

Resurrection (Longwood)

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 Resurrection (ECR) is searching for a rector who is a compassionate, approachable, and relatable leader ready to partner with a joyful and highly engaged congregation. The Church community values a collaborative leadership culture where the laity is eager to "roll up their sleeves" and work alongside their priest rather than expecting them to lead every program single-handedly. The ideal candidate will be an adaptive leader capable of maintaining the parish's authentic, welcoming environment while providing the visionary, servant leadership, and organizational skills necessary to guide them into the future.

Strategically, the next rector will possess the ability to lead the parish through seasons of thoughtful growth, with a top priority of expanding youth and family ministries. While the long-term goal is to hire a dedicated youth minister, the rector will play a key role in fostering and attracting young families, and nurturing and supporting the existing youth program in the interim. While our youth are important, we are a multigenerational congregation with grandparents and grandkids attending church together. As such, we seek someone that can also be attentive to our adult and senior parishioners. Financial stewardship will be a critical pillar of this role; the congregation has achieved four consecutive years of positive net income and seeks a leader who can inspire organic giving while managing resources with thoughtful transparency.

The ministry context at ECR is defined as a "Broad Church" that balances the rituals of the High Church with the informal accessibility of the Low Church. The rector will oversee a vibrant community life that includes robust pastoral care within the Church family and diverse outreach efforts—such as meal-packaging for Rise Against Hunger and the Resurrection Players theater ministry—which serve as essential bridges to the local community.

CURRENT STATUS	RECEIVING NAMES FROM	TO
Receiving names	06/03/2026	06/28/2026

APPLICATION INSTRUCTIONS

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

Email: dsmith@cfdiocese.org
 Phone: 314-537-4948

CANDIDATE NARRATIVE INSTRUCTIONS

POSITION PROFILE

1. How do you approach pastoral care in your ministry?, 2. How are you preparing yourself for the Church of the future?, 5. What has been your experience leading change in the Church?, 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
Priest

GEOGRAPHIC LOCATION
Southeast

WORK ENVIRONMENT
In Person

MINISTRY SETTING
Urban

PAROCHIAL REPORT DATA	
AVG. SUNDAY ATT.	ANNUAL BUDGET
215	990925

FINANCIAL OVERVIEW

FINANCIAL OVERVIEW NARRATIVE

We seek a rector who will build on our strong commitment to financial stewardship and guide us with wisdom and vision in the years ahead. The challenges of the COVID-19 pandemic sharpened our congregation’s discipline around balanced budgeting and long-term sustainability. As we enter a new chapter, we believe our next rector will play a key role in leading us through an important season of thoughtful financial growth aligned with our mission.

The Vestry-approved 2026 budget reflects this commitment, projecting \$916,000 in annual revenue and \$894,000 in expenses. If realized, this will mark 4 consecutive years of positive net income. This stability provides a foundation for sustaining and expanding the ministries that serve both our parish and the wider community.

Our financial position is solid and improving. We currently hold approximately \$325,000 in cash assets against \$60,000 in near-term liabilities. Our 11-acre campus, home to the church and Champion Preparatory Academy, is a significant long-term asset that supports our ministry. A mortgage from the Diocese, just under \$1,000,000, continues to be reduced through a disciplined approach. From pledges collected during the “Second Chance” campaign we have made meaningful progress toward that goal over the past five years.

We recently completed a capital campaign to maintain and refresh our aging campus, and we remain committed to responsibly caring for our facilities. This requires well-funded reserves for buildings and grounds which is a significant goal of the congregation.

We are looking for a Rector who understands the connection between faithful stewardship and vibrant ministry—someone who can inspire generosity, encourage wise resource management, and help us faithfully discern how best to use our financial resources in service of God’s mission.

FINANCIAL RESOURCE TYPE None

STIPEND, HOUSING, AND BENEFITS

COMPENSATION/SALARY DETAIL

RANGE \$100,001 - \$125,000

DETAILS

The compensation package will be based on the salary guidelines of the diocese and the experience of the priest. The compensation package includes stipend, housing and SECA offset.

HOUSING/RECTORY TYPE

TYPE OF HOUSING PROVIDED Cash Stipend

DETAILS

Included in the compensation package.

POSITION PROFILE

SECA REIMBURSEMENT DETAIL

REIMBURSEMENT OFFERED Half

DETAILS

Half

MEDICAL & PENSION BENEFITS DETAIL

PENSION PLAN

In compliance with CPF requirements

HEALTHCARE OPTIONS

Negotiable

DETAILS

Healthcare Options Negotiable

VACATION, CONTINUING EDUCATION, AND OTHER BENEFITS

VACATION & LEAVE DETAILS

Four weeks of vacation which shall include four Sundays.

CONTINUING EDUCATION DETAILS

Two weeks of paid leave for continuing education

SABBATICAL PROVISION DETAILS

Sabbatical time will be included in the Letter of Agreement.

TRAVEL/AUTO ACCOUNT DETAILS

Mileage reimbursement

EQUIPMENT/PHONE DETAILS

Cell phone allowance

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 Episcopal Church of the Resurrection's (ECR) vision for the future is centered on growth, continued financial stability, and an expanded community footprint by:

Expanding Youth Ministry: Our congregation feels that our youth are a top priority. While the long-term goal is to hire a youth minister, we are looking for someone that can help foster and grow the youth group in the meantime.

Achieving Debt-Free Status: The congregation is focused on eliminating the remaining mortgage (currently under \$1M) to ensure long-term sustainability.

Maintaining an Authentic Culture: ECR strives to remain a "joyful church" that celebrates diversity across all ages, cultures, and lifestyles.

Sustaining and Enhancing Campus Facilities: ECR has a beautiful 11-acre campus on Lake Brantley that we want to preserve for future generations and enhance to ensure future vitality.

To foster these focus areas, the search committee seeks a rector who embodies the following:

Relational and Pastoral Leadership: The congregation values strong interpersonal bonds between clergy and members. The ideal rector should be capable of caring for the parish's pastoral needs while maintaining the friendly, welcoming, and authentic culture that defines ECR.

Growth Oriented and Engaging: We believe that God has instructed the Holy Spirit to grow the church and as such, we leave this goal to God. We see our part as being welcoming, loving, and kind to all who visit or choose to call ECR their home. We seek a rector who genuinely possesses these traits and offers them to everyone.

Strong Financial Management: The congregation has demonstrated deep dedication to the church's long-term health by significantly reducing the mortgage and maintaining a balanced budget. While members view transparent financial management as a critical cornerstone of ECR's stability, it is primarily seen as the foundation that allows the parish to focus its energy on active ministry and joyful fellowship. Ultimately, financial discipline is treated as a stable baseline rather than the central focus of the congregation's daily life.

Adaptive and Stable: Following the stability and grace brought by the previous rector, the community seeks a leader who will be adaptive to our current state, while leading us into the future, and fostering great working relationships with partners like Champion Preparatory Academy and the diocese.

LEADERSHIP SKILLS

Adaptive Leadership, Administration, Property/Real Estate, Collaborative Leadership, Congregational Development

MINISTRY SKILLS

Children & Family Formation, Church Growth, Fine Arts & Music, Outreach, Pastoral Care, Preaching, Stewardship, 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 ECR's mission is to bring the living Christ into the hearts of all people so that they may share God's love as servants, called and taught by Christ to love and care for others. We are a welcoming congregation of joyful Christians, rooted in the liturgical tradition of the Episcopal Church. We seek an authentic understanding and expression of our faith and we celebrate the diversity of our evolving parish with caring ministries of all ages, cultures, and lifestyles. We are a caring, authentic community where all are welcomed, supported, and inspired to live out their faith. Through worship, fellowship, and active outreach—especially to families and youth—we seek to share Christ's love in meaningful and helpful ways. We seek a rector who embodies these same values: a compassionate and approachable leader who fosters connection across generations, encourages active participation in ministry, and communicates with clarity and transparency. Our next rector will be someone who is mission-minded and engaging, able to nurture spiritual growth while strengthening our sense of community and outreach.

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?

ECR strives to meet the spiritual needs of our local community. Our congregation reflects the diversity of Seminole County. We are made up of families and individuals from all walks of life. Newcomers often comment we are one of the friendliest and welcoming churches they've experienced. This is the heart of our ministry. We welcome all who seek to worship with us. We enjoy spending time with each other and look for ways to enrich our lives through the teachings of Jesus together. We also seek to share these gifts with others through our varied outreach efforts. Simply put our context is community. We look for every opportunity to gather and exemplify the love of Jesus. Through youth group events, Young at Heart, book clubs, campus clean ups, Resurrection Players, and countless other examples, this church supports each other and its community in every way possible.

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.

At ECR, our leadership culture is defined as collaborative and relational. We are an active, mission-centered community that values a partnership between the clergy and a highly engaged laity. In short, we are a congregation that wants to roll up their sleeves and get to work.

We are collaborative in that our members want to take on leadership roles, whether through existing or new ministries. We are a congregation in sync, moving forward with a clear vision for the future.

We do not expect our rector to lead every program and ministry. In fact, we don't want our rector to lead everything. We want to help and work alongside each other and our rector to reach out to the community and our congregation.

We are relational in that we seek strong interpersonal bonds with each other and our rector. We know that a strong congregation is one that works together and forms bonds that exist outside just the church services. We want to provide community to our rector and their family, as well as our own.

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.

The liturgical style of ECR is definitely Broad Church. We balance the ornate rituals of the High Church with the simpler, more informal practices of the Low Church. As a Broad Church, we focus on inclusivity and the comprehensive nature of the Anglican traditions.

ECR offers a Wednesday Healing Service at noon, and two services each Sunday, 8:00 am and 10:30 am. While both services do Rite II from the 1979 Book of Common Prayer, the 8:00 am service does Rite I the first Sunday of each month. Priest and lay ministers are in the traditional vestments along with acolytes and a crucifer. "Bells" are used at both services but "smells" are rarely used. Passing of the Peace is always done and the priest and the congregation take this opportunity to meet and greet as many people as possible.

Receiving Holy Communion is the highlight of the The Eucharist. The priest wears a chasuble but the service is straight forward and communion is offered to all baptized persons.

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.

Our church is rooted in the Episcopal tradition of affirming the dignity of every human being; therefore, our congregation strives to have a welcoming, inclusive, and accepting environment for all those who worship with us. We celebrate our diversity in ages, cultures, backgrounds, ideologies, and lifestyles. We recognize that these differences are a positive influence, and we value individualism as we look for common ground. Finally, since we are always seeking and are committed to the growth of our parish, we would be more than happy to increase the diversity of our congregation.

MINISTRY MEDIA AND LINKS

Church Website	https://www.resurrectionlongwood.org/
Facebook	https://www.facebook.com/resurrectionlongwood
Youtube	https://www.youtube.com/@ECR-longwood

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.

ECR is rooted in the rich theological tradition of the Episcopal Church, drawing from Scripture, tradition, and reason as the foundation of our faith. We affirm the authority of the Bible as the inspired Word of God, interpreted within the life of the Church and engaged thoughtfully in light of contemporary experience. Our theology is centered on the life and teachings of Jesus Christ, calling us to love God and neighbor, to seek justice, and to live lives marked by grace, compassion, and service.

As part of the Anglican tradition, our worship is sacramental and grounded in the Book of Common Prayer. We gather regularly, finding in the Eucharist a source of unity, nourishment, and transformation. Our weekly services are less formal to create a comfortable environment where people of all backgrounds can engage meaningfully in worship and community life.

While our regular gatherings emphasize accessibility, we also honor the fullness of the Church's liturgical heritage. On High Holy Days and holidays, we embrace more traditional elements to mark the sacredness and reverence of these days and connect us with the broader historical and global Church. This balance allows us to remain rooted in tradition while meeting people where they are, inviting both familiarity and depth in worship.

Our theology is not only expressed in what we believe, but in how we live. We are committed to being a welcoming, compassionate, and inclusive community where individuals and families across generations can grow in faith together. We value authenticity and encourage questions, recognizing that faith is a journey shaped by both certainty and exploration. We seek to create spaces where people feel safe to belong, to be known, and to be supported.

We believe that faith calls us beyond the walls of the church into loving service in the world. Whether through pastoral care, creative arts, youth formation, or community outreach, we strive to embody Christ's love in tangible ways in service to others. Our ministries seek to engage people at every stage of life, fostering spiritual growth, meaningful relationships, and opportunities to serve.

Ultimately, our theological identity is one of balance: rooted yet open, traditional yet approachable, reverent yet relational. We seek to be a church where ancient faith meets everyday life—where the beauty of liturgy and the call to serve come together to form a vibrant, faithful, and engaged community centered in Christ.

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.

In a word, community. We come together. We look to each other. We gather every Sunday for worship. We participate in bible study, prayer groups, and book clubs, etc. We are present and support one another. Sometimes this looks like standing room only at one of the Resurrection players many shows. Sometimes it looks like a packed hall putting meals together for Rise Against Hunger. It may be a parishioner taking communion to another who can't make it to the service or the shared work of producing a Lenten devotional. We pray together each Sunday for the birthdays, anniversaries, and safe travels for our parishioners. We are a congregation who enjoys spending time together, helping each other, and doing good works.

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.

ECR is deeply woven into the local community, operating on the principle that faith is best expressed through active service. Our involvement spans from tackling food insecurity to fostering the local arts.

The church maintains several high-impact partnerships aimed at providing nutritional support to those in need:

Rise Against Hunger: The congregation hosts meal-packaging events, bringing together volunteers to assemble nutrient-dense meals destined for global and local distribution to combat malnutrition.

Loaves and Fishes Food Bank: By supporting this local food pantry throughout the year, the church helps provide groceries and essential items to families facing economic hardship in the immediate area.

One Heart for Women and Children: Our youth group initiated and raised funds for this project to provide birthday cake baking supplies for families in need.

ECR emphasizes the well-being of the community through healthcare, elder-care and youth focused initiatives:

Blood Drives through OneBlood: The church regularly hosts the OneBlood "Big Red Bus," facilitating convenient opportunities for parishioners and neighbors to donate blood and help maintain the local supply.

Senior Intervention Group (SIG): The church is particularly active in ensuring that older adults feel remembered and supported during holidays. At Mother's Day and Christmas, parishioners donate gifts for local elderly residents who might otherwise be isolated.

Back to School Drive: The congregation helps local students by providing needed school supplies, easing financial strain on families.

Kairos Torch Prison Ministry: The church collects socks, games, puzzles and art supplies for incarcerated youth at Orange Youth Academy in Orlando.

Beyond traditional charity, the church serves as a cultural hub through Resurrection Players. This children's community theater program is a cornerstone of the church's outreach. It invites both members and the general public to participate in theatrical productions, fostering a sense of belonging and providing an outlet for creative expression. These performances often serve as a bridge, bringing people onto the church campus for shared entertainment and fellowship regardless of their religious affiliation. Through these diverse efforts, ECR functions as more than just a place of worship; it acts as a vital community center dedicated to service and connection.

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?

Our church's approach to pastoral care is shared by our priest and lay members of the congregation. It involves spiritual, emotional, and practical support in illness, grief, transitions, and everyday life struggles.

Specifically, we currently participate in the following ministries:

Eucharistic Visitors to those who are not able to attend church services.

Visitation to those who are in the hospital, or ill but at home.

Hand knitted Prayer Shawls to those who wish to have them.

Meal Ministry to those who are homebound and unable to prepare meals.

Prayer chains administered by the Daughters of the King, and at church during Prayers of the People.

Confidential counseling by the priest to anyone in need.

Grief classes offered twice each year.

A Care Team which sends personalized notes once a week to anyone who is ill or suffering grief or other troubles.

Aid and counseling concerning baptisms, marriages, and funerals – often including receptions after these events.

In short, compassionate pastoral care is very much evident in our congregation as seen by the actions of people helping people. We have a wonderful corps of active volunteers.

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.

Our congregation approaches the future of the Church with both conviction and openness. While many emerging expressions of Christianity are increasingly non-denominational, we believe there remains a vital role for churches rooted in traditional denominational identities. We value the depth and continuity this provides as we remain attentive to cultural shifts and the evolving ways people seek meaningful connections with faith.

We continue to develop a church culture that is welcoming and engaging through a host of ministries. We seek to make church both inviting and accessible while helping people reconnect with one another and, most importantly, with Christ.

We are also investing in practical ways to remove barriers to participation. This includes expanding the use of technology to enhance access to worship through livestreaming services. We are also seeking technology for Bluetooth or WiFi-enabled audio systems to support those with hearing needs. These efforts reflect our desire to meet people where they are and ensure that all who seek to participate can do so fully.

At the heart of our vision is a deep commitment to community and connection. We recognize the growing challenge of loneliness across all ages and are intentional in fostering relationships that span generations. Our ministries extend from youth and families to outreach with elderly individuals in nursing homes. We are seeking a rector who will partner with us in strengthening these connections, expanding our reach, and guiding us faithfully as we continue to grow into the Church of the future.

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 in the Episcopal faith is often misunderstood as simply a conversation about money, but in truth, it is much deeper and more meaningful than that. In the Episcopal tradition, stewardship is rooted in gratitude rather than obligation. We do not give because we must, but because we are thankful. It allows stewardship to be seen not as a seasonal effort or an annual campaign, but as a way of life. Financial stewardship is a thoughtful and prayerful consideration of how we prioritize our resources. Giving becomes an act of trust – trust that God will provide, and trust that our contributions will support the mission and ministry of the church. Another important dimension of stewardship is transparency and accountability. Because stewardship involves shared resources, it requires trust. Vestries, clergy, and lay leaders are entrusted with making decisions that reflects the values and mission of the church. When people understand how their contributions are being used, they are more likely to see themselves as active partners in the church’s work. Formation is also key. In the Episcopal Church, this often happens through sermons, small group discussions, and personal witness. It is also important to acknowledge stewardship can be challenging. Conversations about money can feel uncomfortable. The Episcopal approach tends to meet these challenges with honesty and compassion, recognizing that each person’s circumstances are different. Ultimately, stewardship in the Episcopal faith is about relationship – our relationship with God, with one another, and the world around us. It is recognizing that we are a part of a larger story. In a practical sense, practicing stewardship might look like making a financial pledge and following through on it. It might mean volunteering regularly in a ministry that serves others. It might mean mentoring someone, participating in worship leadership, or simply showing up consistently to support the life of the community. All these actions, taken together, form a pattern of life that reflects faith in action. They are not separate from our spiritual lives, but integral to them. That is the spirit of stewardship in the Episcopal Church – not a program or a requirement, but a way of living faithfully, together.

12. What are your current strategic priorities or plans for the future?

Share about any existing strategic plans, visioning processes, or future priorities your community is pursuing. How do these goals reflect your mission and the needs of the people you serve? What hopes or aspirations are guiding your ministry in this season?

Organic Growth through fellowship, programs and outreach

ECR envisions a sanctuary “bursting at the seams” by actively attracting and integrating new families into the church community.

This growth is supported by over 30 active programs and the Resurrection Players, a theater ministry that serves as the “Soul” of the church and a vital bridge to youth and families in the local community.

To accommodate expanding outreach and fellowship, the parish will strategically utilize all available space on campus to host gatherings.

Continued development and nurturing of youth programs:

A primary goal for the next chapter of ministry is the hiring of a dedicated youth minister to lead and grow the youth group.

The parish intends to expand its early education, children’s homily, and the “Celebrate Jesus” program to serve the 37+ member families with children under 18.

Financial stability with thoughtful budget priorities:

The congregation views transparent financial management and a disciplined budget as the “cornerstone” of its stability. Having finished recent years with balanced budgets, the church’s top financial priority is to balance budget priorities with a realistic strategy to retire the mortgage.

Developing strategic partnership with school:

ECR is committed to maintaining a mutually beneficial relationship with its campus tenant, Champion Preparatory Academy. This partnership is essential to the church’s mission and provides significant rental income that supports the operational budget. A goal in the coming years will be to develop collaborative opportunities to partner with the school family and create special events that raise community awareness about both the Church and School

Becoming the multi-generational worship home for the community:

The parish celebrates a “rich, caring and authentic culture” that successfully balances up to five different generations of parishioners. ECR strives to remain a “joyful church” where all ages, cultures, and lifestyles are welcomed to share in Word and Sacrament. A goal will be to continue to grow and strengthen our ability to attract every generation present in our community.

15. How does your congregation/diocese use technology in ministry?

Describe the ways your community uses digital tools for worship, communication, formation, or outreach - and what you've learned along the way.

At ECR, the sanctuary is wired for amplified sound. The Priest wears a portable microphone that allows for the congregation to better hear the service. There are microphones that are suspended over the choir area and hand-held microphones are available if needed.

The 10:30 am service is streamed live over YouTube each Sunday morning.

ECR has a website, resurrectionlongwood.org, that is constantly updated to ensure up-to-date information is available to parishioners and potential visitors at all times. Every week, an email is sent to the parishioners that includes the upcoming Sunday service bulletin and all announcements of activities and outreach opportunities.

Our multipurpose facility has recently been updated with a new sound system that allows for better clarity of sound for the Resurrection Players and any church related function.

Pledges and other donations to the church may be made electronically through the website via PayPal, Venmo or the use of a debit card or credit card.

ECR is hoping in the near future to equip the sound system with Bluetooth or WiFi compatibility that will pair with various manufacturers of hearing aids.