Trinity (Potsdam)

TYPE	DIOCESE	NAME
Congregation	Albany	

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

ROLE SUMMARY/DESCRIPTION

Trinity Church, Potsdam, NY seeks a Rector to shepherd our flock: to walk with us, draw on our different Christian traditions, teach and learn with us, discern and nurture our individual and collective gifts, and provide spiritual comfort and care. Key ministry responsibilities include: (1) Sacraments & Pastoral Care - administering sacramental duties, providing pastoral care, maintaining a visible presence through home/hospital/campus visitation, and preaching; (2) Theological Education & Mission - teaching the Christian faith in the Episcopal/Anglican tradition (Book of Common Prayer, Daily Office, Anglican music and choral tradition), conducting Confirmation classes, connecting Sunday worship to daily life, supervising Christian Education, and expanding local and global mission; (3) Strategic Engagement & Lay Empowerment - strengthening our connection to SUNY Potsdam and Clarkson University, identifying and activating parishioners' spiritual gifts in partnership with our active Lay Leaders, and building collaborative relationships with sister parishes, neighboring congregations, and the St. Lawrence Deanery.

CURRENT STATUS	RECEIVING NAMES FROM	TO
Profile complete	05/12/2026	

APPLICATION INSTRUCTIONS

To apply please email your cover letter, resume, OTM portfolio to the Albany Office of Transition Ministry at otm@albanydiocese.org.

CANDIDATE NARRATIVE INSTRUCTIONS

CONTACT

NAME	Sarah Baker
ROLE	Senior Warden
ORGANIZATION	Trinity Episcopal Church
PHONE NUMBER	(315) 244-1666
EMAIL ADDRESS	sbaker@trinitypotsdam.org

POSITION DETAILS

ORDERS OF MINISTRY
Priest

GEOGRAPHIC LOCATION
Northeast

WORK ENVIRONMENT
In Person

MINISTRY SETTING
Rural

PAROCHIAL REPORT DATA

AVG. SUNDAY ATT.	ANNUAL BUDGET
64	232957

FINANCIAL OVERVIEW

FINANCIAL OVERVIEW NARRATIVE

Trinity's 2025 total revenue was $282,781 (including $197,712 in

plate/pledge/general giving and $40,994 in restricted contributions), against $232,957 in operating expenses, with no outstanding debt. The parish holds an endowment/investment portfolio valued at $852,598 at year-end 2025 ($236,382 restricted, $616,216 unrestricted), from which it drew 4.2% ($35,817) for operations during the year. Trinity owns its building and land and leases a portion of its space to outside groups (about $2,821 in rental income in 2025). We are also in the midst of a Capital Campaign to fund needed repairs to our 191-year-old red sandstone church building.

FINANCIAL RESOURCE TYPE None

STIPEND, HOUSING, AND BENEFITS

COMPENSATION/SALARY DETAIL

RANGE $100,001 - $125,000

DETAILS

This is the total compensation budget, inclusive of all personnel expenses (salary, housing allowance, SECA reimbursement, pension contribution, healthcare, etc). Overall compensation budget is the limit, we are willing to work with candidates on the best package for them.

HOUSING/RECTORY TYPE

TYPE OF HOUSING PROVIDED Cash Stipend

DETAILS

Cash stipend of $2k/month.

SECA REIMBURSEMENT DETAIL

REIMBURSEMENT OFFERED Half

DETAILS

Employer portion (7.65%) reimbursement, and as part of total compensation limits.

MEDICAL & PENSION BENEFITS DETAIL

PENSION PLAN

In compliance with CPF requirements

HEALTHCARE OPTIONS

Negotiable

DETAILS

Flexible, as part of total compensation limits. Options for medical and dental coverage.

VACATION, CONTINUING EDUCATION, AND OTHER BENEFITS

VACATION & LEAVE DETAILS

Diocesan standard of 4 weeks including 5 Sundays.

CONTINUING EDUCATION DETAILS

Determined in consultation with the candidate.

SABBATICAL PROVISION DETAILS

Determined in consultation with the candidate.

TRAVEL/AUTO ACCOUNT DETAILS

There is budget for reimbursement of clergy visitation and parish

business.

EQUIPMENT/PHONE DETAILS

Church provided laptop and in-church internet and landline phone, along with full Google suite. Parish priest cell phone reimbursement in consultation with the candidate.

OTHER BENEFITS OR COMMENTS

Possible student loan repayment.

DIOCESAN COMPENSATION INFORMATION (IF APPLICABLE)

FORMAT None

MINISTRY CONTEXT AND DESIRED SKILLS

WHAT ARE YOUR COMMUNITY'S HOPES FOR THIS POSITION?

We hope for a Rector who will help us build on the momentum of the past five years rather than treat this transition as a setback. We are looking for someone who will grow our existing ministries, reinvigorate those that have slowed, and draw us toward new ones - particularly re-establishing mid-week formation programs for adults and children. We value a Rector who empowers our capable Lay Leaders (co-ministry), engages meaningfully with our local colleges (SUNY Potsdam and Clarkson University), and brings pastoral presence, teaching gifts, and a collaborative spirit to a parish that has weathered clergy transitions with resilience and growth.

LEADERSHIP SKILLS

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

MINISTRY SKILLS

Campus Ministry, Children & Family Formation, Community Building, Outreach, Pastoral Care, Stewardship, Worship & Liturgy, Youth & Young Adult Formation

LANGUAGES SPOKEN	LANGUAGES WRITTEN	LANGUAGES REQUIRED TO LEAD WORSHIP
English	English	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?

Driven by faith, Trinity strives to create a sacred space where every person is genuinely loved and embraced, without exception. Trinity has provided care and support to our neighbors since March 1835. We believe everyone has an important role to play in ministry, and parishioners of all ages are encouraged to share their gifts and talents through liturgical leadership, community outreach, and hospitality.

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?

Trinity sits on Fall Island on the banks of the Raquette River in Potsdam, NY, part of the North Country region of St. Lawrence County. We are bordered by the Adirondack Park to the south and Canada to the north. Potsdam is a classic historic college town - home to both SUNY Potsdam and Clarkson University, with nearly 60% of village residents being college students when class is in session - recognized nationally for its college-town character and quality of life. The region is largely rural with real socioeconomic challenges: every local school qualifies for subsidized meals, and food insecurity affects even local college students.

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.

Trinity is a community where the church does not stop because the pulpit is empty. We are deeply dedicated, flexible, and creative. Our Wardens and lay staff step into administrative roles as needed, our Altar Guild adapts services for varied supply clergy, and our spiritual life, building, and grounds are maintained by our Secretary, Treasurer, and lay teams. Over the past five years we navigated the departure of two Rectors and grew even without settled clergy, revealing a strong, practiced group of lay leaders capable of guiding the parish through transition.

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.

Worship at Trinity follows the Episcopal/Anglican tradition, using the Book of Common Prayer (typically Rite II), the Daily Office, and Anglican music and choral tradition. Our organist maintains Trinity's rich tradition of musical excellence, and our historic nave - located one mile from SUNY Potsdam's Crane School of Music - hosts classically trained orchestral and jazz musicians throughout the year.

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.

Trinity's congregation is currently about 98% White/Caucasian, with an estimated average age of 51. We are working to welcome a broader range of backgrounds and ages - e.g. through campus ministry connections to SUNY Potsdam and Clarkson University, Sunday School and Catechesis of the Good Shepherd for young families.

6. **Other Information**
Use this space to share any additional details about the role or organization that would help candidates discern their fit - such as organizational culture, special projects, or unique opportunities and challenges.

We were recently reminded, when our pipes froze, that we are lacking insulation in some key areas of the building. This prompted us to consider an energy audit to more broadly assess our energy efficiency; one of our parishioners is currently pursuing this so we can become more energy efficient in the most thoughtful way possible.

MINISTRY MEDIA AND LINKS

Parish website	**https://trinitypotsdam.org**
Facebook	**https://www.facebook.com/TrinityChurchPotsdam**

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.

Trinity is an Episcopal/Anglican parish grounded in the Book of Common Prayer, the Daily Office, and the Anglican choral and music tradition. Our identity has been shaped by 191 years of continuous ministry from our historic red sandstone church, and by the resilience our community discovered during a five-year clergy transition - learning that our shared faith and lay ministry sustain us even without a settled Rector.

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?

In fall 2025 we installed a Catechesis of the Good Shepherd atrium, allowing children ages three to six to deepen their relationship with God through a Montessori-based, Spirit-led formation model, with adults serving as helpers rather than instructors.

4. How does your congregation/diocese discern and adapt to the changing needs of your community?
Share an example of how your congregation listened, responded, and experimented faithfully in your context.

When our second Rector departed in 2025 after bringing youthful energy and new worship practices, we chose not to see the vacancy as a setback but as an opportunity to build on five years of momentum. Our Lay Leaders stepped up to sustain ministries, worship, and administration, and we continue to see steady growth while preparing for our next Rector.

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.

We serve a monthly community supper in partnership with the Presbyterian church, alternating months and serving over 50 local residents. We support local organizations including Helping Hands, Grace House, Renewal House, and Hospice through our Outreach Committee, open our parish hall to secular and recovery groups, and are re-engaging with Global Mission work (historically funding a school in Madagascar and sending members to diocesan and national mission conferences). We also seek to strengthen ties with the St. Lawrence Deanery and neighboring congregations.

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 Trinity is carried by both clergy and laity. Our Lay Eucharistic Visitors bring communion, prayer, and connection to sick and house-bound parishioners, and our Stephen Ministry provides compassionate, confidential Christian listening on a weekly basis to six people. Our Stephen Leader recently completed training to equip people outside Trinity to become Stephen Ministers, so that other churches can also offer this kind of care to their members.

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?

We hope our next Rector will help us reestablish mid-week formation programs for both adults and children, building on our Catechesis of the Good Shepherd atrium, Lectio Divina group, and existing Bible studies and book groups, while continuing to strengthen our connection with SUNY Potsdam and Clarkson University.

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.

Trinity has live-stream Tech Volunteers who support our Music & Worship Ministries, making services and feast day Daily Office accessible beyond those physically present. Vestry meetings are hybrid and we have done hybrid book groups/discussion groups. Continued work to provide other opportunities for things like Lectio Divina (bringing something that has worked well in the diocese to the more local parish).
We use Google Workspace for all parish documents, email, etc.

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?

Our ministry is shaped by Episcopal/Anglican theology as expressed through the Book of Common Prayer, the Daily Office, alongside a strong conviction in lay co-ministry - that every person has an important role to play in ministry, whether through liturgical leadership, community outreach, or digital technology.