

St Michaels (Mission)

TYPE	DIOCESE	NAME
Congregation	Kansas	

TYPES OF WORK	POSITION TITLE/ROLE
Full Time	Assistant/Associate/Curate

ROLE SUMMARY/DESCRIPTION

The associate's role will involve the full gamut of leadership opportunities that come with presbyteral leadership in the parish. 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.

Our new associate rector is being invited to help us flourish in the midst of exciting challenges—to incorporate new ministry leadership and to increase the connection we share in and through ministry in the name of Jesus Christ—spiritual friendship. Specifically, the associate rector will: provide leadership and oversight for pastoral care ministries; provide strategic leadership, supervision, and support for youth and family ministries (including our part-time family ministry coordinator); 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.

While the core responsibilities of this position are clearly defined, especially in regard to pastoral care and shepherding of children and family ministry, we recognize that every priest brings unique gifts and experiences to ministry. There is flexibility, then, in how aspects of this role may be weighted to reflect the particular strengths, interests, and calling of the successful candidate. We don't, for example, expect that a single candidate will possess all of the ministry skills highlighted in the sections that follow; they represent a range of desired skills.

We are looking for a collaborative self-starter who knows how to balance team work with the responsibilities of leadership; someone who is comfortable making decisions when called for, while eliciting input from others when necessary or appropriate; someone who confidently contributes to our leadership team and who receives constructive criticism with a growth mindset.

CURRENT STATUS	RECEIVING NAMES FROM	TO
Receiving names	07/01/2026	08/02/2026

APPLICATION INSTRUCTIONS

POSITION PROFILE

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

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 submit responses to these questions:

1. How would you describe your leadership style? (100 words max)
2. How would you describe your liturgical style and practice? (100 words max)
3. How do you approach cultural identity and inclusion in your ministry? (100 words max)
4. How do you approach pastoral care in your ministry? (300 words max)
5. What has been your experience leading change in the Church? (300 words max)
6. How do you use technology in your ministry? (300 words max)
7. What is a ministry risk you've taken, and what came of it? (300 words max)
8. How do you discern and adapt to the changing needs of your community? (300 words max)

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

CANDIDATE NARRATIVE INSTRUCTIONS

1. How do you approach pastoral care in your ministry?, 5. What has been your experience leading change in the Church?, 8. How do you use technology in your ministry?, 13. What is a ministry risk you've taken, and what came of it?, 14. How do you discern and adapt to the changing needs of your community?

CONTACT

NAME	Patrick Funston
ROLE	Canon to the Ordinary
ORGANIZATION	Episcopal Diocese of Kansas
PHONE NUMBER	7857061223
EMAIL ADDRESS	apfunston@episcopal-ks.org

POSITION DETAILS

ORDERS OF MINISTRY

Priest

GEOGRAPHIC LOCATION

Great Plains

WORK ENVIRONMENT

In Person

MINISTRY SETTING

Suburban

PAROCHIAL REPORT DATA

AVG. SUNDAY ATT.
200

ANNUAL BUDGET
806842

POSITION PROFILE

FINANCIAL OVERVIEW

FINANCIAL OVERVIEW NARRATIVE

FINANCIAL RESOURCE TYPE None

STIPEND, HOUSING, AND BENEFITS

COMPENSATION/SALARY DETAIL

RANGE \$50,001 - \$75,000

DETAILS

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.

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.

HOUSING/RECTORY TYPE

TYPE OF HOUSING PROVIDED Cash Stipend

DETAILS

Included within the cash compensation above via vestry-adopted housing allowance resolution.

SECA REIMBURSEMENT DETAIL

REIMBURSEMENT OFFERED n/a

DETAILS

SECA Reimbursements are not normative in the Diocese of Kansas.

MEDICAL & PENSION BENEFITS DETAIL

PENSION PLAN

In compliance with CPF requirements

HEALTHCARE OPTIONS

Negotiable

DETAILS

Range of health coverage available (including family coverage) depending on how the full compensation range is applied to an individual's circumstances.

VACATION, CONTINUING EDUCATION, AND OTHER BENEFITS

POSITION PROFILE

VACATION & LEAVE DETAILS

Four weeks, including 5 Sundays, per year.

CONTINUING EDUCATION DETAILS

Two weeks annually.

SABBATICAL PROVISION DETAILS

St. Michael follows diocesan policy of non-vested paid sabbatical accrued at two weeks per year of service to be taken during the fifth through seventh year in the position.

TRAVEL/AUTO ACCOUNT DETAILS

Mileage reimbursement for travel on behalf of the congregation.

EQUIPMENT/PHONE DETAILS

Phone is reimbursed up to \$100 per month

OTHER BENEFITS OR COMMENTS

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 midlevel single health benefits and basic dental. Precisely how the range is applied is negotiable and dependent on the candidate's experience, qualifications, and circumstances.

DIOCESAN COMPENSATION INFORMATION (IF APPLICABLE)

FORMAT None

MINISTRY CONTEXT AND DESIRED SKILLS

WHAT ARE YOUR COMMUNITY'S HOPES FOR THIS POSITION?

Following all the challenges of the pandemic and the current political and cultural challenges in America, St. Michael has established a footing for its ministry and identity in the values of radical welcome, loving care, compassionate justice, spiritual friendship, and growing faith—both prayerfully and intellectually. Our hope is that our new associate rector will want to join with us in living out those values in a way that invites those not already a part of our community to come and see what we are about. We expect that our new associate will be discerning their own call in light of the Spirit's movement in their life, and we want to be a part of that, too.

We are looking for someone who is passionate about the way of Jesus, and someone who looks for creative and collaborative ways to live the way of Jesus in the ever-changing world we live in. We are looking for someone who recognizes the power of God to work in community, especially intergenerational relationships. We are looking for someone who will help us to be faithful, and to find our collective vocation in our neighborhoods and cities.

LEADERSHIP SKILLS

Adaptive Leadership, Collaborative Leadership, Leadership Development, Servant Leadership, Group Facilitation

MINISTRY SKILLS

Children & Family Formation, Community Building, Discipleship, Evangelism, Grief & Loss, Innovative Ministry, Intergenerational Formation, Pastoral Care, Prayer & Spirituality, Worship & Liturgy

POSITION PROFILE

LANGUAGES SPOKEN

English

LANGUAGES WRITTEN

English

LANGUAGES REQUIRED TO LEAD
WORSHIP

English

1. What is your organization's mission and focus?

Describe your core mission and ministry priorities. What values guide your work, and what is your community or organization striving to embody in this season of ministry?

We seek to build Christian community that models love, compassion, and justice; that pursues wisdom and insight rather than dogmatic certainty; that overtly welcomes the diversity of all God's people, regardless of race, culture, class, gender identity, or sexual orientation, etc. We welcome all who seek to walk in the way of Jesus.

We have people of different gifts and vocations, so our ministry focus is to integrate that spiritual diversity into a flourishing manifestation of the body Christ.

This community not only provides sanctuary and support for ourselves, but empowers us to take our community out into the world in ways that offer God's love to others, including in ways that invite those others to become a part of the body of Christ with us.

Our parish leadership is laying the groundwork for a parish-wide renewal experience next year, with early work probably happening toward the end of this year. The people of this parish have long been guided by the values of welcome, compassion, generosity, and the beauty of the natural world. We will lean into those values in the coming years, as we seek God's renewal of our common life and ministry.

2. How would you describe your ministry context?

Share about the setting and community you serve. What are the unique characteristics of your context - such as urban, rural, or suburban dynamics; multi-faith or multicultural environments; community partnerships; or social and cultural factors that shape your ministry?

We are a suburban parish in the metro area of Kansas City, Missouri. Being on the Kansas side of the state line presents certain challenges to ministry, including diocesan boundaries. The parish sits literally at the intersection of three different cities: Overland Park, Prairie Village, and Mission—the latter of which is our address, but within which we have only a few members. Johnson County, Kansas, has a population over 630,000; while the Kansas City metro area has a population of more than 2.2. million.

While there is increasing cultural diversity around us, we are somewhat removed. We would like to have greater participation in multicultural. Approximately 98% of our parishioners are white, due largely to the demographics around us that have their own sordid history. There are increasing opportunities in our communities, however, to work with Latine communities and with immigrant families. For example, we are involved with St. Thomas the Apostle Episcopal Church in an immigration ministry for Afghan families.

While there is increasing class diversity across Johnson County, our parish and the neighborhoods from which we draw are largely middle to upper-middle class, with some upper and working class members thrown in.

Our work with the Good Faith Network, a grassroots and interfaith justice organization, is described elsewhere in this material. One can also highlight that St. Michael has hosted interfaith speaking series in the past. To shed light on St. Michael as a parish, we had a speaking series several years ago on the topic of “hope.” Our first speaker was a local Buddhist lama. He began by saying that hope is an illusion from which we need to be liberated. Our folks loved his presentation. We had people jokingly ready to convert following each speaker from Buddhism to Islam to Judaism. The plan is to start this series up again soon.

3. How would you describe your congregational/diocesan leadership culture?

Reflect on how your community approaches leadership - what styles and qualities you value in clergy, how leadership is shared between clergy and laity, and how you navigate change and challenges.

Our leadership culture is respectful, collegial, and collaborative at every level. Clergy at St. Michael need to be collaborative self-starters exercising a servant leadership that discerns when to take the lead and when to facilitate.

We have an excellent staff and dedicated lay leaders. Our weak point sometimes is in organizational oversight and communication—convenient problems to have, actually.

4. How would you describe your congregational/diocesan liturgical styles and practice?

Share how worship is shaped in your community - what influences your liturgical life, how you balance tradition and innovation, and how liturgy reflects your theology and context.

Our liturgical style is broad church with a strong tradition of music in a more traditional style—excellent organ and choir. Before the pandemic, we had a second service with a lighter, minstrel style of music. It will be a while before we can have two main services again, but we do create opportunities to experience other ways of worshipping, including our brand new, hand-crafted outdoor altar in a beautiful corner of our grounds.

We have a simple, spoken Eucharist on Saturday nights and another one on Wednesday mornings (the latter focusing liturgy and scripture on Lesser Feasts and Fasts).

We use Enriching Our Worship a lot and welcome aspects of the inclusive language liturgical options. Concerning worship, our website says: “Worship at St. Michael’s is reverent but relaxed, faithfully serious but seriously friendly.” We are dedicated to Episcopal liturgy in a relaxed fashion.

We are blessed to worship in a beautiful stone church (can hold over 500 if we get crammed), with Romanesque brick arches, and a vaulted wood ceiling. Like all worship spaces, it has its strengths and weaknesses, but is a beautiful place to worship and correlates with the parish’s love of beauty and the arts.

5. How does your congregation/diocese approach cultural identity and inclusion?

Reflect on how your community engages diverse cultural identities, fosters belonging, and responds to the needs of a diverse or evolving population.

Diversity is God’s chosen mode of creativity, and the beauty of the creativity is a gift, whether that diversity is grounded in identity or culture. Our goal is to welcome and celebrate diversity, not merely tolerate it.

We have a long history of affirming the LGBTQIA+ community in our parish. Inclusion is affirmed from the pulpit, in our ministries where all are truly welcome, and in our public support of inclusion as in our Episcopalians for Equity and Inclusion that was recently started in response to the growing national voice of hate and exclusion. The rector preached on the topic of diversity earlier this year in a more pointed way than usual because of the national voices emboldened by current politics. Worshipers enthusiastically supported the message.

We don’t just speak a message of inclusivity, we actively welcome others who, through their identities, bring God’s creative work into our midst, and we seek to grow in spiritual friendship with them in the name Christ.

6. Other Information

Use this space to share any additional details about the role or organization that would help candidates discern their fit - such as organizational culture, special projects, or unique opportunities and challenges.

Attendance at St. Michael averages almost 200 per weekend—higher in peak times of the year, lower in the summer.

The spiritual culture of the parish is diverse, offering a priest diverse ways to be a priest, which is a good thing.

MINISTRY MEDIA AND LINKS

Parish Website	https://www.stmaa.com/
Parish YouTube	https://www.youtube.com/@StMichaelsMission

NARRATIVES

1. Describe your congregation's/diocese's theology or spiritual identity.

Reflect on key moments or experiences that have shaped or challenged your congregation's theological understanding or self-identity.

St. Michael has a non-dogmatic and welcoming approach to spirituality and theology. We are pursuers of wisdom and insight, not certainty. We are a laid back community with diverse forms of piety—sages, prophets, contemplatives, and ministers of mercy. We worship together in a broad church style with meaningful music and liturgy. We are devoted to pursuing authentic discipleship, which means hearing sermons mostly on what it means to follow Jesus Christ in our personal lives and as a community (including the occasional condemnation of Christian Nationalism, racism, or capitalism on one hand, and the affirmation of the LGBTQIA+ community, feminine language for God, or justice on the other hand).

We have active groups that support meaningful relationships with one another, ministry to those in need, deepening our connection to God, enhancing our knowledge of and insight into scripture, finding God in art and music, and speaking out on behalf of others. We affirm the power of the scientific method. We welcome dialogue and collaboration with people of other faiths. We trust that the Spirit of God is moving among us in powerful ways.

3. What is a ministry risk your congregation/diocese has taken, and what came of it?

Reflect on a time your community stepped out of its comfort zone to meet a new need or respond creatively to a challenge.

At St. Michael, we began celebrating same-sex blessings in 2013 and marriages as soon as it became legal in 2015. Those decisions established a path that St. Michael has been on ever since. More recently, in 2022, we began participating in a local interfaith justice organization called Good Faith Network. GFN is a grassroots organization made up of over 30 houses of worship that listens to local voices, researches solutions to the problems that worry us most, and advocates with local elected officials to bring about change in the name of justice. Our last assembly, in May, had almost 2,000 people in attendance as GFN leaders challenged the chair of our local county commission on issues that we advocate for (homelessness and affordable housing; mental health care; and support for the aging). This ministry was a challenge for us initially because members were not used to advocacy ministry and the tensions that naturally come with engaging politics and policy makers. At the last GFN assembly, we had 95 people in attendance from St. Michael. We are now challenging ourselves to lean all in to a robust Welcome Invite Connect ministry that will deepen the relationships that we have with one another, our surrounding community, and with God. This means talking more about our faith and discipleship, which many find intimidating.

4. How does your congregation/diocese discern and adapt to the changing needs of your community?

Share an example of how your congregation listened, responded, and experimented faithfully in your context.

Parishioners at St. Michael are involved in a variety of ministries that serve facets of the densely populated communities around us. But discerning the needs of the suburban environment in which we reside is a growing edge for our parish. This is related closely to the Invite aspect of the Invite Welcome Connect ministry that we are leaning into. Our new associate is welcomed into this new focus with us.

6. In what ways is your congregation/diocese engaged in the wider Church or local community?

Whether through diocesan leadership, ecumenical partnerships, civic involvement, or community organizing, describe how your congregation serves beyond its own walls.

Mercy ministries like Uplift (food for the homeless), Happy Bottoms (diapers for families), Breakfast at St. Paul's (weekly breakfast for 30 years), Hope Builders (accessibility ramps for homes), Immigration ministry (with St. Thomas Episcopal Church), Backsnacks for local elementary schools, support of multiple food pantries. Advocacy through the Good Faith Network (see question above for details) and Kansas Interfaith Advocacy (state level). Our new group, Episcopalians for Equity and Inclusion (EEI) has led our participation in Pride events in Kansas City and locally. Multiple members participating in diocesan committees, task forces, and governance (including a current archdeacon and a recently retired archdeacon). Tremendous parish generosity to discretionary benevolence fund used to help people in need on a regular basis.

7. How does your congregation/diocese approach pastoral care?

Reflect on how your community walks with one another and with neighbors through life's joys and challenges - what guides your approach?

Pastoral care at St. Michael is a team ministry with specific roles that provide loving attention to our members: hospital and home visitation, funeral receptions, notes or letters, meal delivery, a parish prayer chain, durable medical equipment, and Eucharistic Visitors. Our new associate will provide oversight of the leaders of these ministries.

Collaborative, loving compassion best describes our approach to pastoral care ministry. A large team of caregivers provides this loving care. Some of the participation takes the form of ministry leadership or facilitation, while some takes the form of occasional participation—providing a meal to a family or cookies for a funeral reception. A few lay people have been trained to anoint the sick. Leaders meet periodically to support one another, taking part in spiritual formation or continuing education. A smaller, clergy-led team meets regularly to stay up-to-date on parishioner's pastoral situations and visitation.

The rector challenges the parish to compare pastoral care ministry to the central nervous system of the body. If a person touches a hot stove, a signal travels to the spinal cord, which sends a signal back telling the hand to move. The circuit in the nervous system does not include the brain. Rather, a need (removing one's hand) is better met by the shorter communication path. Further, the body does not need the brain to participate in moving the hand. Most pastoral care is similar. It does not need clergy leadership to always play a role.

Pastoral care is the way a Christ-following community cares for itself—for one another. This approach pushes back on the idea that a person has not been visited "by the church" unless the person has been visited by a member of the clergy. It is the strong belief of the rector of St. Michael that an overly professionalized approach to pastoral care actually weakens Christian community and makes it harder for the church to flourish.

We are inviting our new associate rector into this approach to pastoral care ministry, focusing on the incorporation of Christian disciples into loving care for one another. A modeling of pastoral care by clergy leadership is certainly necessary, but that modeling represents a form of ministry leadership; it is not itself the primary manifestation of pastoral care in the parish.

11. What has been your congregation's/diocese's experience leading or navigating change?

Ministry often requires change. Reflect on a time your community embraced or navigated change - when it went well, when it didn't, and what it taught you about shared leadership.

Thanks to the pandemic, our most recent experience has been in navigating change rather than leading it. But St. Michael has been willing to lead on issues of LGBTQIA+ inclusion for many years. We have more recently leaned into advocacy ministry—something a bit uncomfortable for many mainline churches. We are all caught up now in discerning the changes necessary to communicate the gospel of Jesus Christ in meaningful ways to the changing world around us. In a practical way, shifting to an online directory is a significant change for many people, so change happens in a variety of ways at a variety of levels with a variety of intensities.

St. Michael handled the changes demanded by the pandemic really well. We added necessary technology and moved permanently to one service, which was a huge change and sacrifice for many. We are still living through a number of staff changes, which has meant a shifting of job responsibilities. The fantastic staff at St. Michael has adapted smoothly and collaboratively. We look forward to our new associate being a part of this creative change in how we engage in ministry.

15. How does your congregation/diocese use technology in ministry?

Describe the ways your community uses digital tools for worship, communication, formation, or outreach - and what you've learned along the way.

This has been a growing edge for St. Michael since the pandemic. We have a high quality livestream of every Sunday service via YouTube. We are looking to use our YouTube channel more often and for more creative things.

We also added a hearing loop within the nave that allows those with hearing aids to plug directly into the sound of the service.

We have incorporated Realm software into our management of finances, membership database, and ministry organization. It is this last piece—ministry organization—that will be most relevant to our new associate rector, as our tracking of participation, leadership, and scheduling is handled in Realm. We have digital mailings once per week of weekly events and announcements; and we have a monthly newsletter that allows for more detailed articles and celebrations.

There are more possibilities to be explored.