

POSITION PROFILE

St Luke & St Peter (Saint Cloud)

TYPE	DIOCESE	NAME
Congregation	Central Florida	

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

ROLE SUMMARY/DESCRIPTION

We are praying for a priest who will walk alongside us - someone who understands our pace, honors our traditions, and leads through relationships built on trust and care.

A Relational, Collaborative Leader who enjoys knowing people, nurturing community, and inviting others into shared ministry.

A Worship Leader Across Traditions who is comfortable with Rite I, Rite II, and Rite III, and who can help our worship feel both unified and life-giving.

A Champion for Families and All Generations who supports children, youth, and young adults while valuing and caring for those who have long called this parish home.

A Compassionate and Present Pastor who is visible, approachable, and attentive to the needs of all, with a special heart for caring for the elderly, the homebound, and those who are grieving.

A Spiritual Guide who helps us grow in faith and generosity through encouragement, teaching, and example.

CURRENT STATUS	RECEIVING NAMES FROM	TO
Beginning search	05/07/2026	06/18/2026

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

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?, 5. What has been your experience leading change in the Church?, 14. How do you discern and adapt to the changing needs of your community?

CONTACT

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

POSITION PROFILE

POSITION DETAILS

ORDERS OF MINISTRY

Priest

GEOGRAPHIC LOCATION

Southeast

WORK ENVIRONMENT

In Person

MINISTRY SETTING

Urban

PAROCHIAL REPORT DATA

AVG. SUNDAY ATT.
143

ANNUAL BUDGET
331112

FINANCIAL OVERVIEW

FINANCIAL OVERVIEW NARRATIVE

St. Luke and St. Peter is in a stable and forward-looking financial position, having generated positive cash flow over a three-year period leading up to 2026. This consistent performance reflects disciplined stewardship and a sustainable operating model during a period of transition.

Liquidity and Assets As of the most recent reporting period, the church holds over \$151,000 in cash and cash equivalents, providing strong liquidity to support ongoing operations and ministry needs. Additionally, the church maintains a solid asset base with more than \$1.6 million in fixed assets, including the buildings and property that support our worship and community life.

Manageable Liabilities Liabilities are strategically structured and include a modest mortgage balance of approximately \$117,000. The church also holds a loan with the Diocese of Central Florida totaling about \$238,000 at a below-market interest rate. Reflecting our commitment to fiscal health, the church recently fully retired a second diocesan loan. Our remaining debt was used to fund essential renovations to the Parish Hall, enhancing our facilities and long-term value for the community.

Diversified Income Streams The church benefits from revenue streams beyond traditional pledges and offerings. A tenant occupying a portion of the property provides approximately \$63,600 in annual rental income. Additionally, our preschool contributes over \$32,000 annually to operating income, along with periodic support for special projects. Our recently renovated Parish Hall serves as a popular community resource, generating approximately \$18,000 in annual rental income. Our annual operating budget is approximately \$350,000, which is well aligned with current revenue levels. We are also anticipating a \$50,000 legacy gift, which will further strengthen our financial flexibility.

Future Infrastructure and Growth The church is positioned for increased visibility due to an upcoming state-led infrastructure project that will upgrade the church entrance and install a traffic signal. This will significantly enhance property access for our neighbors and parishioners. While the project includes a partial frontage acquisition through eminent domain, we have retained legal counsel to ensure appropriate representation and compensation.

Overall, our financial stability and prudent management provide a strong foundation for future growth and the continued development of our shared ministry.

FINANCIAL RESOURCE TYPE None

STIPEND, HOUSING, AND BENEFITS

COMPENSATION/SALARY DETAIL

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

DETAILS

Compensation available for new position is based on 2026 Diocesan Rector Minimum Guidelines 135 ASA, 6 CYS quadrant. Benefits negotiable within budget allowances. Previous rector was interim part time and did not receive health benefits but pension was paid.

POSITION PROFILE

HOUSING/RECTORY TYPE

TYPE OF HOUSING PROVIDED Cash Stipend

DETAILS

No rectory provided.

SECA REIMBURSEMENT DETAIL

REIMBURSEMENT OFFERED Half

DETAILS

SECA Reimbursement offered: Half

MEDICAL & PENSION BENEFITS DETAIL

PENSION PLAN

In compliance with CPF requirements

HEALTHCARE OPTIONS

Clergy only

DETAILS

In compliance with CPF requirements.

VACATION, CONTINUING EDUCATION, AND OTHER BENEFITS

VACATION & LEAVE DETAILS

4 weeks

CONTINUING EDUCATION DETAILS

2 weeks, \$500 for continuing education

SABBATICAL PROVISION DETAILS

Yes

TRAVEL/AUTO ACCOUNT DETAILS

\$1400 annually

EQUIPMENT/PHONE DETAILS

\$600 annually

OTHER BENEFITS OR COMMENTS

Voluntary honoraria for weddings, funerals, etc.

DIOCESAN COMPENSATION INFORMATION (IF APPLICABLE)

FORMAT None

MINISTRY CONTEXT AND DESIRED SKILLS

WHAT ARE YOUR COMMUNITY'S HOPES FOR THIS POSITION?

Our Current Season

We believe God is opening a new chapter for our parish. We feel called to welcome new people, especially families with children and youth, and to create more opportunities for meaningful connection. At the same time, we hope to strengthen our worship and music in ways that speak to the next generation while honoring what we love.

We are a community that treasures tradition, consistency, and genuine relationships. We move best when change is thoughtful, shared, and clearly communicated. We are a steady and caring parish, ready to grow with gentle, faithful momentum.

What We Seek in Our Next Rector

We are praying for a priest who will walk alongside us—someone who understands our pace, honors our traditions, and leads through relationships built on trust and care.

A Relational, Collaborative Leader who enjoys knowing people, nurturing community, and inviting others into shared ministry.

A Worship Leader Across Traditions who is comfortable with Rite I, Rite II, and “Rite III,” and who can help our worship feel both unified and life-giving.

A Champion for Families and All Generations who supports children, youth, and young adults while valuing and caring for those who have long called this parish home.

A Compassionate and Present Pastor who is visible, approachable, and attentive to the needs of all, with a special heart for caring for the elderly, the homebound, and those who are grieving.

A Spiritual Guide who helps us grow in faith and generosity through encouragement, teaching, and example.

Our Hope for the Future

We envision a parish where new families are warmly welcomed, and long-time members feel deeply valued. We hope for worship that is vibrant and meaningful, and for relationships that deepen across generations.

Above all, we seek to be a community rooted in faith, shaped by love, and attentive to one another in every season of life. We trust that the right Rector will help guide us forward with grace and joy.

LEADERSHIP SKILLS

Adaptive Leadership, Change Management, Collaborative Leadership, Conflict Management, Congregational Development

MINISTRY SKILLS

Children & Family Formation, Church Growth, Discipleship, Grief & Loss, Intergenerational Formation, 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?

Our mission is to share the love of Christ by nurturing a caring and welcoming community rooted in joyful worship, fellowship, and service. We seek to honor God through prayer, music, teaching, and sacramental life while expanding our reach to new generations.

Our focus is threefold:

Strategic Growth: We are evolving and recognize the need to extend our reach to new families and neighbors in our growing community. Our goals include developing pathways for welcoming newcomers and providing a sense of belonging and connection while remaining a traditional spiritual home. We seek to strengthen our existing ministries and build new ones that reflect our love of Christ and compassion for our neighbors.

Families and Youth: Children and youth are central to our identity. Programs such as Dig In, our twice-monthly weekday children's ministry, VBS, and our preschool reflect our commitment to forming young disciples and supporting families. We want to build on these strengths through ministry that supports children, youth, and young adults, and through formation that nurtures faith across generations.

Relational Depth: Our congregation values meaningful relationships. We aim to build a parish where everyone is respected, included, and supported, and where connections can grow naturally through shared worship, service, and fellowship. Our congregation wishes to build more opportunities for small groups, pastoral care, and growing spiritual relationships.

We believe our mission is lived out when people of all backgrounds experience Christ's love through authentic community, shared ministry, and a commitment to walking together in faith and embracing the opportunities God places before us.

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?

Our ministry context is one where tradition and new expressions of faith coexist. We are a vibrant, multigenerational parish supporting a wide range of ministries. Our children's and youth programs are among our greatest strengths. 'Dig In' serves dozens of children twice monthly, VBS welcomes 100 each summer, and our preschool reaches 80 students each week through learning, play, and chapel. These ministries create natural bridges to new families and reflect our commitment to nurturing Christian faith from an early age. Our parish life includes adult formation, pastoral care, and fellowship groups. Our outreach ministries, such as St. Cloud Cares for local students, Hope Family Ministries for those in crisis, and our chapter of the Daughters' of the King, demonstrate our desire to serve our neighbors and support those facing hardship. Within the parish, we have volunteer-led ministries including the Altar Guild, ushers, and choir. These groups reflect a culture where people serve generously and take pride in contributing to our shared life. We also offer a variety of adult formation opportunities such as Bible study and Christian history, along with fellowship groups that nurture spiritual growth and relational connection. Our worship life spans three distinct services: a traditional Rite I, a family-friendly Rite II, and a contemporary "Rite III" service that has become an important entry point for younger families. This diversity in worship style reflects our desire to honor tradition while making space for new ways to engage with the Gospel. Our congregation includes people from many cultural backgrounds, life experiences, and theological perspectives. We are a broad and unified community that values inclusion, hospitality, and meaningful participation. We seek to foster discipleship, encourage service, and strengthen relationships across generations.

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.

Our leadership culture is grounded in dedication and continuity. Much of our Vestry has served for many years, providing stability and a deep understanding of our parish's history and rhythms. This long-term commitment has created a leadership environment that fosters peace, predictability, and thoughtful decision making. At the same time, the addition of newer members has brought fresh ideas and renewed energy. We seek a grounded leader who is patient, respects our current pace, and provides the steady presence needed to gently, yet firmly, nudge us toward growth.

We recognize the importance of leadership that can help us navigate change thoughtfully, support healthy communication, and strengthen our shared ministry. We value leaders who listen well, encourage participation, and help us work together toward common goals. As we look to the future, we must continue to support our development as a congregation, address challenges with grace, and foster a culture where people feel empowered to use their gifts.

While our leadership is strong and committed, there is also a congregational desire for broader participation, more opportunities for input, greater transparency and shared ownership of decisions. These perspectives reflect both our gratitude for faithful service and our aspiration to involve more voices in shaping our future. We strive to be a church family where leaders empower lay members and strengthen collaboration. Our hope is to continue building an environment where people feel heard, represented, and encouraged to contribute to the good of the whole community.

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 life is one of our greatest strengths, offering a rich variety of worship that honors our Episcopal heritage while welcoming a broad range of worshippers. We provide three distinct liturgies each Sunday, each serving a unique purpose within our parish community. Our Rite I offering provides a traditional, contemplative environment; this spoken liturgy is rooted in the classic language and reverence of the Anglican tradition. Our Rite II service is our central, family-friendly gathering, blending traditional liturgy with accessible language and music that resonates with a wide range of parishioners. Our contemporary service was created specifically to reach younger families and those who may be new to liturgical worship, incorporating modern music and a relaxed, invitational tone that has already begun to bring new voices and families into our church family. Together, these gatherings embody our desire to honor the breadth of Episcopal worship while creating space for new expressions of faith. This diversity reflects our commitment to offering meaningful worship for people of different backgrounds and perspectives. Across all styles, we value liturgical excellence and thoughtful preaching, supported by music that enhances our Rite II and Rite III services.

We recognize the importance of worship that is both spiritually grounded and welcoming to newcomers. Strengthening our music program and supporting liturgical formation are continuous goals as we seek to deepen faith and build community. Our congregation appreciates both the stability of tradition and the vitality of contemporary expression. We are a church family that finds unity through our shared mission and consistent messaging, ensuring that our liturgical identity remains rooted in tradition, enriched by variety, and open to Spirit-led growth.

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 are a culturally diverse church that approaches identity and inclusion through a commitment to hospitality, respect, and a genuine welcome. We are a broad and unified community where individuals from many backgrounds and perspectives find a spiritual home. We celebrate this diversity through communal meals, fellowship events, and the many opportunities we have to learn from one another. Our community includes people of varied cultures and nationalities, and multigenerational households. These gatherings allow us to enjoy food from many different countries, often discovering delicious dishes we have never heard of before. This time spent together brings a richness to our community, where we find ourselves forming deep bonds with people from walks of life we might never have otherwise known. We strive to be a parish where every person feels invited into a deeper relationship with Christ and our church family. We believe that God’s love is expansive, and we seek to embody that love by welcoming all who enter our doors. We aspire to continue growing as a community walking together in faith, hope, and compassion. We are a place where people feel supported and encouraged in the fullness of a spiritual life, where they can grow regardless of background, and where everyone can participate fully and joyfully in a life sustained by Christ.

MINISTRY MEDIA AND LINKS

Church Website	https://www.slspepiscopalchurch.org/
Facebook	https://www.facebook.com/ChurchOfStLukeandStPeter
Youtube	https://www.youtube.com/@ChurchofStLukeStPeter

NARRATIVES

2. Describe a recent ministry experiment or innovation in your congregation/diocese.

What did you try, why did you try it, and what did you learn - whether it "worked" or not?

A significant development in our congregation has been the launch of our contemporary “Rite III” service. It was created to reach individuals and families who are less familiar with traditional liturgy or who prefer modern praise music. What began as a small gathering of about 10 people has grown into a vibrant service averaging 30 to 50 attendees. This has broadened our worship life, complemented our other two services, and opened pathways for younger families and newcomers to engage more fully in the life of our church.

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.

Our congregation is actively engaged in the local community through volunteer-led ministries that address food insecurity and support our neighbors in crisis. St. Cloud Cares provides weekly food bags for children in local schools, while our chapter of the Daughters' of the King collects essential items for individuals experiencing homelessness. Through Hope Family Ministries, we provide direct support to those facing sudden hardship, reflecting our commitment to practical, hands-on service. In previous years, our Feeding God's People ministry offered weekly meals to those in need, and there is a shared desire to return to that level of active community engagement. These efforts demonstrate our dedication to being a tangible presence of compassion within the wider community, connecting our parish resources to the needs of our neighbors.

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 a cornerstone of our life together, rooted in compassion and a steady presence. We recognize the profound pastoral needs within our community, particularly among those facing serious illness, end-of-life transitions, and deep grief. We seek a shepherd who carries a true calling for this work. We are looking for someone who moves beyond routine visits to offer a composed and grounded presence during life's most difficult seasons. While our parish family responds lovingly when needs arise, our current approach is largely informal and organic. We want to strengthen this essential ministry by ensuring that no one is overlooked, honoring the caring spirit already present among our members while looking to our Rector to lead us in holding one another through the weight of profound loss.

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 St. Luke and St. Peter's is a quiet and deeply ingrained practice of the heart. Our members demonstrate profound commitment, with household giving nearly double the national average. This generosity has provided a stable foundation, yet it has historically been practiced without formal stewardship teaching. Because our financial needs were consistently met under part-time leadership, the theology of giving was rarely addressed from the pulpit. As we transition to a full-time rector, we seek a leader who is comfortable speaking about stewardship as a spiritual discipline. We are confident that our congregation is prepared to respond to a clear, spiritually driven vision that connects our material abundance to the growing mission of the church. While we have a newly formed Stewardship Committee, many of our newer members have never experienced a formal campaign or a clear call to action. We view our resources as a sacred trust and are eager for a priest who will challenge us to align our giving with the future of our parish family.

11. What has been your congregation's/diocese's experience leading or navigating change?

Ministry often requires change. Reflect on a time your community embraced or navigated change - when it went well, when it didn't, and what it taught you about shared leadership.

Our congregation values stability and tradition, which has sometimes made change challenging. Many long-time members prefer a slow, intentional pace, yet our experience with the Rite III service has demonstrated that when change is introduced collaboratively and respectfully, it can flourish. We navigate change best when it honors our history, invites broad participation, and unfolds with patience. We recognize that successful participation requires consistent communication across all three of our Sunday services, and we are taking active steps to ensure that information no longer remains siloed within specific worship communities. We seek leadership that can guide us forward with steady encouragement, helping us embrace necessary evolution while preserving the traditions that define our identity.

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?

Our genuine desire is to nurture growth in both membership and the depth of our parish family. Calling a new priest is the essential next step in this journey as we look to strengthen all three worship services and create more intentional opportunities for connection within the congregation and with the wider community. While our mid-week children's programs are thriving, we recognize that this success has not yet translated into increased participation on Sundays. This highlights our need for a leader who can help us develop a strategy to draw these new families into the heart of our Sunday worship. As we move forward with clarity and unity, we seek to foster a more robust stewardship program and empower our members to share in the ownership of the decisions that shape our future.