

Good Shepherd (Maitland)

TYPE	DIOCESE	NAME
Congregation	Central Florida	

TYPES OF WORK	POSITION TITLE/ROLE
Full Time	Rector/Priest-in-Charge

ROLE SUMMARY/DESCRIPTION

The Episcopal Church of the Good Shepherd is a historic and beloved parish in Maitland, FL, with roots going back to 1883. Our property is a significant asset, encompassing our cherished historic chapel, a spacious Sanctuary built in 1967, a Parish Hall, and several outbuildings currently leased to the Celandine Life Prep Academy, a special needs school that brings meaningful weekday activity and community presence to our campus. Maitland is a thriving suburban community of approximately 20,000 residents located within the greater Orlando area, and it is experiencing steady, ongoing growth. That growth is reflected in new apartment construction near our church, bringing with it an influx of younger residents — exactly the demographic a vital, forward-looking parish seeks to engage. We see this as a genuine and exciting opportunity. Good Shepherd is beginning to take intentional steps to reach out to these newer neighbors, and we are eager for a Rector who shares our vision and will help lead that effort. While we are located in an area served by several churches, including two other Episcopal congregations within a few miles, we believe our history and our welcoming community give us a compelling foundation from which to grow. We are looking for a Rector who is energized by opportunity — someone ready to build on what we have and help shape what Good Shepherd will become.

CURRENT STATUS	RECEIVING NAMES FROM	TO
Beginning search	03/24/2026	05/06/2026

APPLICATION INSTRUCTIONS

Please contact Canon Ellis Brust, Canon for Clergy in Transition, for more information regarding this position.
 Email: ebrust@cfdiocese.org
 Phone: 772-302-9661

CANDIDATE NARRATIVE INSTRUCTIONS

CONTACT

NAME	Canon Ellis Brust
ROLE	Canon for Clergy in Transition
ORGANIZATION	Episcopal Diocese of Central Florida
PHONE NUMBER	772-302-9661
EMAIL ADDRESS	ebrust@cfdiocese.org

POSITION DETAILS

ORDERS OF MINISTRY

Priest

GEOGRAPHIC LOCATION

Southeast

WORK ENVIRONMENT

In Person

MINISTRY SETTING

Suburban

PAROCHIAL REPORT DATA

<u>AVG. SUNDAY ATT.</u>	<u>ANNUAL BUDGET</u>
56	298221

FINANCIAL OVERVIEW

FINANCIAL OVERVIEW NARRATIVE

FINANCIAL RESOURCE TYPE None

STIPEND, HOUSING, AND BENEFITS

COMPENSATION/SALARY DETAIL

RANGE \$75,001 - \$100,000

DETAILS

Cash amount includes stipend, housing and SECA offset

HOUSING/RECTORY TYPE

TYPE OF HOUSING PROVIDED Cash Stipend

DETAILS

Negotiable

SECA REIMBURSEMENT DETAIL

REIMBURSEMENT OFFERED Half

DETAILS

Reimbursement Offered: Half

MEDICAL & PENSION BENEFITS DETAIL

PENSION PLAN

In compliance with CPF requirements

HEALTHCARE OPTIONS

Negotiable

DETAILS

Pension Plan in compliance with CPF requirements. Healthcare Options are negotiable.

VACATION, CONTINUING EDUCATION, AND OTHER BENEFITS

VACATION & LEAVE DETAILS

4 weeks

CONTINUING EDUCATION DETAILS

2 weeks and \$500 expenses

SABBATICAL PROVISION DETAILS

As outlined in the Letter of Agreement. 1 month for each year of service, with maximum of 6 months

TRAVEL/AUTO ACCOUNT DETAILS

EQUIPMENT/PHONE DETAILS

OTHER BENEFITS OR COMMENTS

DIOCESAN COMPENSATION INFORMATION (IF APPLICABLE)

FORMAT None

MINISTRY CONTEXT AND DESIRED SKILLS

WHAT ARE YOUR COMMUNITY'S HOPES FOR THIS POSITION?

The top request from our congregation regarding our new Rector is someone who is effective at preaching and enjoys this aspect of their ministry. We hope for a Rector who can regularly share the Gospel in a relatable way, so our members can learn how their lives fit into God’s loving plan for His church and His people and join together to accomplish God’s plan for Good Shepherd and our surrounding community. Next, but still highly requested, we are seeking a visionary strategic leader — someone who can look at this parish in this neighborhood and help us see a compelling future. We are looking for a Rector who can help us develop a long-term vision and strategy for Good Shepherd and communicate it in a way that brings our membership along — inspiring ownership, commitment, and shared momentum. We are hoping for someone with skill in outreach and member development — particularly the ability to attract and retain young families. The younger residents moving into the apartments surrounding our campus represent a real opportunity, and we are looking for a Rector who is energized by that opportunity. Experience in connecting with younger demographics, understanding what draws young families to a parish, and helping us build the programming and relationships that keep them engaged will be an important skill. We are looking for someone with a pastor's heart — attentive to the spiritual, emotional, and physical wellbeing of our members and committed to the kind of personal care that has been central to Good Shepherd's identity. Our congregation is a family, and we hope our next Rector can genuinely love and tend that family even as they lead it forward. We hope our next rector would be comfortable speaking to a congregation having a broad theological understanding — someone who can respect our close-knit, community while gently and skillfully expanding our openness to change. This requires theological range and also some amount of relational intelligence and empathy. Finally, we are looking for a leader with the wisdom to guide adaptive change — someone who understands that moving a community forward requires patience, honesty, and skill, not just enthusiasm. This next chapter calls for a leader who has the courage and creativity to help us build what comes next. We are looking for a Rector who will find in Good Shepherd a community eager to grow, and who will consider it a privilege to help us do so.

LEADERSHIP SKILLS

Adaptive Leadership, Change Management, Congregational Development

MINISTRY SKILLS

Children & Family Formation, Church Growth, Community Building, Evangelism, Pastoral Care, Prayer & Spirituality, Preaching, Teaching, Worship & Liturgy, Youth & Young Adult Formation

LANGUAGES SPOKEN

English

LANGUAGES WRITTEN

English

LANGUAGES REQUIRED TO LEAD WORSHIP

English

MINISTRY MEDIA AND LINKS

Church Website <https://goodshepherdmaitland.com/>

Facebook <https://www.facebook.com/GoodShepherdMaitland/>

NARRATIVES

5. How does your congregation/diocese sustain its spiritual, emotional, and physical well-being?

Ministry is deeply meaningful and often demanding. Share how your community nurtures its collective health and sense of call.

Care for the whole person is woven into the rhythm of life at Good Shepherd, and it shows up in both our formal ministries and our everyday relationships. Spiritually, we offer Christian formation every Sunday between our two services, providing a consistent opportunity for learning and reflection at the heart of our worship week. Our Wednesday morning Bible study draws a faithful group who gather not only for scripture and discussion but for the fellowship that follows, including conversation, joint lunches, and the development of closer relationships. Within that group, prayer requests are shared privately, and members actively pray for and support one another through life's challenges. For several years we also offered a men's Bible study that, while small, was deeply meaningful to its regular attendees. We are currently reimagining that format to make it more accessible and appealing to a broader group of men both within our congregation and in the surrounding community — an opportunity for growth. During our 10:30am Sunday service, members of the Order of Saint Luke are present to offer walk-up prayer to anyone who wishes to receive it, creating a gentle and open space for personal prayer within the context of worship. As a congregation with a number of older members, we are intentional about staying connected with anyone navigating illness or recovery. Our Priest-in Charge and lay members maintain regular communication with those who are homebound or unwell, and our trained Lay Eucharistic Ministers bring communion directly to members who are unable to attend services in person. We have also recently begun live-streaming our services, extending our worship community to those who are homebound, traveling, or joining us remotely — ensuring that no one need feel absent from the life of the parish.

6. In what ways is your congregation/diocese engaged in the wider Church or local community?

Whether through diocesan leadership, ecumenical partnerships, civic involvement, or community organizing, describe how your congregation serves beyond its own walls.

Good Shepherd has cultivated a presence in the Maitland community, and our campus has become a hub of hospitality and connection beyond only Sunday worship. Our annual Chili Cook-off has become a local tradition, drawing civic leaders including the city fire chief and neighboring mayors and city council members as guest judges. It is the kind of event that builds relationships with local leadership — including one memorable year when our team sent chili to go after Maitland firefighters had to respond to an emergency call mid-event! Each Fall, we host a Spaghetti Dinner paired with a fundraising dessert auction, another occasion that brings the wider community onto our campus in a festive, welcoming atmosphere. In recent years we have deepened our community ties through meaningful partnerships. For the past two Decembers, we have joined with the Central Florida Youth Chorus to present a Christmas Concert followed by a Live Nativity in our courtyard, where parishioners portray the nativity scene and community visitors join in caroling led by the chorus. We have also hosted a community Game Night, advertised through social media, which brought non-member families with children into our Parish Hall and courtyard — exactly the kind of neighbors we are actively seeking to know and welcome. Good Shepherd launched its first-ever Alpha program in January 2026, hosting dinners and open discussions in our Parish Hall. We see Alpha as a significant and repeatable opportunity to connect meaningfully with individuals in our city, and we expect it to grow as more of our congregation becomes engaged with the program. We lease out space on a regular basis to community organizations, including a Sweet Adelines performing group and a calligraphy club, keeping our campus active and connected throughout the week. Finally, our long-standing relationship with the Celandine Life Prep Academy — a school serving children and young adults with special educational needs, which has leased campus buildings since 2019 — has grown into a valued partnership, further rooting Good Shepherd in the life of the broader community. Taken together, these relationships paint a picture of a parish that is open, engaged, and increasingly focused on growing its role in the city around it — we have momentum, but there is room to grow and we would welcome strategic leadership from a new Rector to help us set priorities on where to focus our outreach efforts.

7. How does your congregation/diocese approach pastoral care?

Reflect on how your community walks with one another and with neighbors through life's joys and challenges - what guides your approach?

Pastoral care at Good Shepherd flows naturally outward — beyond our membership and into the lives of people we may never see on a Sunday morning. Our Food Pantry is perhaps our most visible expression of this calling. We have mentioned it already in this narrative, but it is a big thing in our parish: Twice a month, we provide free food and toiletries to anyone in need, serving approximately 900 individuals each month. Good Shepherd purchases discounted food through the Second Harvest Food Bank in downtown Orlando, repackages it, and distributes it with care. But what sets this ministry apart is not just the logistics — it is the spirit in which it is offered. Several of our members take the time to offer prayers and blessings to recipients as they receive their food, transforming a practical act of service into a genuine moment of pastoral presence. This spirit has caught on and many individuals from nearby churches come to participate in our bi-monthly food distributions. Our Tabitha's Treasures ministry extends the spirit of care into hospital rooms and infusion clinics. Members and friends gather weekly to knit and crochet chemotherapy caps and prayer shawls, which are donated to a local hospital and an outpatient infusion clinic for cancer patients. Each item carries with it the prayers and thoughts of the people who made it — a tangible reminder to recipients that they are not forgotten. We have received thank you letters from recipients, which we see as tangible evidence of God's love at work through this ministry. Good Shepherd's pastoral reach also extends internationally. We maintain a partner ministry in South Sudan — the Good Shepherd Academy, a children's school — which we support through regular free plate collections. It is a commitment that connects our small parish to something much larger, and reflects a congregation that understands its responsibility to the world beyond Maitland. Across all of these ministries, a common thread emerges: Good Shepherd does not simply write checks or drop off donations. We show up, we pray, we serve together — and we do so consistently. For a Rector candidate who believes that pastoral care is the heartbeat of parish life, this is a congregation already living that conviction.

8. How is your congregation/diocese preparing for the Church of the future?

Ministry is always evolving. Share how your congregation is growing, adapting, or learning to meet the changing needs of the Church and the world.

We have taken several concrete steps to prepare for the future. Our newly launched Alpha program is already serving a dual purpose: deepening the faith and engagement of existing members and creating a pathway for newcomers to find their way into our community. As we develop new leaders, we plan to offer Alpha at least once per year going forward. Alongside this, members of our congregation have been exploring the Invite, Welcome, Connect program, thoughtfully discerning which elements of that framework would be most beneficial for Good Shepherd to adopt. We recently engaged Holy Cow Consulting to conduct a Congregational Assessment — a meaningful investment in church-wide self-awareness. This process is helping our church leadership and Search Committee develop a clear-eyed understanding of our Parish's attitudes, strengths, and also the headwinds we face as we navigate this season of transition. We are not guessing at who we are; we are doing the work to learn our congregational culture, what are the most important gifts we have already, and where we should be sensitive to needed change. Our Outreach Committee is actively focused on extending the blessings of our community to more people in Maitland — particularly the younger residents who are increasingly making their home near our campus. We are honest with ourselves that attracting younger members and growing our overall congregation is one of the defining challenges before us, and we are approaching it with intention and hope. What we are looking for in our next Rector is a leader who is energized by this challenge — someone who can help us re-establish programs for children and youth, engage young families, and build the kind of intergenerational community that ensures Good Shepherd's vitality for decades to come. We believe that a Rector with vision and energy for this work will find in Good Shepherd a congregation that is willing and ready to grow.

9. What does stewardship mean to your congregation/diocese, and how do you practice it?

Describe how your community approaches generosity, resource management, and financial discipleship.

Stewardship at Good Shepherd is rooted in a broad understanding of generosity. While we encourage tithing as an aspirational standard, we invite every parishioner to give according to their means — and we are equally intentional about honoring the gift of time and talent alongside financial giving. This approach reflects a congregation that values participation and that understands a healthy stewardship culture is built on relationship, not just obligation. Our members make annual pledges toward our operating budget, providing the parish with a reliable and planned financial foundation. In recent years, we have also undertaken a capital campaign, initiated by our former Rector, to fund new roofs and other significant campus renovations. That campaign was successful in reaching its funding target, and the fruits of it are visible across our property in the form of largely completed repairs and renewed facilities, including new roofs on all the campus buildings. Members are currently fulfilling the pledges made to that campaign, reflecting a commendable follow-through and financial integrity within our congregation. Our new Rector will inherit a mortgage-free property and a congregation that has demonstrated it can rally together around a shared financial goal and strive to care responsibly for the physical assets entrusted to it.