

## **Position: Rector, All Saints Episcopal Parish**

Location: Hoboken, N.J.

Salary: \$75,000 (negotiable), plus a three-bedroom house with yard and parking

Benefits: Health insurance and pension

Starting date: Autumn 2017

Application: Please submit cover letter, resume and OTM portfolio to [lisa.vickery@wsj.com](mailto:lisa.vickery@wsj.com), chair of the search committee. Please put "All Saints rector application" in the subject line.

You can view our Parish Profile and OTM portfolio on the Diocese of Newark website:

<http://dioceseofnewark.org/churches-transition-openings>

### **Who We Are:**

All Saints is a progressive Christian community, with congregants who strive to live as Jesus would have us live, loving our neighbors as ourselves. We raise a joyful noise unto the Lord--in our traditional and nontraditional ways--and we respond to human needs through community service, outreach and social justice. We believe in the dignity of all human beings, and the importance of protecting the earth as God's creation. We are a small congregation that has been healing from recent abrupt and unforeseen leadership changes--two in a row--but our core remains strong and we are resilient. We are excited and hopeful about the future, and looking for a leader who can help us build upon our congregational foundation. Our Episcopal parish is a mix of married and single, families with and without children, LGBT, caucasian, African-American, Latino/Hispanic and Asian. Many come from mixed or minimal religious backgrounds. We are blessed to have a congregation that offers many skills, with academics, lawyers, writers, financial and human-resource experts, marketers, artists, architects and musicians, and we hope that our new Rector will be able to make use of that diversity and talent pool even more than we do now. We welcome ALL to the communion table, regardless of where someone is in his or her faith journey. All Saints has been a leader in the fight for the inclusion of all, regardless of sexual identity or orientation.

### **Staffing:**

Aside from the Rector, All Saints' paid staff includes a part-time Music Director, and a part-time Parish Administrator. Lay leaders assist in the Sunday worship services, and a core of volunteers help to plan and coordinate special activities. One of our goals is to be able to afford to hire more support staff.

### **Job Description:**

We seek a Rector ordained in the Episcopal Church of the U.S. who can provide spiritual leadership and service in the daily life and growth of the parish, while supporting the needs of congregants and the local community. In consultation with the Vestry, our Rector will discern activities and programming in support of

parish life while adhering to Parish By-Laws, the Constitution and Canons of the Episcopal Church of the Diocese of Newark, and the laws of the State of New Jersey.

**Skill sets required:**

- Possess the skills and energy to rebuild membership and revitalize church engagement with an enthusiastic, committed and well-educated congregation;
- Be an effective partner with our Vestry, which in recent years has demonstrated the skill, sensitivity and passion to stabilize the parish despite unexpected transitions;
- Be a collaborative administrator with the ability to delegate tasks to staff and congregants eager to step up to accomplish the work of the church;
- Be a strong communicator, a good listener, motivator and confidant;
- Have the ability to provide pastoral care, be open-hearted and compassionate, connecting with all ages and congregants at different stages of life;
- Demonstrate sermon-writing and delivery skills that move and inspire a receptive congregation, for adult and children's services alike;
- Understand the importance of being open-minded, flexible and tolerant, as we are a diverse congregation with different faith experiences and see that as an area of strength;
- Promote music as a way to elevate the worship experience, making the most of a talented, dedicated choir and music director;
- Assume a leadership role in stewardship and capital-improvement campaigns, working with a Vestry that brings a wealth of professional experience to the table;
- Be able to work with local leaders and organizations to advance the mission of the parish, tapping our pool of potential volunteers hungry to advance our outreach efforts;
- Engage a well-informed congregation in support of the homeless, the poor, the low-income, the marginalized and the elderly through programming and local initiatives.