

Associate Rector (Full-Time)

St. Michael and All Angels Episcopal Church
Mission, Kansas (*a suburb of Kansas City, Missouri*)

St. Michael and All Angels Episcopal Church in Mission, Kansas, is seeking a full-time Associate Rector to join our clergy team and help lead a growing, vibrant congregation in the Kansas City metropolitan area.

St. Michael and All Angels welcomes all people as beautifully diverse children of God. We are committed to being a community where all people are fully welcomed and valued, regardless of race, ethnicity, sexual orientation, or gender identity. We also understand that people of faith have different types of piety and different spiritual gifts that must be woven together with the fruits of the spirit into a community of faithful practitioners of the way of Jesus. We seek a priest who will actively support and participate in our ministry of welcome, inclusion, and spiritual creativity.

We are looking for a priest who is energized by parish ministry, committed to building lasting relationships, and called to share in the work of pastoral care, worship, intergenerational formation, and congregational growth. We especially seek a priest who sees associate ministry as a long-term vocation and who desires to become an integral part of our parish community for years to come.

While the core responsibilities of this position are clearly defined, we recognize that every priest brings unique gifts and experiences to ministry. There is flexibility, then, in how aspects of this role may be shaped to reflect the particular strengths, interests, and calling of the successful candidate.

Responsibilities

The Associate Rector will:

- Provide leadership and oversight for pastoral care ministries.
- Provide strategic leadership, supervision, and support for youth and family ministries.
- Preach regularly and assist with liturgical leadership.
- Conduct pastoral visitations and offer sacramental ministry, including weddings and funerals.
- Engage actively with parishioners, newcomers, and ministry leaders.
- Collaborate closely with the rector, staff, and lay leaders.

Qualifications

Applicants must:

- Be ordained as a priest in The Episcopal Church or in a denomination in full communion with The Episcopal Church.
- Have at least three years of ordained ministry experience in a congregational setting including pastoral care ministry.

Preferred candidates will have:

- At least five years of ordained ministry experience.
- Demonstrated strengths in pastoral leadership, preaching, and ministry supervision.
- Experience providing oversight and support for youth and family ministries.
- Experience using Realm and ACS church management software.
- A desire for long-term service in an associate clergy position.

Compensation and Benefits

The salary & housing range for this position is **\$65,000 to \$80,000** based on qualifications and experience. The total compensation range for this position (salary, housing, health benefits, and pension) is **\$94,000–\$130,000**, depending on experience, qualifications, and family status. For example, the high end of this range could cover a salary of \$75,000 with mid-level family health benefits and basic family dental. The low end of this range could cover a salary of \$65,000 with mid-level single health benefits and basic dental. Precisely how the range is applied is negotiable and dependent on the candidate's experience, qualifications, and circumstances.

In addition, St. Michael and All Angels offers:

- Health Savings Account contribution (included in range listed above).
- Continuing education support.
- Professional expense reimbursement (including mileage and phone).
- A sabbatical after five to seven years of ministry at St. Michael.

Application Process

Applications will be accepted until **August 2, 2026**. Following that date, all applications will be reviewed and interviews scheduled with qualified candidates. The anticipated start date for this position is in late August or early September.

Applicants should submit:

- A current resumé or curriculum vitae.
- A brief application letter describing their ministry experience, sense of vocation, and particular strengths for the ministry described in this announcement.
- A copy of the candidate's Episcopal Vocation Hub profile (in lieu of this profile, applicants from denominations in full communion with the Episcopal Church should offer responses to the questions listed at the end of this announcement).

Applications should be addressed to **The Rev. David Cox** and submitted by email to: Elizabeth@stmaa.com.

St. Michael and All Angels Episcopal Church encourages applications from qualified candidates of all backgrounds and experiences.

Questions for non-Episcopal applicants (in communion with the Episcopal Church)

(Maximum words per response: 100 for questions 1-3; 300 for questions 4-8):

1. How would you describe your leadership style?
2. How would you describe your liturgical style and practice?
3. How do you approach cultural identity and inclusion in your ministry?
4. How do you approach pastoral care in your ministry?
5. What has been your experience leading change in the Church?
6. How do you use technology in your ministry?
7. What is a ministry risk you've taken, and what came of it?
8. How do you discern and adapt to the changing needs of your community?