

# POSITION PROFILE

## Trinity (Lincoln)

TYPE	DIOCESE	NAME
Congregation	Springfield	Trinity Church

TYPES OF WORK	POSITION TITLE/ROLE
Full Time	Rector / Vicar / Priest-in-Charge

### ROLE SUMMARY/DESCRIPTION

Trinity Episcopal Church in Lincoln, Illinois seeks a Rector to lead a vibrant and growing parish rooted in traditional Anglican worship. With an average Sunday attendance of 45, the demographics of Trinity have changed over the past five years, drawing many young families and children. As such, we need a priest who values children and will help families raise their children in Christ.

Trinity offers two Sunday services and daily morning and evening prayer, with a strong emphasis on liturgy, preaching, discipleship, and fellowship. Located in a small Midwestern community, between Springfield and Bloomington/Normal, the parish is active in prison ministry, diocesan leadership, and has a remarkable record of raising up leaders for ordained ministry. The next Rector will find a faithful, close-knit congregation eager to continue deepening its life of worship, formation, and outreach in Lincoln and beyond.

CURRENT STATUS	RECEIVING NAMES FROM	TO
Beginning search	05/01/2026	09/01/2026

### APPLICATION INSTRUCTIONS

Send your Profile, cover letter and resume to The Reverend Canon David Wells, Transition Officer for the Diocese of Springfield at: [canon@episcopalspringfield.org](mailto:canon@episcopalspringfield.org)

### CANDIDATE NARRATIVE INSTRUCTIONS

### CONTACT

NAME	The Rev. Canon David L. Wells
ROLE	Canon to the Ordinary
ORGANIZATION	Episcopal Diocese of Springfield
PHONE NUMBER	217-525-1876
EMAIL ADDRESS	<a href="mailto:Canon@EpiscopalSpringfield.org">Canon@EpiscopalSpringfield.org</a>

## POSITION DETAILS

ORDERS OF MINISTRY	GEOGRAPHIC LOCATION
Priest, Bishop	Midwest

# POSITION PROFILE

## WORK ENVIRONMENT

In Person

## MINISTRY SETTING

Rural

### PAROCHIAL REPORT DATA

<u>AVG. SUNDAY ATT.</u>	<u>ANNUAL BUDGET</u>
49	172334

### FINANCIAL OVERVIEW

#### FINANCIAL OVERVIEW NARRATIVE

FINANCIAL RESOURCE TYPE None

## STIPEND, HOUSING, AND BENEFITS

### COMPENSATION/SALARY DETAIL

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

#### DETAILS

Current Annual Compensation is \$75,000. This includes cash stipend, housing allowance, SECA reimbursement.

### HOUSING/RECTORY TYPE

TYPE OF HOUSING PROVIDED Cash Stipend

#### DETAILS

Trinity does not have a rectory, but housing allowance is set aside from the base salary. We will assist the new Rector in securing housing. We have also set aside a budget for moving expenses.

### SECA REIMBURSEMENT DETAIL

REIMBURSEMENT OFFERED n/a

#### DETAILS

Included in Annual Compensation

### MEDICAL & PENSION BENEFITS DETAIL

#### PENSION PLAN

In compliance with CPF requirements

#### HEALTHCARE OPTIONS

Full family

#### DETAILS

Family Healthcare and Dental Insurance are offered

### VACATION, CONTINUING EDUCATION, AND OTHER BENEFITS

## POSITION PROFILE

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### VACATION & LEAVE DETAILS

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Four weeks, including 5 Sundays (standard) - Circumventing Major Feasts and Holidays, we offer the successful candidate four weeks of vacation to include five Sundays

### CONTINUING EDUCATION DETAILS

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Yes. Ten days annually with two consecutive Sundays

### SABBATICAL PROVISION DETAILS

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Yes. Three months upon completion of seven years

### TRAVEL/AUTO ACCOUNT DETAILS

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Yes. IRS allowable reimbursement per mile for standard business travel

### EQUIPMENT/PHONE DETAILS

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### OTHER BENEFITS OR COMMENTS

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### DIOCESAN COMPENSATION INFORMATION (IF APPLICABLE)

FORMAT None

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## MINISTRY CONTEXT AND DESIRED SKILLS

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### WHAT ARE YOUR COMMUNITY'S HOPES FOR THIS POSITION?

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The people of Trinity Episcopal Church in Lincoln, Illinois, are praying for the priest God is calling to walk with us into a new and hopeful season of ministry. After a time of discernment, we are ready—spiritually, emotionally, and practically—to welcome a Rector who will help us grow in faith, deepen our worship, and strengthen our witness in the community.

Trinity is a small but steadily growing parish in the Diocese of Springfield. We are grounded in the beauty and reverence of the Book of Common Prayer, committed to preaching that forms disciples, and energized by the belief that God is not finished with us yet. There is genuine momentum here—faithful lay leadership, financial stability, and a congregation eager to be led with clarity and vision.

We are NOT simply looking to maintain what has been. We are looking to build our future. We are seeking a priest who:

- Feels called to build up a parish with pastoral warmth and steady leadership
- Preaches the Gospel with conviction, grace, and theological depth
- Loves sacramental worship and thoughtful liturgy
- Equips and encourages lay leaders to flourish in their ministries
- Sees opportunity in a smaller parish and finds joy in shaping its future
- Wants to be a vital part of the larger community

Lincoln is a small community, located on I55 and Rt 66 in the heart of Central IL within around 30 miles from 3 larger cities, Peoria, Springfield and Bloomington/Normal and 2-3 hours from St. Louis and Chicago, respectively. We are also within an hour drive of Champaign/Urbana and the University of Illinois. This is a welcoming community with deep roots and room for growth. Trinity stands at an exciting crossroads: ready to expand outreach, deepen formation, and become an even stronger spiritual home for those who seek Christ.

### LEADERSHIP SKILLS

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Collaborative Leadership, Congregational Development, Organizational Development, Servant Leadership

### MINISTRY SKILLS

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Adult Formation, Children & Family Formation, Church Growth, Outreach, Preaching, Teaching, Worship & Liturgy, Youth & Young Adult Formation

### LANGUAGES SPOKEN

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English

### LANGUAGES WRITTEN

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English

### LANGUAGES REQUIRED TO LEAD WORSHIP

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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?*

Our mission is to worship God faithfully, proclaim the Gospel of Jesus Christ, and form disciples who live lives of holiness, service, and love. At Trinity, our common life is rooted in the Book of Common Prayer, shaped by the Daily Office, and centered on the Holy Eucharist. We seek to cultivate a parish culture where reverent worship, sound teaching, and genuine Christian fellowship are held together in a life of prayer and marked by clear communication and care for one another.

In this season, our ministry priorities are to deepen our liturgical life, strengthen Christian formation for all ages, and nurture a strong sense of pastoral care within the parish. We are especially attentive to the growth and discipleship of young families, while also seeking to support and engage every member of the congregation in meaningful ways. We aim to expand our outreach in ways that are faithful, relational, and grounded in the Gospel.

The values that guide our work include reverence in worship, faithfulness to Scripture and the Anglican tradition, commitment to prayer, and the importance of personal pastoral presence. We value strong lay leadership and shared responsibility in the life of the Church, marked by humility, charity, and a commitment to honest, consistent communication.

We are seeking a priest who will practice collaborative leadership, engaging with us in discernment and decision-making; who will embody servant leadership, reflecting Christ's humility and care; and who will guide us in organizational and congregational development, strengthening the health and sustainability of parish life.

We hope you will share in and help lead our core ministries, including Adult Formation, Children and Family Formation, and Youth and Young Adult Formation. We are looking for someone who will delight in Preaching and Teaching that are theologically grounded and pastorally attentive; who will faithfully lead Worship and Liturgy rooted in the Prayer Book tradition; and who will partner with us in Church Growth and Outreach that are invitational, relational, and grounded in the Gospel.

In this season of ministry, we invite you to join us in becoming an ever more prayerful, sacramentally grounded community—growing in spiritual depth, unity, and love for one another and for our neighbors.

**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 serve in a small-town setting marked by a mix of rural and suburban characteristics. Ours is a close-knit, relational community where trust is built over time and where the Church has the opportunity to be a visible and steady presence. At the same time, our proximity to larger regional centers brings a modest but meaningful diversity of backgrounds and experiences into our parish.

Our congregation includes both long-standing members and a growing number of young families. This presents real opportunity, but also requires intentional leadership to integrate new members, sustain engagement, and build a shared sense of purpose across generations.

Our context is shaped in part by the history of Lincoln, founded in 1853 and named for Abraham Lincoln before his presidency. The closures of Lincoln College and Lincoln Christian University have had a noticeable impact on the community, contributing to economic strain, fewer local resources, and a loss of institutional identity. These realities shape the environment in which we minister and require honest engagement.

We are also navigating broader cultural challenges: declining church participation, busy and fragmented family life, and hesitancy toward long-term commitments. In this context, clear communication, visible presence, and genuine relationships are essential to building trust and inviting participation.

At the same time, we see real opportunity. We are ready and willing to expand our community outreach in intentional and practical ways. We want to be more present, more visible, and more engaged with our neighbors—through relationships, hospitality, and partnerships with local organizations, schools, and community efforts. We are open to new ideas and committed to supporting initiatives that help us connect more meaningfully with the wider community.

In this setting, you will find a parish that is clear-eyed about its challenges but genuinely eager to grow. We are willing to do the work, to adapt where needed, and to follow thoughtful leadership. We invite you to join us in strengthening our common life and extending our witness beyond our walls in faithful and creative ways.

**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.*

We value a leadership culture that is collaborative, grounded, and rooted in trust. Central to that culture is a shared commitment to clear, consistent, and direct communication, and to caring well for one another in the midst of our common life. We have learned that healthy communication builds trust, strengthens relationships, and allows us to navigate both opportunities and challenges faithfully.

We believe leadership in the Church is shared, where clergy and laity work together in discernment and decision-making. Our Vestry is engaged and committed, and we look for a priest who will partner with us in a way that is both collegial and appropriately directive when needed.

Over the past year, our time with an interim rector has been especially formative. It has required us to take on greater responsibility, strengthen our communication, and grow in confidence in our shared leadership. This season has helped us build real capacity and prepared us to partner more effectively with our next priest.

We value leadership that is clear, steady, and pastorally present. Servant leadership is especially important to us, as is a commitment to organizational and congregational development. We are open to growth and change, but we value thoughtful, well-communicated leadership that moves us forward with clarity and care.

In this context, you will find a parish that is willing to follow thoughtful leadership, eager to grow, and committed to working together.

**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.*

Trinity's Sunday worship is grounded in the Book of Common Prayer, ordinarily Rite II, with Rite I observed during Lent. We offer two Sunday services (8:00 a.m. and 10:00 a.m.) following the same liturgical structure. The early service is spoken and without music; the later service includes hymns and pipe organ. This pattern reflects our desire for reverent, ordered worship that is consistent and theologically rooted.

As a congregation, we are receptive to precedented, traditional, and doctrinally sound liturgical practice. At the same time, we value pastoral sensitivity and careful discernment in applying the Church's tradition within our local context. We seek to prioritize the "first things" of Christian worship—faithful preaching, prayer, sacramental integrity, and congregational participation—rather than novelty or constant experimentation.

Publicly offered Morning and Evening Prayer are regular and defining features of our common life, reinforcing our identity as a parish formed by the Daily Office as well as the Sunday Eucharist.

As we look ahead, we would welcome a rector who can help us further strengthen and enrich our music program, building upon our existing use of hymns and pipe organ to deepen congregational participation and the beauty of our worship. We hope to continue growing in reverence, musical excellence, and theological substance under steady and faithful leadership.

**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.*

Our identity as a parish is rooted first in our common life in Christ, shaped by worship, prayer, and shared commitment to the Gospel. From that foundation, we seek to be a community where people are genuinely welcomed, known, and cared for.

Our context is not highly diverse, but it is not static. We recognize the importance of being attentive and responsive as our community evolves. In our setting, inclusion is lived out primarily through relationships—through hospitality, personal invitation, and consistent presence.

We are committed to fostering a culture of belonging marked by clear communication, mutual respect, and a willingness to listen. We seek to hold together openness and clarity, inviting others into a shared life of worship, formation, and discipleship.

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## MINISTRY MEDIA AND LINKS

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## NARRATIVES

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### 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.*

Our theological and spiritual identity is rooted in the Anglican Catholic tradition. Our common life is shaped by the Book of Common Prayer, formed by the Daily Office, and centered in the Holy Eucharist as the heart of our worship and parish life.

We are drawn to the beauty and depth of Anglican worship, and we seek to live as a sacramental community formed through prayer, liturgy, and the life of the Church. Recent seasons of transition have strengthened our lay leadership and clarified our shared identity.

We would describe ourselves as traditionally Anglican and distinctly Anglo-Catholic—rooted in Scripture and the historic faith, expressed through reverent worship, and lived with humility and charity.

### 2. Describe a recent ministry experiment or innovation in your congregation/diocese.

*What did you try, why did you try it, and what did you learn - whether it "worked" or not?*

Over the past year, our most significant ministry “experiment” has been a shift toward more intentional and shared lay leadership during our time with an interim rector.

We strengthened communication, clarified responsibilities, and grew in confidence as leaders. This season has also led to tangible improvements in our parish life, including intentional investment in our facilities through cleaning, painting, plastering, and installing new doors. These efforts reflect our commitment to creating a welcoming space and our willingness to invest in what matters.

This has been a successful and formative season, building real capacity and preparing us to partner effectively with our next priest.

**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.*

One of our parishioners is deeply involved in prison ministry at the local women’s facility, leading an ongoing reading group that recently completed C.S. Lewis’s *Chronicles of Narnia* and is preparing to study Dante Alighieri’s *Divine Comedy*. This ministry reflects our commitment to thoughtful, Gospel-centered outreach that engages both heart and mind, extending Christian fellowship and serious theological conversation beyond our parish walls. For more information, please contact the Search Committee Chair.

**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.*

We approach discernment as a shared process grounded in prayer, listening, and conversation. Over the past year, we responded to identified needs by strengthening communication, increasing lay leadership, and investing in our parish space.

We want our church building to be a welcoming place for our community, and our decisions reflect that priority. We are committed to listening carefully and responding faithfully as needs arise—not only at the congregational level, but also in attending to individual needs within the parish. Pastoral awareness, personal connection, and a willingness to respond with care and flexibility are important parts of how we live out our ministry.

This attentiveness has helped us grow in our ability to meet people where they are, offering support, encouragement, and connection in ways that are both practical and faithful. We understand that healthy parish life depends not only on shared structures, but on how well we care for one another as individuals.

We are committed to continuing this work—listening carefully, responding thoughtfully, and adapting as needed in order to serve both our parish and the wider community faithfully.

**5. How does your congregation/diocese sustain its spiritual, emotional, and physical well-being?**

*Ministry is deeply meaningful and often demanding. Share how your community nurtures its collective health and sense of call.*

Care at Trinity is rooted first in relationships. Much of our pastoral life is organic: through friendship and fellowship, parishioners naturally attend to one another's spiritual, emotional, and physical needs. When concerns arise, we respond thoughtfully and prayerfully, discerning together how best to help.

This is especially visible in our support of young families. Childbirth and postpartum seasons are met with tangible care—meal trains, practical assistance, and steady encouragement—reflecting a parish culture in which mothers and families are not left to navigate these transitions alone.

Our common prayer anchors this mutual care. The Prayers of the People, along with Morning and Evening Prayer, provide regular opportunities to name needs before God and before one another. A parish prayer list, included in our weekly email and Sunday bulletin, helps keep those needs before the congregation and invites ongoing intercession. In this way, our liturgical and devotional life does more than shape worship; it informs and mobilizes us for concrete acts of mercy.

As we look ahead, we desire to deepen this culture of pastoral attentiveness. We hope our next rector will take an active role in visiting the sick, homebound, and hospitalized, and in bringing Holy Communion to those unable to attend worship. We value a priestly presence that extends beyond Sunday mornings—one that carries the sacramental life of the Church into homes, hospital rooms, and seasons of vulnerability.

Rooted in prayer and strengthened by sacramental ministry, we seek to ensure that no one in our parish walks alone.

**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.*

In less than a decade, Trinity has been blessed to send three young men into ordained ministry, after graduation from Nashotah House Theological Seminary. Another two are currently at Nashotah House. We give thanks for this growing culture of discernment and pray its fruit will endure for generations. Our parish has also supported these postulants while at seminary by paying for their housing costs.

We are also engaged in the wider life of the Diocese of Springfield. Our most recent rector served as Dean of the Northern Deanery, and parishioners serve in diocesan leadership roles such as diocesan council and auditor. We value this connection to the broader Church and seek to contribute faithfully beyond our parish.

Taken together, these signs of growth—in worship, pastoral care, outreach, and vocations—fill us with quiet confidence for the future. We seek a rector who will walk with us in that hope: loving the Anglican tradition, preaching and teaching faithfully, nurturing sacramental worship, and guiding us steadily into the next chapter of our life together in Christ.

**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?*

Trinity has consistently supported local outreach efforts, including regular financial contributions to Workcamp for Lincoln, a faith-based home repair and community revitalization initiative serving those in need. As noted above, a parishioner is deeply involved in prison ministry at the local women's facility, with congregational support as needs arise. Beyond organized efforts, many parishioners extend quiet but meaningful hospitality, opening their homes for meals and fellowship with those both within and beyond the church.

At the same time, we sense a call to grow further in Gospel-centered outreach. Across the congregation, there is a shared desire to deepen and expand our witness in the community.

Importantly, we are committed to ensuring that all outreach flows from and remains grounded in right worship and faithful teaching. We believe that mission must arise from the altar and be shaped by sound catechesis and discipleship. As we look ahead, we seek to cultivate outreach that is prayerful, theologically rooted, and visibly centered on Christ—an extension of the sacramental life that already defines our parish.

**8. How is your congregation/diocese preparing for the Church of the future?**

*Ministry is always evolving. Share how your congregation is growing, adapting, or learning to meet the changing needs of the Church and the world.*

As we look to the future, we seek a rector who will walk with us in hope and faithfulness. We desire priestly leadership that treasures the Anglican tradition, preaches and teaches with clarity, and deepens our sacramental life with reverence and theological substance.

We especially hope for a shepherd who shares a heart for the formation of children and youth—one who will support parents in their vocation as primary teachers, strengthen catechesis and confirmation preparation, and be visibly present in the lives of our young people. We long to remain a parish in which children are fully integrated into our worship, fellowship, and common prayer, growing up at home in the Church's life.

**9. What does stewardship mean to your congregation/diocese, and how do you practice it?**

*Describe how your community approaches generosity, resource management, and financial discipleship.*

We are a generous congregation and understand offering as an act of devotion—an intentional return of our life and substance to God. With this conviction, we strive to practice thoughtful stewardship, exercising frugality and discernment in our spending. We carefully weigh ongoing and “extra” expenses, seeking to ensure that our resources are aligned with our mission and priorities.

At the same time, we are committed to providing what is truly needed. Whether for clergy leadership, parish life, community events, outreach, or building maintenance, we are prepared to invest faithfully and responsibly in the work entrusted to us. We understand the importance of supporting our rector well and are willing to offer appropriate and competitive compensation for the right priest to lead us into our next chapter.

Our aim is neither excess nor hesitation, but wise and prayerful stewardship in service of Christ and His Church.

**10. How has your congregation/diocese experienced and addressed conflict?**

*Conflict is part of communal life. Tell us about a time your congregation faced it and how you responded - what did you learn?*

Most recent conflicts within our parish have been minor and resolved quickly through direct conversation and mutual goodwill. We value unity and strive to address concerns early, approaching one another with charity and a desire for understanding.

When circumstances require clearer guidance, we look to the rector for pastoral leadership in helping us discern a faithful way forward. We understand that priestly ministry includes offering wise counsel and maintaining good order, and we welcome that steady presence. At the same time, we hope for leadership that listens carefully and works collaboratively with lay leaders to seek reconciliation and restored fellowship.

Our aim is not simply the absence of conflict, but the cultivation of a parish culture marked by humility, clarity, and Christian charity.

**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.*

We acknowledge change and faithfully adapt as needed. For example, in the last year, our parish has lost our rector and our secretary within a few months. At the time, our rector and secretary handled most of the day-to-day operation of Church. There were many gaps uncovered upon their departure. Our parish has identified needs and members have stepped in to fill in these gaps. We have navigated these changes with grace and a willingness to work together. Because of our unity, this time of turmoil has gone extraordinarily well, and we have grown individually and corporately through this time.

**12. What are your current strategic priorities or plans for the future?**

*Share about any existing strategic plans, visioning processes, or future priorities your community is pursuing. How do these goals reflect your mission and the needs of the people you serve? What hopes or aspirations are guiding your ministry in this season?*

In this season, our priorities are focused on strengthening the foundations of parish life while preparing for thoughtful and sustainable growth. We are not working from a formal strategic plan, but we have a clear and shared sense of direction shaped by our mission, our recent experience, and the needs of our community.

One immediate priority has been the care and improvement of our physical space, particularly the chapel. We have made the intentional decision to invest in this space through plastering, painting, deep cleaning, and the installation of new doors. These improvements are not only about maintenance, but about creating a setting that reflects the reverence of our worship and offers a welcoming, hospitable environment for both parishioners and visitors. This work reflects our broader commitment to being a visible and inviting presence in the community, and our willingness to invest financially in what supports that goal.

At the same time, we are focused on strengthening communication and shared leadership. Our recent experience has highlighted how essential clarity, consistency, and mutual care are to healthy parish life, and we intend to continue building on that foundation.

Looking ahead, we see several key areas of focus: deepening our liturgical and spiritual life, strengthening formation for all ages, and expanding our outreach and engagement with the wider community. We want to become more visible, more accessible, and more intentional in how we invite others into the life of the Church.

Underlying all of these priorities is a shared hope—to grow not only in number, but in spiritual depth, unity, and faithfulness. We are seeking a priest who will help us bring clarity to these goals, build on the work already begun, and guide us in discerning how best to move forward in this next season of 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.*

We use technology in focused and practical ways to support communication and outreach. Our website shares information about parish life, and social media connects us to the wider Church through seasonal content.

Looking ahead, we hope to expand our digital presence, including restarting our YouTube channel. We see technology as a tool to support clear communication, invitation, and connection.

**17. What theological convictions shape your congregational/diocesan ministry?**

*Reflect on how your community's theology informs worship, outreach, pastoral care, justice, mission, evangelism, and your life together?*

Our ministry is shaped by a sacramental and incarnational theology rooted in the Anglican Catholic tradition. Worship, pastoral care, and our life together flow from this foundation.

Evangelism, for us, is expressed through faithful presence, hospitality, and personal invitation—offering others a place within the worshiping life of the Church where they may encounter Christ. We seek to grow in this work with quiet confidence, trusting that the depth and steadiness of our common life are themselves a witness.