



GRACE *and* ST. STEPHEN'S

✦ EPISCOPAL CHURCH ✦

ASSISTANT RECTOR

ABOUT GRACE & ST. STEPHEN'S:

Grace and St. Stephen's Episcopal Church in Colorado Springs is seeking an Assistant Rector who will join in the pastoral and Sacramental leadership of the parish.

We are a large, inclusive, healthy, downtown parish with a history of blending spiritual, liturgical, and personal experiences of the sacred in a community where all are welcome. The first Episcopal congregation in Colorado Springs, Grace, was established in 1873. As the city grew, a second Episcopal congregation, St. Stephen's, was established in 1893. In 1923, these congregations were united as Grace and St. Stephen's. We worship in the Gothic Revival building that was built in 1926.

We are known throughout the community and region for a strong and robust music program, our beautiful worship space and the liturgies held within, and the gracious welcome of all to come and receive the peace of God in this place. Our staff and members value the traditions of the

Church and are open theologically and diverse demographically. Given this diversity, inclusion and welcome to all people are central part of our identity and vocation.

We are coming out of a period of transition, having just called a new Rector who began in September. With our strong staff and dedicated members, this is a period of excitement and growth. We are thrilled that you are interested in this potential call to join a parish and staff that is working together to proclaim the risen Christ in both our community and personal lives. We pray for clarity as you discern this opportunity. We are excited about calling a priest who will help us in joyfully embracing the future that God has set before us.



THE CANDIDATE WE SEEK:

- A priest who will work in close partnership with the Rector to care for the people of God in the Parish and community through Sacramental ministry, teaching, and witness.

QUALIFICATIONS:

- Have at least a Master's degree in Divinity.
- Ordained as a priest, transitional deacon, or Candidate for Ordination in The Episcopal Church.
- In good standing in the diocese of canonical residency.



All qualified candidates, regardless of gender, sexual orientation, race, age, or disability, will receive equal consideration.



FOCUS OF MINISTRY:

In addition to general priestly ministry (preaching, liturgical leadership, and pastoral care), the Assistant Rector will have specific areas of focus and leadership, including:

- *Evangelism:* Sharing the Good News of how Jesus Christ is active in our community and inviting those who are not members into relationship with the Triune God, while also inviting current members to go deeper into this relationship through spiritual formation.
- *Engagement:* Working on new member integration, overseeing and coordinating opportunities for lay ministry, creating and implementing a process for Confirmation and new member classes for all ages.

DUTIES:

- Preaching approximately once per month on Sundays
- Shared liturgical leadership with other clergy
- Assisting in pastoral visitations
- Preaching and celebrating the Wednesday evening Eucharist at least twice a month
- Sharing in leadership of formation programs on Wednesday evenings and Sunday mornings
- Attend monthly Vestry meetings



AN IDEAL ASSISTANT RECTOR WOULD:



- Have a developed prayer life to undergird and nurture their ministry.
 - Have an appreciation for the importance of the Sacramental ministry of the priesthood.
 - Demonstrate professional, spiritual, and emotional maturity.
 - Work with spiritual director for spiritual health.
 - Is comfortable working in a large parish with various demands.
 - Be committed to further spiritual and professional growth.
- Balance the need to work independently while also following the larger vision for the parish under the direction of the Rector.
 - Be excited about witnessing to all the Good News of Jesus Christ with a grace-centric approach.
 - Respect appropriate boundaries and work collaboratively with the Rector and staff.
 - Demonstrate humility, collegiality, and integrity.
 - Be proficient in using technology as it relates to the administrative aspects of ministry.

COMPENSATION:

- This is a full-time position; compensation is dependent on ordination status & experience.
 - For transitional deacons or newly ordained priests: \$75,000-82,500
 - For those with more experience: \$82,500-90,000
- Health, dental, and vision insurance coverage in accordance with Diocesan policies
- Four weeks of paid vacation (including four Sundays) per year
- Time off and funding available for continuing education
- Sabbatical and spiritual formation time in compliance with Diocesan policies
- Reimbursement for travel
- Standard Church Pension Fund retirement benefits
- Signing bonus of \$10,000, which may be used towards relocation costs

ABOUT COLORADO SPRINGS:



Colorado Springs is a dream destination, and we love calling this corner of the world our home. With over 300 days of sunshine, a dry climate, snow-capped mountains, miles of hiking trails, a burgeoning arts community, and great schools, US News recently ranked Colorado Springs third in Best Places to Live in the United States. Watched over by “America’s Mountain,” Pikes Peak, Colorado Springs sits at an elevation of over 6,000 feet above sea level.

The population of Colorado Springs hovers around 500,000, with an additional 250,000 residents living in surrounding El Paso County. As one of the nation’s fastest-growing regions, we offer an ideal blend of cost, comfort, culture, and climate, plus thousands of diverse jobs in unique sectors like aerospace, defense, cybersecurity, manufacturing, higher education, entrepreneurship, sports, and health innovation. Colorado Springs is the headquarters of the Olympic Committee, the Olympic Training Center, five military installations, including the United States Air Force Academy, and home to Colorado College and the University of Colorado at Colorado Springs. There are also several other Episcopal congregations in the Springs, giving us opportunities for collaboration and collegiality.



Colorado Springs is filled with distinct neighborhoods and a strong sense of community. It’s a vibrant, safe place to raise a family. As our new Rector has said of Colorado Springs, “I would have come sooner if I realized this place existed.”

APPLYING:

- Applicants should send a résumé, OTM profile, and cover letter to our Rector, the Rev. Dr. Robert Black at robert@gssepiscopal.org.
- References may be requested further in the process.
- This position is currently open and is ready to be filled immediately. We will be considering applications as they are received and will begin initial conversations with candidates as soon as possible. To ensure your consideration, please submit your application by January 26, 2026.
- Questions can also be directed to the above email address.