

Grace Episcopal Church

1607 Grace Church Road Silver Spring, Maryland 20910

Associate Rector

Full-Time Position ~ Compensation includes full employee benefits and pension contribution
Reports to: Parish Rector ~ Directly Supervises: Ministry Volunteers

Who we are:

Grace Episcopal Church in Silver Spring, Maryland feels called to be that “city on a hill” where people of all races and cultures come to build their relationship with God and others. Grace Church is diverse, inclusive, progressive, multi-generational, and bustling with activity. Our staff team is talented, creative, grounded, playful, and we enjoy working together to support ministry at Grace Church. Our ministry centers on offering: a wide range of vibrant worship opportunities, solid program offerings especially focused on Christian formation for all ages, and outreach centered on social and racial justice. We seek to cultivate a new generation of Christians to dismantle the racial hierarchies that pervade our society so that we may become the Beloved Community where toddlers and elders explore their faith together, where youth plan and lead justice ministries, and all formative adults care for the children and youth of the church.

What we are looking for:

We are seeking a lay or ordained individual who feels called to be the architect and facilitator of a new model of community based intergenerational, Christian formation ministry. As a member of Grace Church’s program ministry team, the Director of Intergenerational Formation Ministries (“the Director”) will work closely with the Rector, Associate Rector(s), Director of Music Ministries, Head of School, and lay leaders in an array of ministries. Together, they will build and maintain a comprehensive program for the formation of Christian disciples across all ages, offering touchpoints for intergenerational experiences of worship, formation, fellowship, service, and justice work. The Director will be a highly relational person with initiative and a demonstrated ability to work well with people of all ages in an extremely diverse environment. Recruiting, training, and equipping others for ministry in God’s church should be a source of deep joy for the Director.

The Associate Rector’s scheduled work week is five days, usually measured as ten units of mornings, afternoons, or evenings in various combinations reflecting the demands of this ministry and shall include Sunday activities. The Associate Rector is expected to preserve at least one continuous twenty-four period each week solely for personal use.

Essential Ministry Responsibilities:

- Vision, Implementation, and Assessment: guide development, implementation, and assessment of a ‘scope and sequence’ model for a clear path of discipleship and spiritual growth from birth through elder adulthood
 - Scope – How does the community ensure opportunities for members to be “brought up in the Christian faith and life?” How does the community nurture growth into “the full stature of Christ?” How do we know if our efforts have borne fruit?
 - Sequence – What are the steps along developmental and pedagogical paths that move Christians toward a mature faith?

- Quality Resources for Lifelong Spiritual Formation: Create, curate, and guide selection of theologically robust, liturgically sensitive, age-appropriate spiritual formation resources that engage:
 - Mind – What should be taught at each step, cradle to grave? How do we best achieve this?
 - Body – What spiritual practices should one experience and how are they most effectively encountered? How are they incorporated into one’s daily life?
 - Spirit – What worship and devotional practices should be introduced along the journey? How are people engaged at deeper levels throughout a lifetime?
- Empowering and Equipping Others: select and train teachers, mentors, and volunteers; encourage community and family spiritual formation and provide resources for that formation.
- Team Collaboration: participate in staff meetings and work closely with program staff to ensure alignment with the church’s vision for effective ministry and lifelong spiritual formation.
- Family Collaboration: conduct quarterly meetings with caregivers: parents, grandparents, and other formative adults; create opportunities for their mentorship to be enriched and encouraged.
- Creative Intention: find innovative ways to foster multi-generational worship, formation, mission, inter-faith engagement, and service (e.g., ministry mentorship relationships, community social justice projects)
- Consistent Communication: Strong verbal and written communication skills; regular, timely and responsive communication with different affinity groups.

Qualifications:

In addition to satisfactory completion of *Safeguarding God’s Children/People* and background screening, qualifications include:

- Christian Maturity – mature practitioner of the Christian faith, sound theological grounding of ministry, emphasizes healthy relationships and communication, commitment to community service and justice work, and comfort with liturgical forms of worship.
- Strong interpersonal skills – warm, welcoming, supportive, collaborative, and comfortable building positive relationships with parishioners of all ages
- Self-starter and team player – innovative, open, flexible, ready sense of humor
- Demonstrated organization and time management skills
- Strong technology and software competency: Google Workspace, ACS or comparable CMS
- Demonstrated leadership experience – 3-5 years of experience leading diverse teams in multi-point ministry programs
- B.A., M.A. or MDiv degree (preferably in theology, biblical studies, or Christian education) or commensurate work experience.

Although this position focuses on formation ministries, we will work with ordained clergy to include worship leadership and preaching opportunities. Grace Church encourages applications from people with marginalized backgrounds: including those who are Black, Latinx, Indigenous, LGBTQ+ identified, and those who hold other marginalized identities. The position will remain open until filled.

Your letter of interest, resume, and references may be sent to the Rev. Sarah Odderstol at pastorsarah@graceepiscopalchurch.org. Thank you!