



THE CHURCH OF THE INCARNATION

POSITION DESCRIPTION: CURATE

Identity

The Church of the Incarnation is a Gospel-centered Anglican church in downtown Harrisonburg, Virginia.

Vision

We seek the glory of God and the good of the city through the gospel of Jesus Christ.

Core Values

Gospel: We gather around the magnetic center of Jesus Christ. Through his life, death, and resurrection, God's kingdom has arrived on earth to renew all things—our relationship with God, ourselves, others, and the world.

Personal Transformation: We help people respond in faith to the new reality that the Kingdom of God has arrived in Jesus and to learn the practices of spiritual formation: renewing minds, reordering priorities, reshaping habits, and redirecting work.

Community Formation: We live as a community of friends extending personal care to one another across generational, ethnic, and cultural lines.

Public Faith: In being honest and transparent about our faith, we endeavor to be relationally winsome, accessible, respectful, humble, and loving, even when it requires courage for us to announce the gospel.

City Vision: With all the resources of our faith and life, we work sacrificially with others to build a great, flourishing city for all people.

Mercy and Justice: We seek to protect the weak and vulnerable, to take up their injustice, and show compassion while also seeking remedies for structural evil and institutional injustice.

Cultural Renewal: We equip people in their various vocations to enter into culture as faithful stewards of the world because we share in God's yearning for all of culture to be redeemed and renewed.

Church Planting: We use the resources that God has given us to start and support new churches, because the local church is the primary agent of God's kingdom.

Gospel Movement: We want to be a catalyst for a movement of the gospel in our city and region that is a dynamic set of interactive relationships between gospel centered churches, a variety of specialist ministries, as well as many other institutions, non-profits, organizations, and companies united by a common vision and a spirit of cooperation.

History

Since beginning with a handful of single adults and families in the fall of 2009, God has richly blessed the Church of the Incarnation. By His grace, we've grown slowly and steadily in numbers and in gospel-shaped influence upon our city and region.

2009 — In October a few people from the Harrisonburg area began to gather around a growing sense of a common mission: a church characterized by, among other things, relationships, simplicity, participation, mission, worship, service, prayer, and faith.

2010 — In October the Spears moved to Harrisonburg and the church, consisting of 13 adults and 15 children, began meeting in their home on Sunday mornings. We committed to being a small healthy church, deeply rooted in our neighborhood, that plants other small, healthy neighborhood churches. By the end of the year our regular attendance in worship was 40 people.

2011 — We launched our small group ministry, moved into the old Madison Mortgages building, and started Cafe Veritas. By the end of the year we averaged 57 people in worship.

2012 — We started our curacy program, and purchased the Auto Parts, Inc. building at 292 N. Liberty Street. By the end of the year, our worship attendance averaged just over 100 people.

2013 — We moved into our partially renovated building and sent off our first curate, Luke Kunefke and his family, to Houston, TX where they helped start Apostles Anglican Church.

2014 — Kevin Whitfield became our second curate, we started the Fellows program, and began planting our first daughter church, the Church of the Lamb in Elkton.

2015 — We started Godly Play (an intentional program of spiritual formation for children), the Church of the Lamb called Kevin Whitfield as their pastor, and we completed the second renovation of the church building—expanding our sanctuary, creating the Godly Play room, building the foyer, adding the playground, upgrading the HVAC and sound system, and redesigning the outside of our building.

2016 — We assisted in the planting of the Church of the Holy Cross in Crozet, launched the Arabic speaking service, and brought in Drew Dilday and Keith Breault as our third and fourth curates.

2017 — We discerned that God was calling us to change a fundamental aspect of our mission. While we are still focused on being a healthy church deeply rooted in our place that plants other healthy churches, we will no longer work to remain small. Keith Breault transferred his curacy from Incarnation to Holy Cross. For the year we averaged 212 people in worship attendance.

2018 — We added a second worship service and began to grow into a medium-sized church. By the end of the year we were averaging 280 people in worship attendance. We have begun to plant a church in Staunton.

2019 — Having outgrown our current building, we have purchased the Carter Bank Building in downtown Harrisonburg, and called Sam Fornecker as our first permanent associate rector. Incarnation's staff has grown from 3 full-time and 3 part-time to 3 full-time and 6 part-time, and we intend to continue our curacy program beginning in 2020.

Job Description: Curate

Supervisor: Associate Rector

Hours: Full-time (compensation is salaried and benefits are available).

Qualifications

The ideal applicant

- Loves God, has a robust devotional life, takes prayer seriously, and has a heart for worship.
- Loves God's Word and studies it carefully, and demonstrates potential for excellence in preaching and teaching.
- Loves God's people and is committed to parish ministry and church planting.
- Loves unreached, disconnected, and marginalized people, and has a heart for evangelism and mission.
- Has excelled in, and completed, a seminary degree (either the MA or the MDiv), and whose doctrine is consistent with that described in the Thirty-Nine Articles and the Jerusalem Declaration.
- Is desirous of ordination as a presbyter in the Diocese of Christ Our Hope.
- Is able to nurture an environment of widespread and deep discipleship, and has skill and strong interest in discipleship beyond Sunday services.
- Is a meek, warm, hospitable, flexible, and loyal person.
- Is a confident self-starter with a strong work ethic, who desires to take primary responsibility for areas of ministry.
- Evidences a high level of emotional intelligence and maturity.
- Has a commitment to evangelism, discipleship, and hospitality.
- Is a motivating, prayerful, and humble servant leader with strong relational skills, the ability to lead teams to accomplish important tasks, the ability to delegate, and the ability to see the big picture.
- If single, has a high view of women and conducts himself in relationships with wisdom and integrity; if married, has a wife eager to engage the women of the church.

Responsibilities

Flourishing pastors wear several hats: disciple, prophet, shepherd, steward, missionary, and priest. Learning to wear these hats well is essential to a fruitful future in senior church leadership. We are looking for a curate who desires to advance in these six aspects of Christian leadership by immersion in the following diverse and wide-ranging ministry responsibilities.

1. Ministry

- Up-front communication (e.g., plan and lead worship services, regular preaching rotation)
- General pastoral duties (pastoral counseling (premarital, crisis, general), weddings, funerals)
- Visits to parishioners' workplaces
- Creating a volunteer culture (recruiting, training, retaining)
- Visiting local ministries and organizations with whom we partner
- Evangelism
- Specialized ministry competency (according to area of focus)

2. Leadership

- Mission/Vision casting and stewardship

- Participation in weekly staff meetings
- Building and leading teams
- Strategic planning
- Active participation on the Parish Council
- Diocesan clergy responsibilities
- Fulfillment of ordination requirements as laid out by the Diocese of Christ Our Hope

3. **Practical**

- Team dynamics and conflict resolution
- Interoffice communication
- Church marketing and social media
- Preparing and overseeing a budget
- Human Resources practices/issues
- Time management
- Event planning
- Leading effective meetings

4. **Personal**

- Leading effective meetings
- Spiritual (personal discipleship, spiritual disciplines, etc.)
- Emotional (emotional health, personal boundaries/margin/time management, "EQ," etc.)
- Relational (interpersonal relationships, family background, accountability/mentoring, etc.)
- Financial (personal budget, giving/saving, retirement/long-term planning, clergy tax issues)

Potential Areas of Focus

When the curate first arrives, we will work with him to determine one or two potential areas of ministry responsibility in accordance with the needs of the church. These might include:

- Small group ministry
- Adult education and formation
- Oversight of worship services for a season
- Evangelism
- Missions and justice
- Assimilation
- Volunteer leader support
- Diaconate (in our church, this is a ministry specifically focused on the poor in our church and in our community)
- Youth ministry
- Children's ministry
- Music ministry
- Jail ministry

Mentorship for Pastoral Formation

Competency development and character formation require an immersion experience along with mentorship. Good mentorship provides the structured guidance and space for curates to pause and

reflect on their experience with the advantage of seasoned insight. We will provide four forms of mentorship:

Congregational Mentor — Our church is blessed with people who are devout, wise, and trustworthy, and who are worthy of emulation in their faith and vocation. The rector will recruit one of these men to serve as a personal formation mentor for the curate. His role will be to listen to, pray for, share life with, and generally support the curate in utmost confidence during their tenure. This will be a blessing not only for the curate, but for the mentor also.

Senior Leader Mentorship — The rector will meet one-on-one with the curate every other week. These meetings will aim to create a relational space for the curate to share joys, sorrows, blessings, and challenges as they grow into their pastoral vocation. The rector will listen, encourage, and provide constructive feedback to the curate.

Special-Focus Mentorship — The curate will be encouraged to pursue relationships, both inside and outside the parish, that will help them achieve his goals for pastoral formation.

Curate-to-Curate Mentorship — The curate's third year will overlap with the next curate's first year. As they reflect and process together, mentoring will occur organically. In addition, we will intentionally create spaces for senior curates to share their experience with junior curates.

Mentorship Formation — The curate will think deeply about mentorship, engaging with a wide range of literature on mentorship, and actively developing mentoring relationships with others within the church: younger men, volunteer leaders, fellows, and the new curate that will during the curate's third year.

To Apply

Submit your CV or resume with three references to the Rev. Sam Fornecker (sam@theincarnation.org).