

Trinity (Manassas), Diocese of Virginia

TYPE	DIOCESE	NAME
Congregation	Virginia	

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

ROLE SUMMARY/DESCRIPTION

Founded in 1859, Trinity Episcopal Church is a parish with deep roots and an open heart. For more than a century and a half, we have gathered as a diverse and welcoming community, believing that church is a place where everyone is known, valued, and invited into a relationship with God and one another. That belief is visible each time we worship together, especially when we share the Peace, not as a brief liturgical moment, but as a genuine exchange of connection, reunion, and joy. At Trinity, we strive to live the Gospel fully, swift to love and bold to live.

Trinity is a lay-centered parish, shaped by collaboration, transparency, and a strong sense that “we are in this together.” Our worship life centers on the Rite Two Eucharist, offered on Sunday mornings at 8:30 and 11:00, with music and a choir enriching the later service. A quieter Wednesday noon healing service provides space for prayer, reflection, and restoration. Worship is rooted in the Book of Common Prayer and is reverent, warm, meaningful, and deeply human.

Preaching matters to us. We value sermons that step out from behind the pulpit and speak to people in a relational, grounded, real-life way, lightly held rather than read. A sense of humor is welcome, not for performance, but because joy and authenticity help the Gospel take root.

In recent years, Trinity has demonstrated resilience and strong stewardship. We completed more than \$200,000 in deferred maintenance from the sale of the Grey House, including upgrades to HVAC, electrical, water, and technology systems. With maintenance reserves and service contracts now in place, our campus is well cared for and positioned to support ministry for the long term.

CURRENT STATUS	RECEIVING NAMES FROM	TO
Receiving names	02/24/2026	04/10/2026

APPLICATION INSTRUCTIONS

To discern with us, please submit a Letter expressing interest, resume, OTM/Vocational Hub Profile (if available), and a sermon recording to the Discernment Committee via the Rev. Will Dickinson, diocesan Transition Minister:

CANDIDATE NARRATIVE INSTRUCTIONS

1. How do you approach pastoral care in your ministry?, 5. What has been your experience leading change in the Church?, 10. What theological convictions shape your ministry?, 14. How do you discern and adapt to the changing needs of your community?, 15. How do you take care of your well-being-spiritually, emotionally, and physically?

CONTACT

NAME	The Rev. Will Dickinson
ROLE	Transition Minister
ORGANIZATION	Diocese of Virginia
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EMAIL ADDRESS	wdickinson@episcopalvirginia.org

POSITION DETAILS

ORDERS OF MINISTRY

Priest

GEOGRAPHIC LOCATION

Mid-Atlantic

WORK ENVIRONMENT

In Person

MINISTRY SETTING

Suburban

STIPEND, HOUSING, AND BENEFITS

COMPENSATION/SALARY DETAIL

RANGE \$100,001 - \$125,000

DETAILS

\$96,000 - 110,000, based on experience
Diocesan Compensation Information Below

HOUSING/RECTORY TYPE

TYPE OF HOUSING PROVIDED Cash Stipend

DETAILS

Housing Allowance

SECA REIMBURSEMENT DETAIL

REIMBURSEMENT OFFERED Half

DETAILS

Standard Half SECA Reimbursement

MEDICAL & PENSION BENEFITS DETAIL

PENSION PLAN

In compliance with CPF requirements

HEALTHCARE OPTIONS

Clergy only

DETAILS

Health Insurance and Dental Included for Clergy.

VACATION, CONTINUING EDUCATION, AND OTHER BENEFITS

VACATION & LEAVE DETAILS

Standard: 4 weeks of annual vacation, inclusive of 5 Sundays

CONTINUING EDUCATION DETAILS

Standard: 2 weeks annual continuing education leave, Continuing Education allowance of \$1,500

SABBATICAL PROVISION DETAILS

Yes, in compliance with diocesan policy.

TRAVEL/AUTO ACCOUNT DETAILS

Travel allowance of \$2,000

EQUIPMENT/PHONE DETAILS

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 Trinity looks to the future, we pray for a collaborative leader who values lay leadership and shared ministry. The congregation identified four steady gifts they desire, qualities that feel less like a “job description” and more like the kind of shepherd a parish family can trust.

First, trustworthy integrity: someone ethical, respectful, and confidential, who leads with transparency and earns confidence through quiet consistency. Second, genuine connection: a Rector who listens well, communicates clearly, and builds relationships beyond the sermon, someone comfortable with people of every age, including our acolytes and youth. Third, spiritual depth with real-world wisdom: a leader grounded in theology who can preach with relevance and efficiency, and who understands the secular world while helping us apply faith to everyday life, even when situations are not black and white. And fourth, mission-driven leadership: a Rector who honors Trinity’s history in Manassas and Prince William County, respects the strong teams already in place, and guides growth through pastoral care, formation, outreach, music ministry, and traditional liturgy.

Through prayer, conversation, and shared discernment, the Trinity congregation presents this profile as an expression of who we are and the rector we seek. Trinity is ready to welcome a rector who will walk with us into the next chapter of faithful, joyful, and Spirit-led ministry.

LEADERSHIP SKILLS

Mission-driven Leadership

MINISTRY SKILLS

Trustworthy Integrity, Genuine Connection, Spiritu

LANGUAGES SPOKEN

English

LANGUAGES WRITTEN

English

LANGUAGES REQUIRED TO LEAD WORSHIP

English

MINISTRY MEDIA AND LINKS

NARRATIVES

1. Describe your congregation's/diocese's theology or spiritual identity.

Reflect on key moments or experiences that have shaped or challenged your congregation's theological understanding or self-identity.

Our worship is enriched by a vibrant and diverse music ministry, featuring a dedicated choir and an outstanding, classically trained organist who collaborates with our clergy and congregation, and draws on a wide range of musical styles to support prayer and praise.

Our worship reflects this spirit, including an active and intentional sharing of the Peace, which we see not as a pause in the liturgy but as a jubilant expression of connection, reconciliation, and love for one another.

On Sunday mornings at Trinity, you can feel it as soon as you walk in: this is a place where reverence and warmth live side by side. At 8:30 and 11:00, we gather for Rite Two Eucharist, first with music, then again with music and choir, rooted in the Book of Common Prayer. Midweek, our Wednesday noon healing service offers something quieter: a pause to breathe, pray, and be restored.

What truly draws people in, though, is how connected worship feels. We love preaching that steps out from behind the pulpit and into the center aisle, close enough to see faces, hear laughter, and speak to real life. We value sermons that are thoughtful and grounded, delivered with minimal notes and an openness to the Spirit. And yes, a little humor helps, because joy belongs in church, and sometimes the Gospel lands best when it meets us with both truth and a smile.

Bottom line, Trinity worship is welcoming, open, and affirming.

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?

Diocesan Transition Minister Note: This responds to the OTM question: Describe a moment in your worshipping community's recent ministry that you recognize as one of success and fulfillment.

This season strengthened our shared belief that wise stewardship creates space for vibrant ministry. A recent moment of deep fulfillment came as we completed major deferred-maintenance projects while continuing to serve our community with joy and faithfulness. Through the sale of the Grey House, we invested more than \$200,000 in long-needed improvements (e.g., HVAC, electrical, water systems, and updated technology) to ensure our buildings better support worship, outreach, and hospitality for years to come. What made this season especially meaningful is that these upgrades happened alongside the steady growth of our ministries, particularly our food ministry, which serves both housed and unhoused neighbors throughout the week. By investing in our physical space to increase its longevity, we have been able to prioritize our witness to the world through the congregation's outreach.

Our Altar of Hope collects food and funds to assemble Thanksgiving dinner ingredients for families of eight, delivering these supplies to several dozen families in the surrounding area so they can prepare and share a holiday meal together. Trinity is also a collection site for Boxes of Basics, a community organization that year-round provides clothing for children in need. Worshipping in renewed spaces, while seeing the gratitude and hope our outreach brings to others, reminds us that God is actively at work among us, especially when we move forward together with purpose, generosity, and trust.

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.

After operating during the COVID-19 closure and reopening, the food ministry ran out of funding. Trinity's food ministry went quiet, but our call to serve did not. Rather than restart the same way out of habit, we paused, listened, and learned. We surveyed other food ministries, asked better questions, and took time to understand what would truly help our neighbors in this season. What emerged was not simply a reopening, but a reimagining. Trinity pivoted to high-protein, shelf-stable dinner bags and quick-serve lunch bags for a local food-insecure community. With a renewed sense of purpose and a clearer plan, we rebuilt the ministry step by step, and it has now grown into a fully-funded, self-sustaining program.

Just as importantly, the ministry has become a safe and welcoming space. During ministry events, we offer coffee and hot chocolate, creating moments of community, conversation, and pastoral care alongside the food we share. We also partner with other organizations when needs arise, stepping in to support their efforts as part of the same mission.

Today, Trinity's food ministry is not only restored but also stronger, wiser, and more deeply rooted in love.

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.

Weekly Eucharistic services anchor our spiritual life, while Pastoral Care, the Wednesday healing service, and the Labyrinth provide additional spiritual support. Fellowship activities such as Bible Study, Trinity Ladies, Men's group, Parish picnics, yoga classes, Shrove Tuesday dinners, reception committee, Greek and Hebrew classes, Book Club, monthly Game Nights, and numerous other social activities offer varied opportunities to strengthen relationships and foster emotional and physical belonging.

We actively care for one another by providing reception support at funerals, establishing meal trains for those in need, bringing eucharist to those unable to attend services, and sending all members birthday cards. Physical well-being is also supported by a safe, well-maintained campus and multiple outreach ministries that encourage service and engagement among students and with our community.

We open our facilities to the community, maintain space for contemplation, have cookies and coffee after Sunday services, and strive to be good neighbors in all we do. At Trinity, we seek to live the Gospel with joy, swift to love, bold to live, and faithful to God's call in a changing world.

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.

Trinity understands itself as part of both the wider Church and the local community God has placed around us. Although we have had a strained relationship with the Diocese in the past, we are now in a period when that is no longer the case. We maintain regular communication with the Diocese and make an annual pledge in support of our shared mission, reflecting our commitment to partnership and faithful participation in the life of the Church.

Much of Trinity's ministry is expressed through practical care. Our food ministry serves both housed and unhoused neighbors with intention and dignity. We also provide pre-packaged lunch bags and additional food donations to residents of a nearby senior housing community. In winter, hundreds of coats and warm clothing are placed on outdoor racks so anyone may take what they need freely.

With the right rector, we imagine deepening our engagement with the Episcopal tradition, strengthening formation, and expanding understanding of our place within the broader Church. We also see an opportunity to grow our congregation by welcoming new families, nurturing discipleship, and building on the strong foundation already in place.

With faithful leadership and shared vision, we are poised to grow in discipleship, deepen our Episcopal identity, and expand our impact as a welcoming and vibrant parish. We are excited about what this partnership may bring.

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?

At Trinity, pastoral care is not a program; it is how we live together. As a lay-centered parish, we look after one another with prayer, phone calls, quiet check-ins, and the steady assurance that no one must carry life alone. When special moments arise, our supply priests walk with us, too, officiating weddings and funerals, and bringing communion to those who cannot make it through the doors on Sunday.

That connection between worship and mission is especially evident in how Trinity blesses our wider community. Our Altar of Hope ministry invites the congregation to donate food and funds to provide a Thanksgiving dinner. Trinity has a presence at local fairs and festivals, and LGBTQIA+ events.

Quarterly, we partner with SERVE, a local unhoused shelter, by preparing meals and connecting with families.

Trinity's Thornton Trust provides financial assistance to local organizations that support seniors in the community.

Trinity is also a collection site for Boxes of Basics, supporting children in need through year-round donations of clothing and essential items. During the Christmas season, Trinity participates in an Angel Tree program.

In these ministries, Trinity's worship becomes tangible, love offered with joy, generosity, and hope.

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.

Trinity is intentionally embracing a new chapter as a lay-centered church, building on more than three decades of steady, singular clergy leadership. This transition has prompted deeper lay engagement, shared responsibility, and a renewed understanding that the Church's vitality depends on empowered, spiritually grounded congregants who openly welcome a new Rector and are eager to lead together with them.

We are also working to strengthen Trinity's appeal to families and younger generations. Trinity has begun offering nursery care during the 11:00 AM service on the first and third Sundays of each month. Youth education at Trinity has been reimagined to be welcoming, flexible, and engaging, nurturing faith through conversation, creativity, and connection.

Finally, Trinity is strengthening its culture of generosity and shared mission. We are reinvigorated by the conclusion of a robust, successful stewardship campaign that reflects renewed trust, transparency, and commitment within the congregation. Together, these efforts, lay leadership development, intentional outreach to families, responsible facility stewardship, and faithful financial planning, position Trinity to remain adaptable, resilient, and faithful as we respond to the evolving needs of the Church and the world.

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.

A member of the vestry chairs the annual Stewardship campaign in the Fall with the assistance of the vestry and clergy. The results of this campaign provide the pledged financial resources used to create the annual budget. Additionally, the Food Ministry conducts a separate summer pledge campaign in which parishioners can commit time, prayer, or financial support to support the Food Ministry. The funds pledged during the promise campaign are independent of the stewardship campaign funds. Trinity's Vestry has been a faithful manager of the many resources entrusted to us. Their careful financial planning has allowed Trinity to operate with a balanced budget and to manage our physical campus.

As a lay-centered parish, the congregation is generous with its time, talents, and financial resources. Trinity's stewardship practices consistently support our rector, a variety of worship, the food ministry, social justice and community outreach, office staff, building/grounds maintenance, parish life, and social opportunities.

The generosity of Trinity's congregants enables us to be a local leader in loving our neighbors as Christ commanded. We boldly live into our motto, "Be swift to love."

The Thornton Trust provides additional support to parish life and outreach, as well as to organizations in our local community.

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?

Trinity navigated a difficult transition that included a painful loss of trust in ordained leadership. The relationship with our previous Priest-in-Charge ended in hardship, affecting communication, morale, and the emotional health of the parish. It was a time of uncertainty, and we had to decide who we would be moving forward.

As a result of that challenge, Trinity became more intentionally lay-centered. Parishioners stepped forward to sustain worship, oversee daily operations, and care for one another. We strengthened communication, leaned deeply into prayer and shared discernment, and recommitted ourselves to transparency and mutual accountability. We are still learning what it means to live fully into this shared model of ministry, and we approach that work with humility and hope.

This season did not divide us; it refined us, and in the process, we formed a deep and grateful bond with our supply clergy, whose steady presence and faithful leadership helped guide us through that time. We have learned that healing takes patience and that trust is rebuilt through consistency, honesty, and community. In many ways, this has become a resurrection story for Trinity, with new life emerging from difficulty and stronger bonds forming through faithfulness. We are now ready to welcome a new rector who will learn with us, grow with us, and help lead us into the next faithful chapter.

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.

One of the most significant changes we have faced was adapting worship during the COVID-19 pandemic. We successfully continued our worship by quickly pivoting to all online services and kept the food ministry active by adjusting how we distributed food to ensure a safe experience for everyone. Many parishioners sewed masks and included them with the food bags Trinity provided. After the retirement of our previous rector, who faithfully served Trinity for 32 years, and the conclusion of our relationship with our former Priest-in-Charge, our parish entered a season of significant transition. In response, we moved from a clergy-centric model to a lay-centered one. Parishioners stepped forward to oversee operations, strengthen ministries, and care for one another in practical and prayerful ways.

This shift was not without challenges, but it has proven both formative and fruitful. Members discovered gifts they had not previously exercised, and shared responsibility deepened engagement and broadened participation.

As a result, Trinity developed even deeper trust and more authentic, loving relationships with one another. What began as a period of uncertainty became a time of growth, resilience, and renewed commitment to shared ministry, laying a strong foundation for welcoming our next rector and continuing our faithful journey together.