

Ministry Description: Associate Rector for Formation and Justice and Diocesan Missioner for Racial Justice and Reconciliation

Position Summary

The Episcopal Church of Saints Andrew and Matthew and the Episcopal Church in Delaware seek an ordained priest or transitional deacon called to catalyze transformation in our parish and diocese. The cleric will serve concurrently as Associate Rector for Formation and Justice and as Diocesan Missioner for Racial Justice and Reconciliation — rooted in parish life while serving as a bridge and resource across the diocese. This is not a role of maintaining the status quo. We are looking for someone ready to form disciples, build beloved community, and help us live into the life-changing witness of the gospel.

About the Parish and Diocese

The Episcopal Church of Saints Andrew and Matthew is a vibrant and dynamic multi-racial congregation formed from the consolidation of two historic downtown churches. We are a nurturing faith community intentionally welcoming all people, as we seek to embody the fullness of God's kingdom in Wilmington and beyond.

The Episcopal Church in Delaware is among the oldest Episcopal dioceses in the nation, with many beautiful colonial-era parishes that continue to thrive today. We are proud of our rich history and acknowledge our Church's centuries-long complicity in systemic racism. We are convicted that our strongest days of proclaiming and living out the gospel — the good news of Jesus Christ — are right now and in the years to come.

Together, the parish and diocese seek servant leadership rooted in theology, animated by justice, and committed to building the equitable society God intends.

Role Overview

The person selected for this ministry will serve half-time in each role (approximately 20 hours/week in parish; 20 hours/week diocesan). The parish will be the primary workplace; the rector serving as the primary supervisor. The canon to the ordinary collaborates in visioning diocesan initiatives and provides ongoing feedback. While this dual structure carries inherent complexity, the bishop, canon, and rector recognize the powerful impact of rooting diocesan justice work in active parish life, where theology and practice intersect daily.

Core Responsibilities

Parish-Based Work (Associate Rector for Formation and Justice)

- Serve liturgically 2–3 Sundays per month
- Participate in formation programming along with the rector and lay leaders. Depending on the preferred candidate's skill set this could be with children, youth, or adult formation with a focus on shaping and empowering disciples for the work of the gospel in the world

Diocesan Work (Missioner for Racial Justice and Reconciliation)

- Cultivate a network of justice leaders: Build and maintain relationships with 8–12 key community partners (including Delaware Concerned Residents for Environmental Justice, the DE Poor People's Campaign, and Network Delaware), meeting regularly to align initiatives and share learning
 - Resource and equip parishes: Maintain a curated online resource hub (diocesan website); identify and inform the diocese of justice and anti-racism training opportunities per year
 - Communicate and inspire: Produce regular diocesan communications highlighting justice efforts; share learnings across parishes
 - Expand diocesan capacity: Travel to parishes (some visits including Sundays) to support justice leaders, answer questions, and strengthen local efforts
 - Support Episcopal leadership: assist in visioning and launching diocesan-wide justice initiatives; serve as a thought partner on justice-related decisions
 - Measure progress: Track and report quantitatively and qualitatively on diocesan justice initiatives; evaluate programs; identify gaps and opportunities
-

Essential Skills Needed

- Passion and demonstrated experience working in social justice ministry — especially regarding racial justice and reconciliation
- Training and experience as a community organizer or protest/movement chaplain, or willingness to learn
- Ability to deal effectively with a wide variety of lay persons and clergy, with differing theological and social viewpoints

- Advanced knowledge and skill in the areas of group dynamics, process facilitation, and conflict mediation with ability to navigate complex parish and diocesan systems well
- Strong organizational and communication skills
- Leadership skills with the ability to recruit, train, and inspire others for this mission
- Strong written and oral communication skills; able to communicate effectively with multiple stakeholders

Qualifications

- Ordination as a priest or transitional deacon in the Episcopal Church is strongly preferred. Ordained members of other Christian traditions, as well as lay persons with a strong background in justice work, may apply.
- DEI certification preferred
- Must be able to successfully complete criminal and background checks
- Aptitude for connecting theology to building beloved community
- Capacity to successfully manage multiple competing priorities and meet goals
- Ability to implement plans, identify key next steps, and track progress of initiatives
- Experience with program evaluation and tools to measure progress quantitatively and qualitatively
- Demonstrated collaborative leadership style
- Must be able to travel to congregations across Delaware and occasionally to regional or national meetings

What We Offer

- A rooted calling: Work within an active parish community while shaping diocesan-wide transformation
- Mentorship and support: Regular check-ins with the rector and canon to the ordinary; access to diocesan formation and training resources

- Collaboration, not isolation: Participate in weekly parish and diocesan staff meetings; connect regularly with justice leaders across multiple contexts
 - Theological partnership: Serve among leaders who believe justice is not separate from the gospel but central to it
-

How to Apply

Interested candidates should submit:

- A cover letter describing your sense of call to this work
- Resume/CV
- Vocational Hub Profile (for Episcopalian Clergy)
- Three references (including at least one who can speak to your justice work)
- A brief written reflection (250–500 words) on how you understand the relationship between theology and social change

All materials should be sent to The Rev. Canon Brad Hinton, canon to the ordinary:
bhinton@delaware.church