



POSITION DESCRIPTION: ASSOCIATE RECTOR

Identity

The Church of the Incarnation is a Gospel-centered Anglican church in downtown Harrisonburg, Virginia.

Vision

We seek the glory of God and the good of the city through the gospel of Jesus Christ.

Core Values

Gospel: We gather around the magnetic center of Jesus Christ. Through his life, death, and resurrection, God's kingdom has arrived on earth to renew all things—our relationship with God, ourselves, others, and the world.

Personal Transformation: We help people respond in faith to the new reality that the Kingdom of God has arrived in Jesus and to learn the practices of spiritual formation: renewing minds, reordering priorities, reshaping habits, and redirecting work.

Community Formation: We live as a community of friends extending personal care to one another across generational, ethnic, and cultural lines.

Public Faith: In being honest and transparent about our faith, we endeavor to be relationally winsome, accessible, respectful, humble, and loving, even when it requires courage for us to announce the gospel.

City Vision: With all the resources of our faith and life, we work sacrificially with others to build a great, flourishing city for all people.

Mercy and Justice: We seek to protect the weak and vulnerable, to take up their injustice, and show compassion while also seeking remedies for structural evil and institutional injustice.

Cultural Renewal: We equip people in their various vocations to enter into culture as faithful stewards of the world because we share in God's yearning for all of culture to be redeemed and renewed.

Church Planting: We use the resources that God has given us to start and support new churches, because the local church is the primary agent of God's kingdom.

Gospel Movement: We want to be a catalyst for a movement of the gospel in our city and region that is a dynamic set of interactive relationships between gospel centered churches, a variety of specialist ministries, as well as many other institutions, non-profits, organizations, and companies united by a common vision and a spirit of cooperation.

Job Description: Associate Rector

Supervisor: Aubrey Spears, Rector

Hours: Full-time (compensation is salaried and benefits are available).

Start Date: Early fall 2021

Qualifications

- Loves God, has a robust devotional life, takes prayer seriously, and has a heart for worship.
- Loves God's Word, studies it carefully, and can preach and teach with humility and excellence in a way that engages and challenges the life and intellect of a diverse congregation and culture.
- Loves God's people and is committed to parish ministry and church-planting.
- Loves unreached, disconnected, and marginalized people, has a heart for evangelism and mission.
- Has pastoral and ministerial leadership experience and possesses the qualifications of an Elder according to 1 Timothy 3:1–7 and Titus 1.
- Has earned a theological degree and is a mature theologian whose doctrine is consistent with that described in the Thirty-Nine Articles and the Jerusalem Declaration.
- Enjoys and appreciates the Anglican tradition and is able to lead worship in it.
- Is able to nurture an environment of widespread and deep discipleship, and has skill and strong interest in discipleship beyond Sunday services.
- Is a meek, warm, hospitable, flexible, and loyal people person.
- Is a confident self-starter with an entrepreneurial profile and a strong work ethic.
- Is a proven, visionary, motivating, prayerful, and humble servant leader with strong relational skills (people want to follow him), the ability to build and lead teams to accomplish important tasks, the ability to delegate, and the ability to see the big picture and cast vision.
- If single, has a high view of women and conducts himself in relationships with wisdom and integrity; if married, has a wife eager to engage the women of the church.
- Can love and understand Harrisonburg.
- Is an ordained Anglican minister, or is imminently ordainable through the Diocese of Christ Our Hope.

Responsibilities

We are looking for an Associate Rector who is willing to commit to Incarnation for a long and significant ministry centered around these six responsibilities.

Vision — Work closely with the Rector to develop, communicate, steward, and implement the vision of the church.

Preach and Teach — Preach and teach in regular rotation with other clergy on Sundays, retreats, holidays, weddings, funerals, membership classes, leaders' training, etc. This will also include occasional responsibilities at other churches and church plants within our network of churches.

Worship — Regularly lead our worship services on Sundays, oversee vergers.

Pastoral Care — Connect with and develop deep relationships with people in our culturally and generationally diverse congregation in such a way that you are able to provide effective pastoral counseling.

Small Groups — Lead our small group ministry: clarify and communicate vision; improve infrastructure; and recruit, train, and support leaders so that through our small groups, people in our church and community can cultivate a relationship with God and with one another, give mutual ministry to one another, and provide a safe space for those exploring Christianity.

Diaconate — Lead our diaconate. This will include, but not be limited to, (1) leading us to strengthen and extend care for the needy in our church and community by developing a visionary framework for a diaconate that fulfills the three responsibilities identified in the ordinal (BCP, 2019, p478–79), (2) leading our ordinands through a process of formation that incorporates our church's distinctives and the ordination and credentialing requirements of our diocese, and (3) identifying, supporting, and equipping those in our church whom God is calling into ordained ministry.

Possible Responsibilities

If the Associate Rector is interested in any of the following, we are happy to talk about adding them to the list above. There is no pressure from Incarnation for this to happen. These possibilities are offered in case a candidate has aptitudes and interests in any of these areas.

Discipleship — Help us envision a pioneering approach to discipleship for our Secular Age. This can include a robust catechesis, vocational guilds that integrate faith and work, our fellows program for recent college graduates, an expanded curacy program, and the nurturing of our ministers to children and youth.

Staff — Lead, mentor, develop, empower, and support the church staff in collaborative ministry. This will include recommending modifications, as appropriate, of the staff makeup and roles to enhance the impact of Incarnation in doing God's work.

Evangelism — Lead our church to foster winsome and meaningful conversations with seekers and skeptics and provide visionary leadership for more opportunities to invite such people into spaces where Christianity is being presented and thought out in a friendly climate.

Broader Church Duties

- Develop relationships with ACNA clergy in our region and beyond.
- Attend Diocesan and ACNA conferences and meetings.
- Develop relationships with local clergy from other evangelical traditions.
- If not ordained, pursue ordination to the priesthood through the Diocese of Christ our Hope.

Personal Habits

- Consistently and regularly study the Scriptures and devote time to prayer and worship.
- Maintain a steady rhythm of work and rest, preserving time for family and leisure.
- Cultivate and maintain deep, healthy friendships.
- Seek to make your home a place of hospitality for others, especially the vulnerable and marginalized.

To Apply

Submit your resume to Beth Nealon (parishadmin@theincarnation.org). We will not contact your current employer without your permission.