



INCARNATION
ANGLICAN CHURCH

Associate Pastor

Parish Description

[Incarnation Anglican Church](#) is a vibrant worshipping community in the Anglican tradition, welcoming our neighbors with the love of Jesus. We do this through **worship**, **welcome** and **wonder**:

- We **worship** God as people of different ages and backgrounds come together each week to grow, renew, or find faith.
- We **welcome** our neighbors as a faithful presence in South Arlington.
- We cultivate **wonder** at God's stories and creation by learning, praying, resting, and playing together.

Some distinctives of our congregation at this moment include:

Transition: Incarnation is a young and growing church, planted in September 2018. The church has experienced significant transition in its short life, and will soon experience another: in May 2022, its planting Rector will retire and its new Rector will be installed (you can read more about this transition [here](#) and [here](#)). The church also recently [moved locations](#) and continues to navigate worship in an ever-changing pandemic. Therefore, the Associate Pastor will be joining a church navigating change, and must bring to the role flexibility, creativity, and a spirit of learning together.

Participation: Incarnation has always valued participation over perfection, welcoming the gifts of every person in the congregation regardless of background, age, or ability. Children are regular participants in our worship. Further, we have a number of congregants who have come to our church after experiencing exclusion or harm in past churches and are beginning to seek healing in their relationship to God, scripture, and the church. They are welcome as full participants in the life of our church. Candidates must value and embrace this ethos of participation.

Neighborhood: Incarnation was planted along Columbia Pike in South Arlington, one of the most diverse neighborhoods in the world, with over 130 languages spoken (including Spanish, Amharic, Tigrinya, Bengali, Turkish, and Arabic). Most of our congregation lives within a few miles of the church in South Arlington and Northwest Alexandria, connected by the Four Mile Run stream (the Pike and stream are featured in our logo). We worship in an elementary school at the heart of this geographic area and are motivated by a desire to be good neighbors here.

Purpose

The Associate Pastor supports the Rector in providing for the spiritual formation, pastoral care, and mission of the congregation.

Responsibilities

- Strategic and thought partnership to the Rector
- Sunday liturgical leadership
- Regular preaching (~once/month)
- If ordained, presiding at Eucharist, baptisms, weddings, funerals
- Collaboration in planning liturgical seasons and special services
- Overseeing Sunday volunteers (liturgical, prayer, a/v, and hospitality)
- Helping to develop opportunities for adult discipleship/formation (small groups, adult ed, catechesis, etc)
- Providing pastoral care
- Depending on candidate's skills and experience, responsibilities may also include
 - Leadership of volunteer musician team and occasional musical worship
 - Oversight of outreach and evangelism
 - Oversight of prayer ministry

Qualifications

- Life bears evidence of Christian maturity, humility, and fruits of the Spirit
- Life bears evidence of formation by the spiritual practices of the church (prayer, scripture, worship, disciplines, etc.)
- Life bears evidence of service and a concern for justice
- Experience in pastoral ministry and church plants
- Collaborative leadership style
- Excellent communication, organization, and people skills
- Ability to relate to a variety of people, regardless of age, ethnicity, beliefs, or socio-economic background
- Special concern for excluded, marginalized, and wounded people to find their home in the church, and ability to engage hurting people with sensitivity (understanding of trauma-informed care helpful)
- Must support women's ordination and women in church leadership
- MDiv, MAT/MAR, or other theological training
- Ordination in the Anglican Church in North America preferred, but candidates from other traditions or candidates interested in pursuing ordination are welcome to apply

Additional Details

- Ideal start date: Fall 2022
- Full-time, although part-time candidates may be considered
- Reports to the Rector
- Work-from-home position with flexible hours; Incarnation does not currently maintain permanent office space
- Compensation depends on skills and experience

How to Apply

Interested candidates are strongly encouraged before applying to view Incarnation's services on [YouTube](#), listen to our [sermons](#), and peruse our [website](#) and social media. Then, please email a cover letter, resume, and, if available, samples of preaching and Sunday leadership (audio files, YouTube clips, etc) to the Rev. Amy Rowe, Rector-Elect: amy@incarnationanglican.org.