

Rector profile for St Paul's Community Church, Lawrence

The Rector must be a committed, spiritually healthy, Gospel-focused Christian with a close on-going fellowship with the Lord. He or she must be willing to share his or her Christian Journey and spend regular time in prayer and Bible study. He or she must also be a strong spiritual leader, advisor and shepherd, along with having the ability to lead worship and be well-grounded in orthodox Christian theology, the historic Christian faith, as well as Anglican tradition and practice. He or she must be willing to stand firm in the true Word of God, as written in the Bible, without compromise.

Leadership Skills

We are looking for a visionary leader of both clergy and laity in the church able to demonstrate the capacity to:

- Communicate to all the ministries and groups the vision of the church and on-going decisions.
- Work with an active laity as well as clergy, encouraging lay leadership in all aspects of ministry.
- Discern the will of God and be able to communicate it to both laity and clergy.
- Articulate the church's vision and motivate the laity by goal-setting, team-building, and sticking to the vision and leading by example.
- Integrate the aspirations of all age groups in the church into one harmonious family that functions seamlessly for the glory of God and his people.
- Be responsive to the needs of the clergy and laity, attending to their spiritual and physical needs in a timely and Godly way.
- Provide leadership that has biblical foundation.
- Train and/or delegate training for both laity and clergy.
- Freely delegate responsibilities to both laity and clergy.

Cultural Competence

We are looking for a leader who has cultural competence, meaning they have the capacity to:

- Understand and work with both African and American cultural practices.
- Communicate in both English and Kiswahili, with an ability to speak Kikuyu as a bonus.
- Adapt to the changing spiritual and cultural dynamics of the church's new generation.
- Attend to the diverse spiritual needs of the church's different age groups.

Family Orientation

We are looking for a leader who is family-oriented, meaning they have the capacity to:

- Put family at the center of the mission of the church.
- Focus on the values that make family relationships strong, cohesive and functional.
- Recognize and utilize the role of the family in the strength and growth of the church.
- Demonstrate pastoral competence in family contexts.
- Provide deeply spiritual and compassionate pastoral care and outreach to all groups.
- Have moral integrity and upright character
- Deliver bible-based, inspiring, thought-provoking, practical, and relevant sermons that are truthful and Godly.

- Organize missions and fellowships within the church and in the community.

Communication Skills

We are looking for a rector who establishes and maintains communication in Christ's Church by:

- Establishing and maintaining open communications with the wider church, including the local diocese, the ACNA, and the worldwide Anglican Communion.
- Developing a rapport with local churches of other denominations and affiliations for the common good of Christ's Church.
- Taking stock of his/her weakness and shortcomings, tolerating criticism and allowing others to complement his/her skills in a Godly way.

St Paul's Proposed Budget for the new Rector

The following is the budget proposal for the new rector:

- Position: Part-time Rector
- Salary: \$600.00 per week = \$2400.00 per month = \$31,200.00 per year
- Health insurance: \$800.00 per month = 9600 per year
- Housing: provided by the Church
- Total expenditure: \$31,200 + \$9,600 = \$40,800.00
- Working hours to be agreed upon before the hire

The information above reflects the gross pay and an IRS form 1099 will be provided at the end of the year for tax return purposes.