

Mailing Address:  
PO Box 7127  
Fredericksburg, Virginia 22404

Physical Address:  
905 Princess Anne Street  
Fredericksburg, Virginia 22401

540.373.4133 office  
office@stgeorgesepiscopal.net  
StGeorgesEpiscopal.net



**St. George's**  
Episcopal  
Church

January 6, 2026

**St. George's Episcopal Church Fredericksburg, Virginia, seeks an Associate Rector to begin work Summer 2026.**

*Receiving applications until position is filled.*

Vibrant in worship, a center of connections and service in our community, and fiercely open to all in love, St. George's Episcopal Church in Fredericksburg, VA, is ready to welcome our next full-time Associate Rector to help us proclaim the Gospel in ways that deepen relationships and promote healing. With a growing congregation, an accessibility capital project beginning this year, as well as a vision and mission process for the next several years, now is a dynamic time in our parish. We seek an Associate Rector who is excited to become part of our church family and help us live into our calling as followers of Jesus in this community.

The Associate Rector will serve as a pastor, priest, and teacher under the direct supervision of the Rector with roles in the following areas of ministry:

**Congregational Care 35%**

This primary ministry area is grounded in baptism as we live out our promises, including doing all in our power to support one another in our life in Christ. Care of the congregation is expansive, including organizing overall pastoral care by clergy and lay leaders but also including care and nurture of children, youth, and their families in faith, as well as seekers and those curious about our faith and way of life together. They will organize and encourage small group fellowships (new and existing) as core communities where parishioners find belonging and connection. A key task will be offering spaces where discernment for ministry and leadership can occur so that laity are increasingly engaged.

**Worship and Priesthood 20%**

The Associate Rector shares with the rector and laity in the leadership of artful and intentional worship in a variety of liturgical expressions. They will work with the rector and other staff and laity to plan and work ahead for worship weekly, seasonally, and annually. This includes the training and licensing of laity in worship leadership ministries. Undergirding this work is a commitment to regular prayer, privately and in community.

**Preaching and Evangelism 10%**

The Associate Rector will preach regularly at worship in rotation with the rector and occasionally with retired and guest clergy and laity. Evangelism also includes management of parish communications for primary ministry areas in collaboration with office staff, sharing stories and testimony in a variety of media, and encouraging faith storytelling by laity.

### **Teaching 10%**

The Associate Rector will assist the rector in providing instruction in the Holy Scriptures, worship, and other core elements of discipleship of Jesus in the Episcopal Church (includes helping to prepare candidates for confirmation, reception, and reaffirmation). They will teach by example through prayer and witness, holy listening, and humility. The Rector will encourage them to dedicate time for personal study, learning, and growth. Teaching and providing for the training of teachers is also part of the ministry of family faith formation as part of congregational care, mentioned above.

### **Staff Family 15%**

The Associate Rector is a full participant in the parish staff community and will oversee 2 part-time staff members working with children and youth ministries. We encourage healthy rhythms of work, prayer, rest, and play. As a staff, we endeavor to embody a commitment to strive for justice among all people and respect the dignity of every human being. We also support our Rector's leadership style, based in building consensus.

### **Other Areas of Ministry and Involvement 10%**

The Associate Rector is part of the whole life of the parish and diocese, participating in vestry and other appropriate ministry meetings, encouraging generosity and support of our mission, and being active in the diocese.

### **Additional 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 health in mind, body, and spirit.
- 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 might 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.

### **Desired Qualities**

- At least 4 years of parish ministry or relevant experience 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
- Delight in children and youth as active participants in worship and community life
- Some experience with digital ministries
- Ability to organize and support volunteers
- Enthusiasm for working in a dynamic and complex environment
- Sense of humor, humility, and wonder
- 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:** \$70-\$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 10,000 years 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 in creative ways.

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 children and is accessible regardless of income. We currently have capacity for two full-time priests (Rector and Associate Rector) 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 email: [apply@stgeorgesepiscopal.net](mailto:apply@stgeorgesepiscopal.net).