

St. Paul's Episcopal Church is a small town parish located in the heart of the Historic District of Monroe, North Carolina. The parish was established in 1874 with the current church being built in 1911. We have a rich liturgical and choral music tradition and a love for all things Episcopalian. Our parish has a strong relationship with the diocese as well as the community surrounding our church. We currently have two services on Sunday with an average attendance of around 50 people combined. Our church membership is about 80.

We are looking for a full-time, permanent rector to partner with us as we reestablish consistency in our church life. Health concerns experienced by our last two rectors have led to some instability in the rectorship of St. Paul's. While this has strengthened our lay leadership, we desire stability in our spiritual leadership. We are looking for a rector who will fully engage with the parish, its members, and all facets of our church life.

The pandemic has caused a great deal of change in our parish and we are looking for leadership interested in helping with the rebirth of our parish and growth beyond. We are excited about the early days after restarting regular services. It has been exciting and encouraging to see our parish come to life again. Christian formation, community outreach, pastoral care, parish fellowship, and all aspects of stewardship and parish participation will be focuses for St. Paul's as we recover from the past few years and grow forward.

We are small, but we are resilient. We are traditional in our liturgy, but we are a welcoming community that opens our doors at all times to all people. Our lay leadership is experienced and committed. We are rooted in our past but open to the future.

We are looking for this rector to begin the first of September. Salary is \$72,000 annually with full benefits. Below is more information about expectations for the Rector of St. Paul's.

**Minimum Qualifications:**

- BA/BS from an accredited institution.
- Master's in Divinity from an accredited theological school.

**Responsibilities:**

**Worship - The Rector will have primary responsibility for worship. The Rector will:**

- Celebrate liturgy for 8:00 am and 10:00 am Sunday services.
- Offer sermons each week.
- Oversee the work of all other participants in worship, including readers, lay Eucharistic ministers, choir, and all others.
- Cherish and continue our traditional worship services.
- Work with current music director and allow her to lead and pick the traditional music for services.

**Leadership – Responsible for strategic leadership of the parish, the Rector will:**

- Discern and direct the strategic and spiritual direction for the parish. Work with the Vestry to form a shared vision for the parish.
- Clearly communicate the values and mission of the parish.
- Guide and collaborate with the Vestry to attract new members.
- Work with the Senior Warden of the Vestry to develop Vestry meeting agendas.
- Chair Vestry meetings.
- Identify staffing and volunteer needs.
- Maintain current functional knowledge of church financial resources and processes.

**Education - Overseeing Christian education and formation in the parish, the Rector will:**

- Teach the Gospel of Jesus Christ by word and example.
- Oversee Christian Education in the parish, including education for young people and adults.
- Develop other educational opportunities as appropriate.

**Pastoral Care - The Rector will:**

- Oversee the care of individuals and families in joy and sorrow.
- Offer pastoral care in relation to birth, marriage, and death.
- Make referrals for counseling and other services.
- Offer spiritual counsel and guidance for the members of the parish.
- Model good self-care by managing his or her times of work and rest and giving adequate time and support to family.

**Ministries - The Rector will encourage the church to serve the larger community. The Rector will:**

- Be present in the life of the church through regular interaction with staff and parishioners.
- Assist in the development of ministries of service to the wider community.
- Participate in the life and ministry of the Diocese of North Carolina.

**Stewardship – The Rector will:**

- Educate the parish regarding stewardship as a component of spiritual health.
- Guide stewardship efforts that support the parish's budget, vision, and goals.
- Encourage parishioners to support the church with time, talent, and treasure.