

Clergy Associate for St. Martin's Charlotte

Salary: up to \$90,000 commensurate with demonstrated skill and experience.

Benefits: Pension, full family health and dental (cost sharing), professional expense and development funds.

Timeline: we hope to hire in late 2021 or very early 2022.

Vision: St. Martin's, an urban parish, drawing from diverse communities, has embarked on a season that is characterized by a new posture towards our neighbors and a commitment to cultivating disciples within our parish. Our relations with our neighbors in the city and beyond have moved from a doing-for model to a being-with model, that is: friendship without fixing. Being-with is our starting and ending point of all relationship within and beyond St. Martin's.

For the cultivation of lay leadership and involvement we have begun a process of discovery of gifts and insights from our entire congregation. We have generated ideas and commitments from those insights and are now implementing those ideas at every level of leadership in our parish. It is a time of creativity and ownership of our discipleship to Jesus Christ at St. Martin's. We are looking for a priest who is energetic, creative, administratively accomplished, and, above all, deeply rooted in the Triune God.

Requirements: An abiding love of Jesus Christ is of primary importance and the living out of that love within the Anglican/Episcopal tradition. Ordination in the Episcopal Church or other full-communion partner. Extensive and demonstrated experience in the cultivation and raising up of lay leaders in a church. If you are even *remotely* of the "father/mother knows best" ethos, this is not the position for you.

Recommended: Knowledge of, though not necessarily experience in, both the HeartEdge and Try Tank approaches to congregational renewal will be an advantage for any candidate. Learn more at [A Future That's Bigger Than the Past](#), by Sam Wells; and [How to Try](#), by Lorenzo Lebrija. Candidates will be expected to have a grasp of the general concepts in these texts for discussion in interviews.

Candidates of underrepresented communities in Holy Orders are strongly encouraged to apply.

Position description: The associate priest will share in the pastoral and sacerdotal duties of the parish with the rector, preaching monthly. The main focus of the associate's work, however, will be in the area of cultivation of lay involvement and leadership of the parish at every level. We've decided to do this in a concentrated manner so the associate will take up work that has already begun in the youth ministry. Within 12 months, the associate will pivot the congregation around the youth ministry, work with established youth leadership, and continue to raise up adult leadership for youth ministry. Again, this work is already begun. Using the "How to Try" methodology and the concepts of HeartEdge, the associate will have less and less direct involvement in the youth ministry as more and more lay leadership takes over. After no more than 12 months, the associate will move on to a new area of cultivation, namely pastoral care. Then we will explore and create together what comes next. The process of raising up leaders will continue around the parish and move into a management and maintenance phase as we continue to identify, catechize, and deploy lay ministries within the parish.

Please send OTM profile, resume, and cover letter to priestsearch@stmartins-charlotte.org