

TRINITY ANGLICAN CHURCH



RECTOR PROFILE

PARISH PROFILE

We are a vibrant, inclusive multicultural community of faith dedicated to spiritual growth and hospitality. As a congregation that embraces diverse traditions and backgrounds, we strive to be a sanctuary where every voice is heard, whether we gather in our physical sanctuary or connect through our expanding digital ministry. Empowered by a spirit of faithful stewardship and a robust financial foundation, we dedicate our resources to compassionate outreach, the preservation of our shared beliefs, and the nurturing of a future where all feel a sense of belonging.

With a growing reach, we seek a **Leader (Rector)** to shepherd our congregation into its next chapter of growth and service. Trinity Anglican Church will require a bi-vocational priest with an additional source of income to augment the Church's salary constraints.

KEY ATTRIBUTES TRINITY SEEKS IN A RECTOR

- **Godly**; his love for Jesus, his righteousness, humility, and faithfulness are obvious in his behavior, his speech, and how he treats people.
- **Spirit-filled**; he operates in the anointing and gifts of the Spirit as well as leading by the Spirit.
- **Prayer warrior**; possesses and utilizes a strong and dominating prayer life, and instills the same in the congregants.
- **Discerning**; capable of hearing the Holy Spirit's direction and following, single-minded in his resolution to do so. Skilled in rightly dividing the Word of Truth, and able to employ this skill with discernment to bring growth and maturity to the Church.
- **Knowledgeable**; a spirit filled expositional preacher/teacher. A true shepherd holding respect for bridging Anglican worship forms while holding to ACNA tradition.
- **Compassionate**; sensitive, passionate, and caring for his flock and for the Church at large, also demonstrating a heart for the lost.
- **Leadership**; strong, capable leader who leads by example and is confident in his ability to steer the ship, approachable, a good listener, fair and open-minded, having integrity, truthful but diplomatic, steadfast with a clear sense of direction.
- **Evangelical**; has a heart for bringing the Gospel and fostering unity not only in our parish families, but in the Body of Christ, and in our entire community.

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RECTOR POSITION DESCRIPTION

I. Core Responsibilities

The Rector will serve as the primary spiritual leader and administrative head of the parish, focusing on:

- **Spiritual Leadership:** Leading services for a community with a base Sunday attendance of 37+ and a total weekly reach of 45 including digital connections.
- **Digital Evangelism:** Stewarding a ministry that has seen a 21.6% growth in weekly reach through live stream engagement.
- **Pastoral Care:** Providing pastoral care and managing the Rector's Discretionary Fund for immediate community needs.
- **Stewardship:** Overseeing the general fund with an annual giving base of \$100k+.

II. Qualifications & Experience

Educational Background

- **Master of Divinity (M.Div.):** Or an equivalent degree from an accredited seminary.
- **Ordination:** Must be an ordained priest in good standing with the relevant denominational authority.

Professional Experience

- **Pastoral Leadership:** A minimum of 5–10 years of experience in parish ministry, with at least 3 years in a senior or associate leadership role.
- **Multicultural Ministry:** Proven track record of at least 3 years leading or serving within a multicultural or multi-ethnic congregation.
- **Financial Oversight:** Proven experience managing church budgets of at least \$100,000, ensuring a positive operating margin and healthy reserve allocations.
- **Digital Integration:** Demonstrated success in growing or maintaining digital ministry platforms, specifically leveraging live-streaming to reach a remote audience.
- **Strategic Planning:** Experience in capital campaign management or overseeing significant building funds (minimum \$100k+) for facility maintenance and long-term security.

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III. Key Competencies

Visionary & Adaptive Leadership

- **Strategic Growth:** Ability to articulate a clear vision for growth that bridges the gap between in-person and digital congregants.
- **Collaborative Administration:** Proficiency in working with lay leadership, and a diverse vestry to maintain a high level of transparency and efficiency.

Cultural Intelligence

- **Effective Communication:** Ability to preach and teach in a way that resonates across diverse cultural, linguistic, and socioeconomic backgrounds.
- **Inclusive Community Building:** Skilled in identifying and removing barriers to participation for minority groups within the parish to ensure all members feel a sense of belonging.
- **Conflict Transformation:** Proficiency in navigating and mediating cultural misunderstandings or tensions with grace and theological depth.

Compassionate Stewardship

- **Equitable Outreach:** Ensuring the Rector's Discretionary Fund is administered fairly to meet the needs of a diverse local community.
- **Generosity Cultivation:** Ability to inspire continued generosity within the community to support a diverse range of funds, including future leadership and discretionary outreach.

IV. Financial & Compensation Projections

Supported by a robust 19.3% operating surplus and significant capital reserves, the parish offers a stable and competitive compensation environment.

Component	Projection / Details
Salary & Housing	A combined package tailored to the regional standard, supported by strong annual giving.
Benefits Suite	Comprehensive insurance and pension contributions as part of the total calling.
Transition Support	A relocation stipend supported by the Future Rector Fund
Professional Development	Dedicated funds for continuing education and spiritual growth.