



All Saints' Episcopal Parish

RECTOR PROFILE

Position: Rector

Church: All Saints' Episcopal Parish

Location: Beverly Hills, California

Essentials

- All Saints' is a Jesus-centered, diverse, inclusive community that moves to a sacred rhythm of worship, fellowship, prayer, ministry, and service.
- We seek a spiritual leader enthusiastically dedicated to our mission, vision, core values and goals (see www.allsaintsbh.org).
- We seek a spiritual leader whose life models:
 - profound affirmation of God as our loving parent and omnipotent creator;
 - radical devotion to Jesus Christ crucified, risen, alive and active among us;
 - evident openness and mature yielding to the Holy Spirit;
 - deep engagement with scripture.
- We seek a spiritual leader with:
 - contagious faith;
 - a servant's heart;
 - an informed love for children and families;
 - certainty about God's acceptance and love for all people, including gay, lesbian, bisexual, and transgendered people, and the vestry's stated unanimous support for same-sex couples.
- We seek a spiritual leader who will strike a wise, loving balance between, on the one hand, affirming and sustaining all that is strong, healthy, fruitful, and well-loved among us, while at the same time enlarging our perspectives, breaking new ground, and empowering us to embrace new challenges.

Key Responsibilities

Our new rector will lead all aspects of our life as a community of faith.

- We will look to our new rector to cast a vision based on attentiveness to God's call, to follow this vision, and to lead us to live it out fully.
- We will look to our new rector to lead the worship that is the heart of our life together. We expect our new rector to participate actively in the sacramental life of our parish, present and celebrating or preaching most Sundays.
- We expect our new rector to sustain the excellence in music and preaching that have been a hallmark of All Saints'.
- We will look to our new rector to oversee all aspects of our parish life: our people, finances, facilities, and other resources. Specifically, our new rector will lead:
 - services, events, classes, pilgrimages, ministries, and special events;
 - liturgical, financial, ministry, outreach, and other planning;
 - setting goals, measuring progress, and acknowledging achievement;
 - staff recruitment, development, and support;
 - stewardship, fundraising, and budgeting;
 - lay involvement in all aspects of parish life and ministry;
 - empowering all to grow in Christ and in love for one another.
- We will look to our new rector to provide preaching and teaching that call, educate, and challenge us – at all ages, including children and young people.
- We will look to our new rector to lead us toward full participation in discipleship – including small groups – ministry and stewardship.
- Whether on Sundays, at special events and conferences, or through ministries of hospitality, we will look to our new rector to model and encourage us all in making our parish a place of welcome to everyone.
- We will look to our new rector to ensure the care of those with pastoral needs and to offer, whether in person or through training and delegation:
 - guidance, solace, comfort, prayer, sacraments and visitation for those in need, hospitalized, homebound, or facing major life transitions;
 - spiritual growth and direction for all levels of spiritual maturity;
 - referrals for counseling or other services as appropriate.
- We will look to our new rector actively to lead interaction and cooperation between our parish and the diocese, as well our parish and Beverly Hills.
- We will look to our new rector to enliven and make concrete our parish core value of reaching out to those in need: within and beyond our parish and across the globe.
- We will look to our new rector to tend to his or her own spiritual life and growth through daily prayer, reading scripture, and reflection as well as regular times of refreshment and retreat.

Relevant Qualifications

We are looking for a new rector who loves God, is filled with new life in Jesus, is empowered by the Holy Spirit, and longs for others to know and experience the fullness of God's love, life, and light. Other qualifications include:

- Experience developing a vision or plan and leading others to embrace it.
- Appreciation for and familiarity with sacramental liturgy and music as fundamental to the life of a worshipping community, including both traditional and non-traditional forms of worship.
- Demonstrated ability to rouse, instruct, touch, challenge, and connect from the pulpit.
- Executive leadership experience, such as rector of a parish.
- Experience on the staff of a large parish or equivalent large organization.
- Demonstrated ability to think strategically, to see the big picture, and to keep aware of many moving parts while setting priorities and delegating responsibility.
- Experience developing and maintaining systems of accountability and measurement regarding goals, priorities, and performance.
- Prudence about money, effectiveness with stewardship, and experience raising funds.
- Experience using 21st-century technology for internal communication and external outreach.
- Proven ability to work with people of differing ages, backgrounds, personalities, temperaments, stages of spiritual growth, and levels of maturity.
- Experience drawing people, especially lay people, into deeper discipleship, greater spiritual maturity, more service, and new ministries.
- A track record developing and executing children/family programs.
- Involvement in community life including social events and other activities.
- Cultural attentiveness, engagement, and curiosity.
- Experience leveraging community or parish resources to reach out in service.
- Previous participation in or engagement with the larger church.
- A life pattern of healthy balance among work, family, personal time, and rest.