

## St Luke (Orlando)

TYPE	DIOCESE	NAME
Congregation	Central Florida	

TYPES OF WORK	POSITION TITLE/ROLE
Full Time	Dean

### ROLE SUMMARY/DESCRIPTION

We are seeking a servant leader and experienced Episcopal priest to guide our congregation and staff into our next era. The ideal candidate will combine deep spiritual grounding with strong administrative skills and strategic vision.

#### Key Responsibilities & Qualities:

**Theological Leadership:** A gifted preacher and teacher committed to the inerrancy of Scripture, the Resurrection of Jesus Christ, and the Great Commission. Must align with church and diocesan canons. Able lead a theologically diverse congregation that skews conservative.

**Staff & Parish Oversight:** Lead and supervise a staff of 9-10 members, harmonizing their administrative and programmatic work with the life of the congregation.

**Governance & Fiduciary Duty:** Partner with a 15-person Chapter (vestry equivalent) on church governance, oversee fiduciary operations and serve as the presiding officer of the Endowment Board.

**Strategic Vision:** Develop and execute both short-term plans and long-term strategic visions for the church's future.

**Congregational Development:** Establish programs focused on family, children, youth, young adult, and senior formation to grow the church community.

**Stewardship & Finance:** Oversee financial matters and grow stewardship initiatives by encouraging active participation across the congregation.

**Comprehensive Pastoral Care:** Manage a robust pastoral care program that engages members at all life stages, from youth to seniors, singles and families; and provides support in times of grief or conflict.

**Diocesan & Civic Engagement:** Foster strong relationships with the Bishop and diocesan staff, while representing the Cathedral as a venue for community and interfaith events.

#### Personal Attributes:

Demonstrated strength in prayer and spirituality.

Effective conflict resolution and interpersonal skills.

Ability to collaborate with diverse local civic and religious leaders.

Experienced staff member in an academic setting considered a positive.

CURRENT STATUS	RECEIVING NAMES FROM	TO
Beginning search	04/16/2026	06/03/2026

### APPLICATION INSTRUCTIONS

## POSITION PROFILE

Please contact Canon Dan Smith, Canon for the Ordinary, for more information regarding this position.

Email: [dsmith@cfdiocese.org](mailto:dsmith@cfdiocese.org)

Phone: 314-537-4948

### CANDIDATE NARRATIVE INSTRUCTIONS

1. How do you approach pastoral care in your ministry?, 3. What does stewardship mean to you, and how do you practice it?, 4. How have you experienced and addressed conflict in ministry?, 10. What theological convictions shape your ministry?, 15. How do you take care of your well-being-spiritually, emotionally, and physically?

### CONTACT

NAME	Canon Dan Smith
ROLE	Canon to the Ordinary
ORGANIZATION	Diocese of Central Florida
PHONE NUMBER	314-537-4948
EMAIL ADDRESS	dsmith@cfdiocese.org

## POSITION DETAILS

ORDERS OF MINISTRY	GEOGRAPHIC LOCATION
Priest	Southeast
WORK ENVIRONMENT	MINISTRY SETTING
In Person	Urban

PAROCHIAL REPORT DATA	
AVG. SUNDAY ATT.	ANNUAL BUDGET
341	1748024

### FINANCIAL OVERVIEW

#### FINANCIAL OVERVIEW NARRATIVE

Since 2016, the Cathedral Church of St. Luke’s (CCSL) operating budget has been between \$1.6M and \$2.4M. There is a fully funded 90-day reserve for church operations, and a \$600K reserve for Chapter use. Current budgets are below the levels experienced prior to COVID. An Endowment Fund of \$3M exists for the benefit of CCSL but is owned and managed by a separate 501(c)(3) organization. The Dean serves as the Chairman of the Endowment Board. The Endowment Board recently completed an expedited pay-off of the mortgage on a parking lot south of the chapter building, making CCSL debt-free for the first time in 35 years. A potential capital campaign is being considered for 2028 or 2029 in the range of \$2M-\$5M.

FINANCIAL RESOURCE TYPE None

POSITION PROFILE

STIPEND, HOUSING, AND BENEFITS

COMPENSATION/SALARY DETAIL

RANGE \$175,001 - \$200,000

DETAILS

Compensation available for new position is \$190,000.

HOUSING/RECTORY TYPE

TYPE OF HOUSING PROVIDED Cash Stipend

DETAILS

No rectory provided.

SECA REIMBURSEMENT DETAIL

REIMBURSEMENT OFFERED Half

DETAILS

SECA offset: Half

MEDICAL & PENSION BENEFITS DETAIL

PENSION PLAN

In compliance with CPF requirements

HEALTHCARE OPTIONS

Full family

DETAILS

Medical: Full family coverage available

Pension: In compliance with CPF requirements

VACATION, CONTINUING EDUCATION, AND OTHER BENEFITS

VACATION & LEAVE DETAILS

Vacation: 4 weeks

CONTINUING EDUCATION DETAILS

Continuing Education Time: 2 weeks

Continuing Education Budget: \$750

SABBATICAL PROVISION DETAILS

Yes

TRAVEL/AUTO ACCOUNT DETAILS

Travel/Auto Budget: \$750

EQUIPMENT/PHONE DETAILS

OTHER BENEFITS OR COMMENTS

Dean Professional Fund

Voluntary Honoraria for weddings, funerals, etc.

## POSITION PROFILE

---

DIOCESAN COMPENSATION INFORMATION (IF APPLICABLE)

FORMAT None

---

## MINISTRY CONTEXT AND DESIRED SKILLS

---

WHAT ARE YOUR COMMUNITY'S HOPES FOR THIS POSITION?

CCSL seeks a visionary 15th Dean to shepherd our congregation, honor our commitment to intentional high church liturgy- rich with tradition, incense, chant, and inspirational music. Our hope for our next chapter is to find a leader who will deepen our mission to "experience, embody, and extend the love of God in Jesus Christ" by centering worship, preaching, and teaching on the Gospel and the promises of Holy Scripture, rather than social or cultural agendas.

We are looking for a candidate with the following qualifications and gifts:

- Theological Orthodoxy: A leader deeply rooted in the Episcopal historical tradition and scriptural authority; delivering robust, accessible preaching that expands understanding of God's Word. As the seat of the Diocese of Central Florida, this role requires a candidate at home in a conservative Episcopal context.
- Liturgical Leadership & Growth: We seek someone who upholds the high liturgical standards of the Cathedral while strategically fostering growth, providing servant leadership that guides change through thoughtful, flexible development rather than sweeping disruptions. Also, we seek someone who exhibits collaborative leadership, comfort in leading complex services, and models thoughtful use of the Book of Common Prayer.
- Stewardship & Outreach: To extend our work outward, we require a gifted teacher and confident leader with proven skills in fundraising and a passion for supporting local community outreach and global missions, extending the love of Christ to Orlando and beyond.

The ideal Dean will maintain the high levels of spiritual energy and satisfaction in our current community while steering CCSL toward its next chapter of growth and missional impact.

### LEADERSHIP SKILLS

---

Church Governance, Conflict Management, Congregational Development, Servant Leadership, Strategic Planning

### MINISTRY SKILLS

---

Academic/Theology, Children & Family Formation, Church Growth, Prayer & Spirituality, Preaching, Scripture Study, Stewardship, Teaching, Worship & Liturgy, Youth & Young Adult Formation

### LANGUAGES SPOKEN

---

English

### LANGUAGES WRITTEN

---

English

### LANGUAGES REQUIRED TO LEAD WORSHIP

---

English

## 1. What is your organization's mission and focus?

*Describe your core mission and ministry priorities. What values guide your work, and what is your community or organization striving to embody in this season of ministry?*

The mission of CCSL is to Experience, Embody, and Extend the Love of God in Jesus Christ. We fulfill this through three core pillars:

- Experience the Gospel: We inspire our church family and visitors through reverent worship, superior preaching, traditional education for all ages, and transcendent musical programs. Together, these elements proclaim Christ to both the church and unchurched.

- Embody the Gospel: We strive to live as examples of Christ in the world, recognized by our actions and character. We nurture our faith through 20+ active lay ministries, Bible studies, the educational offerings such as the Sunday "Dean's Hour" and Wednesday evening studies led by clergy and lay members. We maintain a robust online presence, with the Sunday 10:15 a.m. service streamed to ensure our elderly and disabled members remain connected to our services and community. We practice active pastoral care by visiting the sick and homebound, providing meals, prayer, and companionship. Lay Eucharistic Visitors extend the Lord's table to those who are unable to attend church.

- Extend the Love of God to the Community and the World: Our outreach includes unique ministries, such as The Cathedral Players, a religious theater group, which stimulates deep reflection and discussion on faith outside of our church community. Our musical concert series reflects our love for art and its importance in our faith. We are committed to a 30+- years-long relationship with the Diocese of Honduras and its cathedral, El Buen Pastor in San Pedro Sula, conducting annual missionary trips. We support several congregants who are local employees of world-wide missionary organizations (CRU, Pioneers, Wycliffe) or are in the missionary field serving in France and Thailand.

**2. How would you describe your ministry context?**

*Share about the setting and community you serve. What are the unique characteristics of your context - such as urban, rural, or suburban dynamics; multi-faith or multicultural environments; community partnerships; or social and cultural factors that shape your ministry?*

The Cathedral in downtown Orlando holds a unique place in local history as the site of Central Florida's first Episcopal gathering over 150 years ago. While our current building is celebrating its 100th anniversary, the site has served as a cathedral since 1902. Today, we function as a regional church rather than a neighborhood parish, drawing a diverse congregation from across the Greater Orlando area. As the seat of the Diocese of Central Florida, this role requires a candidate familiar with a conservative Episcopal context. We are a stable, traditional community, navigating a steady recovery from the COVID-19 pandemic. While our Average Sunday Attendance (ASA) has grown annually since 2021, we are still working toward returning to our 2020 attendance levels. Our congregation is composed of: legacy members (families who have attended for several generations); established residents (first-generation Orlando residents of 20–40 years); urban newcomers (young to middle-aged singles living downtown for 3–5 years); young families (small but steadily expanding cohort). Over two-thirds of our new members join us from other denominations or non-denominational backgrounds or are unchurched. Most are initially drawn by our renowned music program, but they stay for the comfort and stability of our traditional liturgy, and clear Gospel message. To support this growth, a newly formed ministry now focuses on long-term retention, connecting newcomers with our 20 active lay ministries that sustain our programs and mission. As CCSL is a unique place in downtown Orlando, serving as Dean will require one to be comfortable preaching for special civic, diocesan, and interfaith occasions.

**3. How would you describe your congregational/diocesan leadership culture?**

*Reflect on how your community approaches leadership - what styles and qualities you value in clergy, how leadership is shared between clergy and laity, and how you navigate change and challenges.*

CCSL's leadership culture is formed by our goal of providing spiritual oversight to a congregation that experiences high levels of satisfaction in our vibrant Cathedral in spite of local or national trends. Our leadership culture is primarily collaborative. Problems are resolved through mutual effort. This creates a friendly and hospitable environment. There is more direction and encouragement from clergy for new or transitional ministries. Leadership of lay ministries typically rely on experienced members who partner with others. Some ministries, such as book study groups, or the Daughters of the King have an assigned clergy sponsor, but function independently. Others, such as acolytes, or Stephen Ministers operate under closer clergy supervision.

Another facet of the CCSL leadership culture is the solid relationship with the Diocese of Central Florida. The clergy frequently collaborates with the diocese and must be aligned with the bishop when supporting diocesan events. However, the Dean must be capable of acting autonomously in day-to-day decisions or when situations dictate. Cathedral clergy and lay leaders alike appreciate the challenge of hosting diocesan services and events, sometimes with not much lead time. Liturgical excellence, glorious music and worship, friendly receptions in the Great Hall with superb hospitality and genuine enjoyment of each other's company mark these larger occasions, such as ordinations, or funerals. This year CCSL hosted the inaugural Diocesan Acolyte Festival and also served as the host for summertime youth mission ministry events called Soul in the City. In these events, CCSL took the lead in planning and conducting them, while in constant consultation with diocesan leaders, involving youth ministry leaders from around the diocese.

We support and conduct a clergy leadership training program, the Central Florida Diocese Residency program for new priests. This program prepares new priests to become rectors through mentoring, training, and work experience during a three-year period. It is led by the Dean. The resident functions as a regular priest, gaining exposure to church administration, outreach and pastoral functions, leading services, preaching, and teaching. The new Dean will need a teaching background to successfully lead this program. This program is funded in part by the Diocese, but the bulk is financed by CCSL members' pledges.

**4. How would you describe your congregational/diocesan liturgical styles and practice?**

*Share how worship is shaped in your community - what influences your liturgical life, how you balance tradition and innovation, and how liturgy reflects your theology and context.*

Our liturgical practice reflects thoughtful use of the Book of Common Prayer. We are dedicated to a corporate experience of praise and thanksgiving, with a focus on our sacramental traditions. Each service has its distinctive character and appeal, serving the full range of needs, spiritual gifts, and preferences of each congregant. Services are the 8:00 a.m. service, a Rite 1 Eucharist, with minimal music that has a low church appeal; the 10:15 a.m. service, a high church Rite II service, with organ and full choir; and the 6:00 p.m. service, a contemporary-style service using the Rite II liturgy. A weekday Eucharist is held at 12:05 p.m.

**5. How does your congregation/diocese approach cultural identity and inclusion?**

*Reflect on how your community engages diverse cultural identities, fosters belonging, and responds to the needs of a diverse or evolving population.*

We embrace the love of Christ to help us draw people from many cultures and nations. Our congregation consists of valued people from several cultures and countries. Natives of Haiti, Jamaica, Portugal, China, Japan, Scotland, Sierra Leone, England, Brazil, Trinidad, and the territory of Puerto Rico all make CCSL their home. Our practice is to greet all who walk through our doors with genuine friendliness that causes them to want to return. We recognize the variety of our backgrounds and fully embrace all in our family of the one true church. We welcome those of all lifestyles, and marginalized communities. We hold to enduring Christian values, despite the secular perspectives that surround us.

## MINISTRY MEDIA AND LINKS

Church Website	<a href="https://www.ccslorlando.org/">https://www.ccslorlando.org/</a>
Facebook	<a href="https://www.facebook.com/CCSLOrlando/">https://www.facebook.com/CCSLOrlando/</a>
Spotify	<a href="https://open.spotify.com/show/4sVRaG1vSJ0GXX5oh2CSDn">https://open.spotify.com/show/4sVRaG1vSJ0GXX5oh2CSDn</a>
Youtube	<a href="https://www.youtube.com/channel/UCLSE2dQLbw7T_x4yGwDEU6Q">https://www.youtube.com/channel/UCLSE2dQLbw7T_x4yGwDEU6Q</a>
Instagram	<a href="https://www.instagram.com/ccslorlando">https://www.instagram.com/ccslorlando</a>

## NARRATIVES

**1. Describe your congregation's/diocese's theology or spiritual identity.**

*Reflect on key moments or experiences that have shaped or challenged your congregation's theological understanding or self-identity.*

We acknowledge the primacy of Holy Scripture in faith and practice, and the “full, perfect, and sufficient sacrifice” of Jesus Christ to atone for sins. The Cathedral's theology is centered in the Nicene and Apostle’s Creeds as well as the 39 Articles of Religion. We welcome all who seek to experience the redemptive work of God the Father through his son, Jesus Christ. We experience this through the work of the Holy Spirit.

We live out the Biblical principle of loving our neighbors as ourselves. As a Bible-based congregation, we uphold the fundamental tenets of our religion. We would like both our members and visitors to encounter the peace of God through our worship and fellowship, the blessing of Jesus Christ, and being anointed by the Holy Spirit. Our work outside the walls of the church carries these qualities to the world in our outreach and missionary ministries.

The hope is for the next Dean to be experienced and at home in the Episcopal Church, a skilled liturgist, and an invigorating preacher. Lastly, as our Bishop has articulated, "The next Dean's voice needs to be concentrated on the gospel, not a social gospel or cultural commentary. The promise of God in scripture must be his or her focus."

**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.*

Our congregation sustains its spiritual well-being through its identity as the principal church of the diocese- a center of worship, tradition, and mission. Parishioners are drawn from across the diocese to participate in intentional, reverent liturgy rooted in the Anglican Episcopal tradition. Our worship is expressed by chanting, incense, and inspirational music led by organ and choir. The Cathedral is a place where the Gospel is faithfully preached and where individuals come to be spiritually nourished. Emotionally, the congregation has been sustained by the steady and compassionate leadership of our Dean. Through transparency, honesty, and a deep pastoral approach, he has fostered a culture of trust and respect. His apolitical stance and commitment to listening have helped bridge differences and guide the community through challenging moments with grace. People feel heard, valued, and treated with dignity, and this has strengthened the overall health of the congregation.

Looking ahead, our next Dean will play a critical role in supporting the congregation's continued well-being. This will require a leader who is both visionary and strategic, with demonstrated strengths in conflict resolution, change management, collaboration, and consensus building. Equally important will be the ability to guide the congregation forward at a thoughtful and measured pace- honoring traditions while encouraging it to embrace necessary change and growth.

The congregation recognizes the need to grow and adapt. There is a shared desire to develop and implement a strategic vision that engages new people, particularly families with children and younger generations. Members seek expanded opportunities for Christian education and spiritual formation across all ages and stages of life. While this need for change is widely acknowledged, the congregation is most comfortable maintaining familiar patterns. As a result, there may be hesitancy and resistance when change is introduced, even when its importance is understood.

**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.*

The Cathedral Church of St Luke engages its immediate community in many ways. The Cathedral, a beautiful historic building in the downtown area, draws visitors to the greater Orlando area who admire the building itself, the liturgy, music and worship within. Recently improved signage at CCSL helps visitors navigate the campus and buildings. Our ushers and congregants welcome new faces and happily answer questions. It is customary for the Dean of the Cathedral to have a collegial relationship with leaders of other downtown churches. As such, the Dean takes part in the yearly Central Florida Memorial Service for homeless people, along with other groups and churches who advocate for the homeless. CCSL is a founding member of IDignity, which helps people who have lost identity documents regain their means to legally identify themselves. Christian Service Center, Compassion Corner, Coalition for the Homeless, Jobs Partnership and the Salvation Army are other organizations that the Cathedral works with and supports on a regular basis. CCSL was the location for the community memorial service for victims and families affected by the Pulse Nightclub Shooting in 2016 and has hosted funerals for prominent members of the community. The Cathedral's music program brings in community members by offering patriotic and show tunes concerts, as well as excellent sacred music concerts. For the past two years, the Cathedral has offered a Blue Christmas concert and service in early December. Most attendees are not Cathedral members. Sometimes community outreach happens more holistically. A parishioner who was an administrator at a nearby charter school had students ask her about the Cathedral building. After an initial tour, they decided to regularly attend a weekday eucharist service, and many have since been baptized at CCSL.

CCSL engages the wider church by supporting the relationship between our dioceses and the Diocese of Honduras. Annual visitations to El Buen Pastor, our companion cathedral in San Pedro Sula, has brought our congregations closer together. Bishop Allen of Honduras is a regular guest preacher at the cathedral. We provide financial support to Honduras and assist them with evangelization within the city by leadership provided by CCSL parishioners who are members of CRU. This 20+ years relationship has impacted our youth and adults by growing and sharing their faith with Christians in other countries.

## 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 is the Cathedral's response to the social, emotional, and spiritual needs of its congregants. It is far more than a ministry function. The heart of the Cathedral is to encourage every member to provide meaningful care to those in need. Pastoral care also involves counseling, and pastoral guidance. Pastoral care understands, cares for and supports those in need. These ministries are supervised by a Pastoral Commission led by our Canon for Pastoral Care. Other pastoral care ministries include Daughters of the King; the Order of St. Luke; Prayer Chain; Stephen Ministers; Invite, Welcome and Connect, Companion Ministry, and Lay Eucharistic Visitors.

## 17. What theological convictions shape your congregational/diocesan ministry?

*Reflect on how your community's theology informs worship, outreach, pastoral care, justice, mission, evangelism, and your life together?*

The theological convictions of CCSL begin with its belief in the authority of scripture. The Bible is the inerrant, authoritative, and sufficient guide that is the final word of belief and faith. It provides the only path to salvation. It informs our understanding of grace, teaching that our help is in the Lord and not in man. The church is the means by which God has established his kingdom on earth, providing a gathering place for the faithful and a source for spiritual growth in understanding God's purpose and love. The Cathedral's congregants are mainly theologically conservative, with about one quarter more theologically progressive. We hold together a congregation of diverse spiritual paths, respecting one another in those paths. Our next Dean would need to be adept and confident ministering to a theologically diverse congregational culture.

A desire to share God's love drives our engagement in mission and evangelism. Our convictions drive our practice of traditional worship grounded in the Bible, outreach ministries to the congregation, the outside community, and international missions.