



St. Philip's Episcopal Church

worship • love • action — a church for all people

Associate Rector, Formation

St. Philip's Episcopal Church
Durham, North Carolina

Where are you being called?

St. Philip's Episcopal Church, in the heart of downtown Durham, is seeking a creative, collaborative, child and youth loving priest to serve as Associate Rector, Formation. Here is your opportunity to help reimagine our formation offerings across the entire spectrum of ages while serving in a vibrant, urban, inclusive, and engaged community.

You will also be a member of a team of professionals who work together to ensure beautiful liturgies, pastoral response and care, welcoming all, and outreach which occurs both at our front doors and throughout the world.

If this sounds like you, let's talk.

Qualifications

- Ongoing close relationship with the Triune God, including honoring and caring for all of creation, following the teachings of Jesus Christ, and remaining open to the movement of the Holy Spirit in all areas of your ministry.
- Priest in good standing in The Episcopal Church or a church in full communion with The Episcopal Church.
- An innate love and compassion for children, youth, families, and adult learners.
- Five or more years of ordained parish ministry or its equivalent lay experiences.
- Demonstrated strengths in intellectual preaching and teaching, supported by staying current in scriptural knowledge and interpretations.
- Experience developing and supporting adult formation programs and volunteer ministry teams.
- Strong organizational, communication, and interpersonal skills.
- Strong working knowledge of Episcopal and Anglican theology, liturgy, music, prayer, and Christian formation, with the ability to engage and teach the tradition in ways that are engaging, accessible, inclusive, and relevant to contemporary parish life.

Primary Responsibility: Formation

Through our Christian Education offerings, we discover what it means to be loved by God and what it means to love God in an inclusive and affirming Christian context. We support the questioning of our teens and the continued growth of adults on their spiritual paths. We support journeys which never go in a straight line and are subject to change through life experiences.

We currently have three distinct formation ministries:

- For children ages birth through 6th grade, we offer the Catechesis of the Good Shepherd with Godly Play lessons mixed in. Using Montessori-based age groupings and approaches, the

children learn about all aspects of our faith in an age-appropriate way with time for questioning and wondering.

- For our youth, we use our signature program, Journey to Adulthood. This program was created by parishioners of St. Philip's and is now used by congregations throughout the United States. Journey to Adulthood uses a developmental approach to youth faith formation, with a focus on building strong relationships among peers and mentors, working together as our youth learn and grow. We are developing ways to support our youth across the entire congregation instead of relying on short term youth ministers.
- Formation for adults includes Sunday morning forums, Wednesday night Engage! programming, bible studies, and confirmation, reception, and reaffirmation preparation. This area needs to grow in scope and offerings.

Instead of three somewhat siloed groups, we envision an approach that integrates these programs beyond their age determined boundaries to support a more robust intergenerational approach. This is where your creativity and passion for ministry will shine. Volunteer recruitment and support are essential for success.

Collaborative Ministry

The Associate Rector will report to God first and foremost, in collaboration with:

- The Rector in the overall leadership and vision of the parish
- The Ryals Minister for Families (open position currently) who has direct responsibility for the children and youth programing
- The Director of Music in supporting worship that is rooted in Anglican tradition while drawing upon a diversity of music
- Staff and lay leaders throughout the parish in fostering a creative, healthy, and collaborative culture of ministry where they feel safe to take risks and try new things

Compensation and Benefits:

- Very competitive salary commensurate with experience and diocesan guidelines
- Church Pension Fund assessment and pension benefits
- Health Insurance plans including FSA and HSA options
- Continuing education allowance
- Professional development budget and expense reimbursement
- Four weeks of vacation, plus sabbatical and clergy leave benefits in accordance with diocesan guidelines
- Participation in diocesan clergy development and nationwide continuing formation opportunities

About St. Philip's

St. Philip's Episcopal Church is a beacon of God's light and love in downtown Durham. At our core, we are all about Worship, Love, and Action.

- Where Worship...praises God for abundant blessings, feeds and uplifts souls, and teaches the way of Jesus Christ.
- Where Love... boldly welcomes all, celebrates and protects God's creation, and encourages, comforts, and empowers others.
- Where Action ... bears witness and condemns injustice, challenges systems that oppress, and shines light throughout the world fueled by the Holy Spirit.

Located in the 400 block of East Main Street across from the Health and Human Services building. We share our property with our 42-year partner, Urban Ministries of Durham, who support the homeless in our community with shelter, meals, resources, and hope.

Come join us.

To apply: send resume, cover letter and your Vocation Hub profile to The Rev. Maryann D. Younger, maryann@stphilipsdurham.org by September 18. 2026.

We can't wait to hear from you.

www.stphilipsdurham.org
@stphilipsdurham on socials