



Associate Rector

Introduction

St. Margaret's Episcopal Church has been serving west Little Rock since 1991, when it was established as a mission of the Episcopal Diocese of Arkansas. In its first 30 years, St. Margaret's has become a thriving parish with beautiful and meaningful worship, a welcoming and vibrant community, and a commitment to Christian formation and spiritual growth. We are the home of the Arkansas House of Prayer, and we have a long history of interfaith dialogue and collaboration. A growing area of strength is our outreach to serve those in need.

While St. Margaret's has continued to deepen spiritually, to welcome new members, and to increase in generosity, the parish has struggled to grow past that transition from "family" to "program" church. Like others our size, this parish has more members than one priest can handle well, but not quite enough members to budget for a second priest. The pandemic has certainly been a complicating factor, but despite that challenge, we are now eager and able to add an Associate Rector who will help us revitalize and bring the Good News of God's love to our community in west Little Rock.

St. Margaret's is seeking an Associate with a desire and capacity to inspire, teach, serve, and love as a leader among God's people. We hope to build a cooperative collaboration between the Rector and Associate Rector. Theirs will be a team effort with each clergyperson having primary authority and responsibility for unique aspects of our common life. The Associate will shepherd many of the vital and life-giving areas of our regular rhythms of ministry, while the rector will focus on vision, leadership, and sustainability. The clergy will work together regularly; sharing ideas, experience, and wisdom in the hope that God's people will be served and Christ's love be made manifest in and through the people of St. Margaret's. A successful clergy team will foster comradery, respect, integrity, transparency, and joy. We recognize that all partnerships include at times a tension of ideas and styles, and that the healthiest relationships not only allow these tensions, but encourage and make room for them to promote trust, creativity, and growth.

For the next phase of life at St. Margaret's, we hope to find an Associate Rector who will bring a passion for the Gospel, a love for God's people, a commitment to follow Jesus, and the courage to lead and grow the Church. Such a person will be a great blessing to us, and to the community we serve.

Primary Areas of Responsibility

The Associate Rector will share with the Rector in the priestly duties of parish ministry. This includes:

- Leadership in Sunday worship and special services
- Preaching
- Teaching on Sundays and during the week
- Providing pastoral care

Christian Formation

St. Margaret's is committed to Christian formation that helps people grow in their understanding of the Bible, the traditions of our faith, and the spiritual practices that support our life in Christ. The Associate Rector at St. Margaret's will oversee our Christian formation for all ages:

- Adult Formation: Plan classes, workshops, and retreats; recruit and train volunteer teachers
- Youth Formation: St. Margaret's is in a season of transition with youth ministry. We currently do not have a Youth Minister. The Associate will be asked to lead our efforts to re-start our EYC. This may mean hands-on leadership, or it may mean recruiting lay volunteer leaders. We are also in the process of creating more collaborative youth ministry in the convocation.
- Children's Formation: Supervise, support, and collaborate with Director of Children's Ministry to provide Sunday school, children's chapel, and other children's formation opportunities.
- Create synergy between children's, adult, and youth formation, ensuring that people of all ages have meaningful opportunities to grow in faith together.

Liturgical Planning & Coordination

St. Margaret's currently offers 3 Sunday morning services. These include an 8:00 a.m. "Quiet Holy Communion," a 9:00 multigenerational and casual worship experience with children's sermon, and at 11:00, a full expression of Holy Eucharist, Rite II with choir. The Associate Rector at St. Margaret's will oversee liturgical planning. This will include the weekly responsibility of proofreading bulletins, as well as the planning of special services. Where we have opportunities to expand our worship offerings, the Associate will lead those efforts. This will also include working with the Minister for Connection and Community to support the leaders and volunteers who serve in worship.

Position Requirements

- Episcopal priest, transitional deacon, or soon-to-be transitional deacon in good standing.
- Passion and creativity in sharing the grace of Jesus Christ with those in the parish and beyond.
- Ability to maintain a calm, non-anxious presence during conflict. Encourage and, if necessary, facilitate relationship repair and conflict management.
- Ability to work as part of a leadership team to define and implement new ideas.
- Ability to establish one-on-one pastoral and supervisory relationships with individual paid staff members.
- Ability to engage, organize and empower parishioners and groups of parishioners to carry out the ministry of the church.

Instructions and Gratitude

Thank you for your time and prayerful consideration. If you feel the Spirit's invitation to join us at St. Margaret's as we bring the Good News of God's love to the world, please submit a resume and cover letter to the Rev. Mary Vano at mvano@stmargaretschurch.org. We are excited about the journey ahead and we are looking forward to hearing from you.