

Qualities We'd Like in the Advocate's Next Rector

Personal Qualities

We're looking for a creative, energetic leader who has a healthy sense of humor and a deep spiritual center. Our next rector will have proven ability to build and shepherd a hospitable, diverse, multigenerational, beloved community.

- Energetic, creative leader
- A warm-hearted person who cultivates hospitality and builds diverse, multigenerational community
- Deep spiritual center
- Love of God apparent through joy and call to mission
- A healthy sense of humor alongside an ability to address difficult topics

Pastoral Skills

Our next rector will be an experienced and skilled pastoral minister. They will be a creative liturgist and a strong, scripturally literate preacher. They will have table presence and will invite everyone present to receive communion every time the Eucharist is celebrated. They will have proven ability to lead and grow children's and youth ministry. And they will be skilled at one-to-one pastoral ministry—a good listener and empathetic counselor who sets healthy boundaries.

- Proven ability to lead and to grow children's and youth ministry
- Creative liturgist and strong preacher
- Table presence
- Scripturally literate and well read
- Will say out loud that all are welcome at the communion table (believes in open communion)
- Skilled at one-to-one pastoral care
- Willingness to listen while also setting healthy boundaries

Church Leadership

Our next rector will have proven ability to oversee the entire range of activities at the Advocate, from celebrating the liturgical year to evangelism and justice ministries to fundraising and managing the budget to attending to the details of the buildings and grounds. They will have the ability to guide us in discerning and living into God's vision of the next chapter of our life together. Ideally, our next rector would be someone in the early or middle of their career who has previous experience as a rector.

- Ability to manage the entire range of activities at the Advocate, from celebrating the liturgical year to evangelism and justice ministries in the community to attending to the details of the buildings and grounds
- Ability to discern and to enact a compelling vision for the next chapter of the life of the Advocate

- Previous experience as a rector
- Early to mid-career
- Marketing/outreach/fundraising inclination and experience

Beloved Community Builder

We want someone with demonstrated ability to build and lead beloved community. They will welcome people from every kind of household, at every stage of life and faith and doubt. They will affirm members of LGBTQIA+ communities. They will support the justice ministries of the Advocate, including acknowledging the church's role in past injustices and racism.

- An affirming approach to ministering with and to LGBTQIA+ communities
- Committed to welcoming to the Advocate people from every kind of household, at every stage of life and faith and doubt
- Acknowledges the church's role in past injustices and seeks to be non-racist
- Will support our work with Justice United (community organizing for local justice issues), even showing up to meetings sometimes

Miraculous Works

We'd like someone with the ability to walk on water. We would also prefer, but not require, multiplication of loaves or changing water into wine. We would not treat levitation as disqualifying.

- Ability to walk on water
- Water into wine is also preferred but not required

Compensation: \$83,430

Benefits: pension, health (currently single pay, but open to conversation), and life insurance

Website: <https://theadvocatechurch.org/>

Interested applicants should submit the following materials to Canon Catherine Massey (catherine.massey@episdionc.org) in order to be considered:

- A cover letter (letter of interest) addressed to the Vestry
- Current resume
- OTM Portfolio
- [Deployment questionnaire](#) for clergy positions (Download and save the form to your computer before filling it out.)