

**(August 8, 2024)**

**Allegany County Rector  
Job Posting**

Overview: There are three active Episcopal congregations in Allegany County, NY. The parishes are St. Paul's in Angelica (ASA 35), Christ Church in Cuba (ASA 8) and St. John's in Wellsville (ASA 24). Each congregation has a unique culture, role in its community and liturgical style.

St. Paul's and Christ Church have Holy Eucharist on the second and fourth Sundays of each month. St. Paul's service is at 9 am, and Christ Church's service is at 11. On the first and third Sundays, St. Paul's has lay-led Morning Prayer. Additionally, the services at St. Paul's are recorded and broadcast on the following Sundays, on WRAG, 92.7 FM. Neither parish has a choir. Christ Church has a volunteer organist, and St. Paul's has a paid organist a few times a month. On other Sundays, they use pre-recorded music.

St. John's has Holy Eucharist a couple of times a month, as clergy are available. On other Sundays, the lay-led Worship Team leads the service. St. John's has a choir and a paid Music Director.

Additionally, St. John's has a parish administrator, who works part-time and remotely from Pennsylvania. St. John's also has a large rectory, located next door to the church.

The parishes share the following ministries:

- Weekly Bible Study on Zoom
- Seasonal book studies on Zoom
- Shared leadership meetings approximately every six weeks
- Shared liturgy on 5<sup>th</sup> Sundays about four times a year
- Shared holy day liturgies for Ash Wednesday and Holy Week
- Shared social events such as Cinco de Mayo and a summer picnic
- Jointly supported outreach programs, including the Angelica backpack program, the Wellsville shoe and boot collection, and the Cuba move-in basket program.

Currently the parishes have a part-time priest in charge, based in Rochester. The priest is budgeted for approximately 6 hours per week. There is an opportunity to create a more dedicated position in the County, focusing on the following:

1. **Pastoral care.** The parishes had a number of funerals in the past year that have been handled by local retired clergy, both of whom would like to minimize their priestly responsibilities.
2. **Baptisms and children's ministry.** St. Paul's Angelica has a growing handful of younger families and younger children. Their families are eager for children's ministry and education. They have had quite a number of baptisms in the past year.

3. **Congregational Development.** All three of the parishes have at least one strong leader driving their activities. However, the leadership has been in place for a while, and it is hard to both “fly the plane and build it.”
4. **Community engagement.** The Regional Priest-in-Charge was to spend one day each month in the parishes. Unfortunately, this has not come to fruition, though there is good communication via phone, email and Zoom. Being present in the community and the county at large is a key goal for this position. The parishes have begun thinking together about ways they could minister, especially to the ALICE population (**A**sset **L**imited, **I**ncome **C**onstrained, **E**mloyed). The current PIC initiated relationships with United Way and Accord (an agency working with those at risk, which as founded by one of the retired clergy). There is an opportunity to increase those relationships, especially in ecumenical partnership with other parishes and organizations in the three communities.
5. **Regional Development.** Allegany County sits at the western and southern borders of the Diocese. There is an opportunity to increase relations and partnerships for supply clergy, pastoral support and programming with the Diocese of Central PA and the Diocese of Western NY.
6. **Long-range planning.** Each parish has an aging building with ongoing maintenance needs. As volunteer resources dwindle and operating costs increase, it will be imperative to create long-term plans for sustainability and extension of the parishes to provide ministry and pastoral support to each other and the community at large.

#### **The Position:**

- 1 Full-time appointment for all three parishes.
- Housed at the rectory in Wellsville
- Continue the Sunday schedule with the rector in Angelica and Cuba on the second and fourth Sundays, and in Wellsville on the first and third Sundays
- Ensure presence in each community, e.g.,:
  - Join the Wellsville Rotary Club
  - Have regular “coffee hours” one morning each week at
    - The Perfect Blend Coffee House in Cuba
    - Rokosha Coffee and Baking in Angelica
    - Wellsville Creative Arts Center
- Focus on building up lay leadership through attending the College for Congregational Development
- Continue the Crossroads regional newsletter that the PIC started
- Create mutual liturgy planning across the parishes
- Convene a mutual oversight group of 9—all wardens and 1 lay person from each parish—that meets bi-monthly
- Develop a long-range plan for sustainability after year 4.