

CHRIST CHURCH CHRISTIANA HUNDRED

Position Description for Curate or Associate Priest

Full time employee

Christ Church is a vibrant, inclusive, and welcoming Episcopal faith community engaged in God's work to bring all people into a loving, liberating, and life-giving relationship with Jesus Christ. We are 177 years in ministry in Greenville, a leading congregation of the Episcopal Church in Delaware situated on 22 acres near the Brandywine River not far from the Pennsylvania border. In 2024 our ASA was 329, and average weekly attendance (including online) was 510, largely the result of worship with our preschool community. We have 4 liturgies each weekend, a monthly Sunday Evensong in the Anglican choral tradition, Evening Prayer six days a week, and three other weekly liturgies. The Curate/Associate joins a clergy team with two other full-time priests, and a retired priest assisting with pastoral calls. The lay program, administrative and facilities teams include ten full time and six part-time staff, in addition to the faculty for Christ Church Episcopal Preschool, a 19-year ministry of the parish.

The staff supports the ministry of the church's members in collaboration with clergy, and other lay staff. The parish has many committees and ministries organized for worship, in care for one another, to share the faith of Jesus Christ and the gifts and resources we have, and to serve others beyond our congregation. This is how we live out the parish mission to welcome all, wherever they are on their spiritual journey, into a loving and joyful community that serves others and seeks to grow deeper in relationship with God through Jesus Christ.

Visit christchurchde.org for more information.

Reports to: Rector

Start Date: July 1, 2025

Date: April 23, 2025

Summary: The primary responsibility of the Curate/Associate is to support the Rector in leading the congregation in its mission and vision. The Associate has oversight for Outreach and Evangelism; serving as chaplain to the preschool community, and connecting with those who are not yet members of the parish and inviting them to faith in Jesus Christ. Other parish responsibilities include planning and leading worship, preaching, pastoral care, and teaching. The Associate Rector will participate in the life of the Diocese and the councils of the Church.

Major Functions:

- Model and teach evangelism, promote Invite, Welcome, Connect, so that members become adept at our vocation as evangelists.
- Provide leadership for the Outreach Committee as we increase our engagement with ministries of service to others.
- Celebrate and preach at services of Holy Eucharist, Baptism, Marriage, Burial, Holy Week and other Principal Feasts, Children's liturgies, Healing Services, the Daily Office, and other liturgies, planning pastoral liturgies.
- Share in the pastoral care for the congregation, preschool, and community.
- Practice, teach, lead and encourage spiritual practices, theological education, and Christian witness.
- Invite, equip, and encourage volunteers, specifically for outreach, evangelism, and adult discipleship.

Core Competencies:

Approachable	Invites dialogue; spends extra effort to put others at ease; is gracious; is sensitive to and patient with other's feelings.
Charismatic	Inspires enthusiasm to share the Christian faith; is an engaging preacher who relates faith and real life.
Creative	Develops new and unique ideas, opportunities and solutions to address and manage change.
Informed	Is well-informed about Christian religion and spirituality; continues to learn about and research relevant topics; is prepared when teaching; comes prepared to meetings.
Communication	Speaks well in a variety of settings; commands the audience, when necessary; writes clearly and engagingly to facilitate position's major functions; listens carefully to others.
Forms Leaders	Equips, empowers, encourages, and supports leaders; cooperates and collaborates with leaders; can develop leadership in others.
Collaborative	Forms effective teams; creates strong morale and team spirit; shares successes; fosters open dialogue; lets others be responsible for their work.
Vision and Purpose	Communicates a compelling and inspired vision; leads others in discovering personal and corporate vision/purpose; creates support for vision/purpose; is optimistic; focuses on possibilities; inspires and motivates others.
Integrity and Trust	Speaks the truth appropriately and helpfully; admits mistakes; keeps confidences; represents him/herself honestly.
Self-Knowledge	Knows personal strengths and weaknesses; seeks feedback; is open to criticism, coachable; learns from mistakes; quickly picks-up on the need to adjust behavior.
Compassion	Cares about people; demonstrates empathy; listens well, and can connect with all ages.
Composure	Calm under pressure; is mature; manages stress and anxiety; manages frustration and irritation; addresses defensiveness in self and others; is a settling influence.
Organizing	Can marshal resources – people, funding, material, and support – to get things done; uses resources effectively and efficiently; can manage multiple activities at once.
Time Management	Uses time effectively and efficiently; makes decisions in a timely manner; sets priorities.
Conflict Management	Addresses conflicts directly; reads situations quickly; listens well; settles disputes equitably; finds common ground; seeks cooperation with minimum of disruption; negotiates skillfully; is diplomatic and tactful; can diffuse high-tension situations comfortably.

Qualifications:

Is an Episcopal or Lutheran deacon or priest in good standing, willing to become canonically resident in the Diocese of Delaware.

Requirements:

- Physical health to serve consistently as a full-time parish priest in a large congregation.
- Healthy emotional, physical, and personal boundaries.
- Professional resources outside of the parish for personal, emotional, and spiritual support and accountability.
- On-going personal prayer and spiritual practice.
- On-going study and participation in continuing education.