



St. David's Episcopal Church & Day School
4700 Roland Avenue
Baltimore MD 21210
410.467.0476

Position Available-Assistant Rector

Job title: Assistant Rector

Effective date: July 1, 2026 (negotiable)

Job summary: After a period of stagnation and significant decline, St. David's is growing; we've doubled both attendance and pledge income over the past three years. Long a landmark in north Baltimore's Roland Park neighborhood, we are now attracting parishioners from across the city. Currently we average about 150 worshippers on Sunday between two services, a spoken Rite I service at 8am and a choral service at 10am that is Rite II with seasonal use of Rite I. We appreciate Book of Common Prayer liturgy and reverent worship that is not rigid or stuffy. Our ritual/churchmanship is Broad but influenced by the High Church and Anglo-Catholic traditions. We are well-known locally for our music, which is both traditional and canon-expansive; every Sunday we program at least one piece of music by an artist from a group historically underrepresented in the canon of classical church music. We value preaching that helps us to understand how to live our lives as faithful Christians and to reflect on St. David's counsel to "do the little things." We have several adult formation offerings, including a Sunday School class for Adults, currently studying the Old Testament, that has 40-60 students each week. Over the past three years we have gone from having two to four children on Sunday mornings to fifteen to twenty; many of these families come to the church through our well-regarded Day School serving children ages two to five. We have an increasingly active outreach committee and there is an appetite in the parish to expand the ways in which we serve our neighbors. The current parish staff consists of the rector, the director of music, the director of children & youth ministries, the parish administrator, the office assistant, the sexton, and the director and teachers of the Day School.

This position is a good opportunity for someone interested in congregational renewal and vitality. The assistant rector will observe, learn, and practice skills and strategies effective in stopping and reversing church decline. Particular responsibilities will be in three areas in which we believe we have room to grow: outreach, ministry with children and youth, and pastoral care and inreach. Liturgical responsibilities, including a weekly Day School chapel service and preaching the major holidays, will be split evenly between the rector and assistant rector.

Applicants should submit a letter indicating their interest in the position, a resume with references, and two audio or video recordings of sermons to the rector (tbruce@stdavidsbaltimore.org) by March 15, 2026.

Starting salary: \$82,500 + benefits + pension

Employment classification: exempt.

Supervised by: the rector.

Essential duties of this position include:

- alternating preaching and presiding responsibilities with the rector, including Christmas and Easter (if the rector preaches Easter, the assistant rector will preach Christmas);
- sharing pastoral care duties;
- supporting outreach committee and programs;
- working with the director of children and youth ministries;
- consulting regularly with the rector, reflecting on the changing needs of the congregation, its context and culture, and how the congregation can grow in numbers, service, and spirit;
- and other duties as assigned by the rector.

The successful candidate for this position will:

- have a deep love and reverence for the Eucharist;
- appreciate traditional Prayer Book liturgy and ritual;
- love ministry with children and youth;
- enjoy collaborative work with staff and volunteers;
- have strong oral and written communication skills;
- be willing to receive and incorporate constructive criticism;
- be self-motivated, pro-active, and driven;
- maintain good self-care practices.

Training and experience:

M.Div. from an accredited Episcopal seminary, and on track to be ordained as a priest no later than one year after date of hire.

Licensing requirements:

Applicant must have the ability to obtain a valid Maryland driver's license and must have current auto insurance at the state-required minimum.

Hiring requirements:

Applicant must have excellent computer skills, the ability to work evenings and weekends, the ability to travel independently throughout the diocese, the ability to attend meetings at deanery and diocesan levels and to complete diocesan training in misconduct and abuse prevention.

Physical requirements:

This employee is frequently required to stand, sit, walk, kneel, and speak; read emails, files, instruction manuals, and a variety of correspondence; and use fingers and hands in a variety of tasks, including writing and computer usage. This employee is occasionally required to lift and/or move up to 30 pounds, and maneuver stairs and move about in a variety of properties.