the least of these" through outreach partnerships and donations.

We have discerned the greatest needs of our community—food insecurity, housing stability, and rapid help for those in crisis—and sought partners serving those missions. We work with the Arlington Food Assistance Center and Lomax AME Zion Church Food Pantry to feed the hungry, with Bridges to Independence, Doorways for Women & Families, PathForward, and True Ground to provide shelter, and lift up dollars and prayers for Doctors Without Borders, Episcopal Relief & Development, and World Central Kitchen. Our annual blood drive and the meals we serve with Restoration Immigration Legal Aid help neighbors in urgent need.

In addition, we maintain close ties in Arlington, with the Diocese, and with Virginia Theological Seminary. We have parishioners serving on Diocese-wide committees. We host seminarians for practical training. St. Michael's annual pilgrimage to Shrine Mont, our diocesan retreat center and outdoor cathedral, serves as a spiritual highlight for many.

7. How does your congregation/diocese approach pastoral care?

Reflect on how your community walks with one another and with neighbors through life's joys and challenges - what guides your approach?

Our church serves a prosperous, safe community with abundant green space, with residents from different generations in significant proportions. Arlington remains, however, burdened by high costs, less racial and ethnic diversity than the national average, and unequal opportunity. Seventy percent of our immediate neighborhood is religiously unaffiliated. The spiritual needs and well-being of our neighbors present a clear opportunity for pastoral engagement.

Our extensive outreach ministries as noted above demonstrate our commitment to caring for our broader community. Parishioners serve as our greatest missionaries, reaching out directly to neighbors in times of need, fostering relationships, building partnerships and joining in God's work in our neighborhood in a personal way. For example, parishioners have shared in welcoming residents at the affordable housing community a block away from St. Michael's. We seek new opportunities to share others' burdens through direct pastoral care. We call a new rector committed to service, guiding the faithful, and embracing others in the love of Christ.

8. How is your congregation/diocese preparing for the Church of the future?

Ministry is always evolving. Share how your congregation is growing, adapting, or learning to meet the changing needs of the Church and the world.

We hear God's call to us to live out the Church of the future by being a church in and of our community. We embrace being a neighborhood church with deep personal bonds: we know each other by name, care for each other, are intergenerational, welcome newcomers, and take to heart the Gospel imperative to love our neighbors. We endeavor to discern God's will and co-create God's work in our everyday lives outside of the walls of the church and through our relationships. Our monthly "Faithful Parenting" gatherings are one example of this work. We wonder together what it means to be both followers of Jesus and modern parents. Everyday challenges meet up with our discipleship and hopes as Christians. We share our struggles and joys, and where we see God at work in our homes, schools, friendships, and neighborhood. We conclude the evening with a shared meal. The relationships and faith nurtured through this ministry help us feel the Spirit at work in our parenting and in our families, guiding us as we raise the next generation of Christians. As relational people, we're seeking a rector to lead us confidently into the future, building on our efforts to welcome in new generations.

9. What does stewardship mean to your congregation/diocese, and how do you practice it?

Describe how your community approaches generosity, resource management, and financial discipleship.

Our parish practices stewardship of time, talent, and treasure. Each fall, our Stewardship Sundays feature parishioners offering witness to the role St. Michael's plays in their lives. Appeals are made not only for financial contributions, but for assistance with our worship and outreach ministries. Our parishioners' time and talents are what has made parish life possible for us for 75 years. While we are not large in number, we are overwhelmingly generous. St. Michael's is financially robust, allowing us to be confident in our mission; we tithe 10% of our pledge and plate income to the Diocese and another 10% to outreach. We are blessed to cover our needs each year and have a small endowment. This financial health and parishioner generosity enabled our successful capital campaign during the pandemic. Our annual stewardship canvas enables thoughtful budgeting and our skilled lay leadership dutifully manages the resources entrusted to them. Each year we recommit to God and each other to support this church and our community. We humbly thank the Lord for the bounty we have been given, and we strive to use those gifts to sustain our church and its mission for the next 75 years.

10. How has your congregation/diocese experienced and addressed conflict?

Conflict is part of communal life. Tell us about a time your congregation faced it and how you responded - what did you learn?

We are blessed with a considerate and caring parish that has mercifully been spared major conflict. Over the last several years, our most significant challenge involved navigating differences with our immediate neighbors.

Arlington has the highest daycare costs in the nation and a severe scarcity of capacity. With our Sunday school classrooms empty during the week, we felt called to meet this need. We wrongly assumed neighbors would welcome a small daycare in our church. Most did, but a vocal minority organized to block the project. We learned we had not done enough listening. Their fears were rooted in a past experience with another group that formerly used our building and mismanaged parking. We learned that we had not exercised enough oversight.

We still hope to use our space creatively to meet community needs, potentially but not necessarily including a day care. We are well positioned to explore options. We hope our next rector will discern those paths with us. We know that living the reality of a neighborhood church may sometimes involve difficult conversations. We trust that a spirit of grace and God's wisdom will lead to mutually beneficial engagement with our neighbors.

11. What has been your congregation's/diocese's experience leading or navigating change?

Ministry often requires change. Reflect on a time your community embraced or navigated change - when it went well, when it didn't, and what it taught you about shared leadership.

Our recent Congregational Vitality Assessment identified "change readiness" as a key strength, and our children's ministry is a clear example of our flexible approach.

For several years we struggled to find the right model to serve our youngest members. We had a parishioner-run Sunday school for elementary school and younger, but consistent staffing became a challenge. We pivoted to a professionally-staffed nursery then a parent-volunteer nursery; both were underutilized and scheduling proved unsustainable.

Despite these setbacks, new families with young children kept joining. We listened and adapted, re-establishing a parishioner-taught Sunday school. This success begat a new commitment to invest in a part-time children's minister (with parishioner support) transforming our youth ministry.

Our Sunday school is now so full that we had to move to a bigger classroom. One recent Sunday, our children shared their thoughts and hopes for a new rector.

We learned that we can be patient and open-minded amid trial and error, with the Spirit guiding us to fulfill God's purposes. We call a rector who will join us on our journey, as we strive for our church to better reflect Christ's mission.

16. In what ways has your congregation/diocese grown in cultural competency?

Share how your community navigates cultural differences, listens to diverse voices, and leads with humility and awareness.

Diocesan Transition Minister Note: This response is to the previous OTM question, "Tell about a ministry that your community has initiated in the past five years," and relates to this new question:

Our sister-parish bond with historic Lomax AME Zion Church is an expression of our deep connection and active service to the wider Arlington community. While the relationship goes back many years, our recent work toward racial reconciliation and understanding has strengthened and enriched both parishes. Together, we grow spiritually through combined worship services and Bible study. We also participated in the doctoral project of Lomax's pastor, engaging in training modeled on Howard Thurman's Church for the Fellowship of All Peoples, helping both congregations become more racially welcoming.

St. Michael's stands in solidarity with Lomax at events like "stumbling stones" ceremonies honoring Arlington's enslaved and through a joint pilgrimage to Harriet Tubman sites in Maryland. Our parishioners stood with Lomax parishioners at county board hearings on matters adversely impacting Lomax's neighborhood. We also lend our hands to Lomax's vital community ministries such as its ongoing food pantry.

We hope our next rector will sustain and deepen this work. As Lomax's pastor told us, the relationship "doth not yet appear what we shall be."