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Basic Information

Organization Type	Congregation
Diocese	Albany
Name of Congregation/Organization and Location	St. John's Troy
Type of Work	Full Time
Position Title/Role	Rector/Priest-in-Charge
Role Summary/Description	St. John's Episcopal Church in Troy, New York, is seeking a Rector to join us in the next chapter of our life together. Founded in 1830, St. John's is a historic Episcopal parish located in the heart of downtown Troy. We are a welcoming and caring congregation committed to worship, community, service, and sharing God's love within our parish and beyond our walls. We seek a Rector who will be a compassionate and approachable pastor, a thoughtful and engaging preacher, and a collaborative leader who values the gifts and participation of the whole congregation. We hope to call someone who will help us deepen our spiritual lives, strengthen connections within our parish, encourage growth and outreach, and build meaningful relationships with the wider Troy community. Our next Rector will join a parish that values its rich history while also looking forward. We recognize both the opportunities and challenges before us and seek a priest who will listen, communicate openly, work alongside lay leadership, and help us discern where God is calling St. John's next. We invite interested clergy to learn more about who we are, the qualities we seek in our next Rector, and our hopes for the future by reviewing our Parish Profile, Rector Profile, At a Glance overview, and application information on the St. John's website: https://stjohnstroy.org

Current Status	Receiving names
Receiving Names Start Date	Oct 23, 2026
Receiving Names End Date	Jan 31, 2027
Application Instructions	Please send a letter of interest, resume, and Vocation Hub Profile to The Rev. Canon William Hinrichs, Transition Officer, Episcopal Diocese of Albany, at whinrichs@albanydiocese.org.
Applicant Narrative Questions:	How do you approach pastoral care in your ministry? How are you preparing yourself for the Church of the future? How have you experience and addressed conflict in ministry? Describe a recent ministry experiment or innovation. In what ways are you engaged in your wider Church or local community?

Name	Rev. Canon William Hinrichs
Role	Transition Officer
Organization	Episcopal Diocese of Albany
Email	whinrichs@albanydiocese.org

Position Details

Order(s) of Ministry	Priest
Geographic Location	Northeast
Work Environment	In Person
Ministry Setting	Urban
Average Sunday Attendance	70
Annual Budget	$488,125

Financial Overview	St. John's is blessed with a strong financial position and a substantial endowment that is professionally managed by an external wealth management firm. Our current annual budget is $488,125, funded through pledges and contributions, distributions from restricted and unrestricted endowment funds, rental income from the Church's apartment building, and revenue from outside organizations. Our finances are overseen by an experienced Finance Committee and Treasurer, with oversight by the Vestry. An independent audit covering 2024 and 2025 resulted in a clean audit opinion. St. John's is committed to responsible stewardship and long-term financial sustainability in support of our worship, ministries, outreach, and historic campus.

Stipend/Salary Detail

Range	$75,001 - $100,000
Details	St. John's offers a competitive compensation and benefits package for our Rector, with compensation commensurate with experience and diocesan guidelines (https://albanyepiscopaldiocese.org/expected-clergy-compensation/). Benefits include health insurance, pension contributions, and continuing education support. A housing allowance will be provided to support appropriate housing in the Troy area. The parish also owns an apartment that may be available to the Rector should that option be of interest. Reasonable moving expenses will also be provided to assist with the Rector's transition to our community.
Type of Housing Provided	Cash Stipend
Details	St. John's offers flexibility in housing arrangements. The parish owns an apartment adjacent to the church that may be available to the next Rector should they wish to live on church property. Alternatively, the parish can provide a housing allowance for a Rector who prefers to establish a residence elsewhere. We are committed to working with the successful candidate to develop an arrangement that supports both their personal needs and their ministry at St. John's.
Reimbursement Offered	Half
Pension Plan	In compliance with CPF requirements
Healthcare Options	Full Family

Vacation & Leave Details	Vacation time for clergy in the Episcopal Diocese of Albany is a total of four weeks, to include five Sundays.

Ministry Context and Desired Skills

What are your community's hopes for this position, and what qualities in applicants will help you live into them? Share your vision for the next chapter of your ministry and describe the gifts, skills, and leadership style that would best support your organization in reaching its goals.	Our hope for St. John's next Rector is to find a faithful, compassionate, and collaborative leader who will help us build upon our rich history while guiding us confidently into the future. We want to deepen the spiritual life of our congregation, strengthen connections within our parish, welcome new people into our community, and expand our engagement with the wider Troy community. We seek a Rector who is an engaging preacher and teacher and an approachable pastor who takes the time to know and care for the people of St. John's. We value a leader who listens well, communicates openly, encourages the gifts of others, and works collaboratively with the Vestry and lay leadership. We hope our next Rector will bring both creativity and practicality to ministry, helping us explore new opportunities for growth, outreach, formation, and community engagement while honoring the traditions that are important to our parish. Our next chapter is not about becoming a different church, but about building upon what is already strong at St. John's and discerning together where God is calling us next. We seek a Rector who will become part of our parish community, walk alongside us through change and opportunity, and help us pursue a vibrant and sustainable future for St. John's in downtown Troy.
Leadership Skills	Collaborative Leadership Conflict Management Congregational Development Fundraising and/or Capital Campaigns Leadership Development
Ministry Skills	Children & Family Formation Church Growth Community Building Fine Arts & Music Outreach Pastoral Care Preaching Stewardship Worship & Liturgy Youth & Young Adult Formation
Languages spoken	English

Languages written	English
Language(s) required to lead worship	English
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 at St. John's is to worship the Risen Christ with joy, to proclaim God's love for all people, and to serve the world through God's grace. That mission is at the heart of our life together. Worship is central to who we are. We value our Episcopal traditions, thoughtful preaching, beautiful music, prayer, and gathering around the Eucharist. We also believe church should be a place where people can ask questions, grow in faith, build relationships, and find a genuine sense of belonging. Our faith carries us beyond Sunday morning. St. John's has a long tradition of serving our neighbors in Troy through ministries that provide food, clothing, hospitality, and opportunities for connection. We also share our space with community groups and look for ways to make our historic church home a resource for the wider community. Right now, we are thinking seriously about what the next chapter of St. John's should look like. Our parish survey identified parish growth, financial stability, and community outreach as our top three priorities. Our listening sessions also highlighted the importance of reaching younger people, developing new lay leaders, building on the strength of our music ministry, and being willing to try new approaches. We love the history and traditions of St. John's, but we also know that we cannot simply keep doing things the way we always have. We want to welcome new people, strengthen our connections with the Troy community, care responsibly for our historic buildings and resources, and help more people find meaningful ways to participate in parish life. Most of all, we want St. John's to be a place where people can worship, belong, grow, serve, and know they are welcome. As we begin this next chapter, we hope to honor what has made St. John's special while remaining open to where God is leading us next.

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 share your ministry.

St. John's is a historic Episcopal church in downtown Troy, New York, a small city with a strong sense of history, community, and neighborhood identity. We have been part of Troy for nearly two centuries, and our location has shaped both who we are and how we understand our ministry.

Our church is home to a congregation drawn from Troy and the surrounding Capital Region, but our ministry reaches well beyond those who worship with us on Sunday. Being a downtown parish brings us into relationship with people whose lives and circumstances may be very different from one another. We see that as both an opportunity and a responsibility.

Much of our outreach happens right at our church. Shepherd's Storehouse provides food and essential items, The Basement on First Street offers affordable clothing and household goods, and our Saturday ministries have grown to include fresh produce, hospitality, conversation, and opportunities for connection. We also open our buildings to community organizations and programs, making our campus a gathering place for people who may or may not consider St. John's their church.

Partnership is an important part of our ministry context. Rather than trying to do everything ourselves, we value relationships with other Episcopal congregations, local organizations, and community groups. Our Young Adult Ministry, for example, intentionally expanded beyond St. John's to include young adults from neighboring Episcopal churches.

Our setting also presents challenges and opportunities for the future. We want to reach more people, particularly younger people and newcomers, strengthen our connection with the surrounding community, and continue finding ways for our historic buildings to support active ministry.

We love being part of Troy. Our goal is not simply to be a church located downtown, but to be a church that is part of downtown, listening to our neighbors, building relationships, sharing what we have, and finding new ways to serve together.

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.	Leadership at St. John's is shared. We value clergy who are collaborative, approachable, good listeners, and who encourage and support the gifts and leadership of lay people. At the same time, we look to our Rector for spiritual leadership, thoughtful guidance, good communication, and the ability to help us move forward when decisions need to be made. Our parish has a strong tradition of lay involvement. Parishioners take active roles in worship, outreach, music, formation, fellowship, stewardship, finances, communications, property care, and many other parts of parish life. We believe people should have opportunities to use their gifts, take responsibility, and help shape the ministries they care about. Our current search process has reminded us how important listening is to good leadership. Through our parish survey and listening sessions, we intentionally asked people what they value about St. John's, where they see challenges, and what they hope for in our next chapter. Collaboration was especially important to respondents, with 85% strongly agreeing that the next Rector should be able to collaborate effectively. We also know that shared leadership can take patience. St. John's is a congregation with deep roots, strong relationships, and traditions people care about. Change tends to go best when people understand why it is being considered and have meaningful opportunities to participate. As we move into our next chapter, we want to continue developing new lay leaders and making room for new voices and ideas. We are looking for a Rector who can respect what has come before without being afraid to help us try something new.

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 St. John's is rooted in the Episcopal tradition, with the Holy Eucharist at the center of our Sunday life: a Rite I service without music at 8am, and what is usually a Rite II service at 10am with music and live streaming. There is also a Wednesday morning prayer service. Our liturgy reflects our appreciation for the richness and beauty of Anglican worship, and music is an important part of how we pray, celebrate, and experience God together, although our choir is currently fairly modest in size and ambition. Our congregation values tradition while also recognizing that a living faith must remain responsive to the people and community we serve. Our worship reflects a theology centered on God's grace, the Eucharist, Scripture, prayer, and community. We hope our next rector will value St. John's liturgical heritage while helping us explore how our worship can continue to invite people into a deeper relationship with God and one another.
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.	At St. John's, we believe that God's love is for everyone, and we want that belief to be reflected in the way people experience our church. We welcome people from different backgrounds, life experiences, perspectives, and places along their faith journeys, and we hope people can come to St. John's and feel that there is a place for them here. We also recognize that our Sunday congregation does not fully reflect the diversity of the wider Troy community, although it does include some, especially from immigrant families. Rather than pretending otherwise, we see that as an invitation listen, learn, and build relationships beyond our walls. Our outreach ministries bring us into regular contact with people from many different circumstances. Through our food and clothing ministries, community meals, partnerships with local organizations, and the groups that use our buildings, St. John's has opportunities to meet people who might never otherwise walk through our doors on a Sunday morning. We want those encounters to be grounded in dignity, hospitality, and relationship, not simply in providing a service. We are also learning that welcoming people is only the beginning. Belonging means making room for new voices, ideas, and leadership.

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.	St. John's is entering an important and hopeful season. We are proud of who we are and the nearly two centuries of ministry that have shaped us, but we are also asking thoughtful questions about what St. John's should look like in the years ahead. Our next Rector will join a congregation with strong lay involvement, a rich worship and music tradition, active outreach ministries, and people who genuinely care about one another and about our place in the Troy community. We are looking for someone who wants to become part of that community, build relationships, listen well, and work alongside us as we shape our next chapter. There are real opportunities as well as challenges. Our parish has identified growth, financial stability, and community outreach as key priorities, as well as strong, relevant preaching. Our buildings are both one of our greatest gifts and one of our greatest responsibilities. As we look toward St. John's bicentennial in 2030, caring for and preserving our historic property will require thoughtful planning, stewardship, and fundraising. We will soon have the results of a Sacred Sites partially grant-funded study of our campus that will help us set priorities for preservation going forward, and we anticipate the need for a major capital campaign to fund that. At the same time, our campus is already used for parish and community activities, giving us opportunities to think creatively about how these spaces can serve ministry in the future. We do not expect our next Rector to arrive with a ready-made plan or to take all of this on alone. We are looking for a partner in ministry who will help us discern priorities, encourage the gifts and leadership of others, and be willing to try new things with us. There is much here to build on, and there is meaningful work ahead. We hope to call someone who finds both of those things exciting.

Ministry Media and Links

Description & URL	https://stjohnstroy.org

Optional Narratives (select at least 5 - 2500 character limit each)

What is a ministry risk your congregation/diocese has taken, and what came of it? Reflect on a time your community stepped out of its comfort zone to meet a new need or respond creatively to a challenge.	One meaningful risk St. John's has taken has been opening ourselves to new ways of reaching people who may not naturally find their way into traditional parish life. Our Young Adult Ministry grew out of conversations that identified a need we were not adequately meeting. Rather than deciding for young adults what they needed, members of the parish spoke with young adults and listened. What emerged was a desire for fellowship, conversation, prayer, and opportunities to explore faith with peers. We stepped outside our own congregation and invited young adults from other Episcopal churches in Troy to participate as well. Potluck and Prayer developed as a relaxed way to gather around food, faith, and fellowship without expecting participants to fit into an existing parish program. Opening a ministry beyond our own membership required us to think differently about what success looks like. The goal was not simply to bring people into St. John's on Sunday.
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.	At St. John's, our common life is sustained first through worship, prayer, fellowship, pastoral care, and relationships with one another. The Holy Eucharist provides a regular center for our life together, while music, preaching, parish ministries, and opportunities for fellowship help deepen our connections with God and with one another. Our recent discernment process reaffirmed how important this sense of community is. Fellowship and community life ranked among the congregation's leading priorities, and parishioners expressed a strong desire for a rector who is present and involved in parish life beyond Sunday worship. We also understand that the health of a congregation depends upon shared ministry. One theme emerging from our listening sessions was the importance of developing new lay leaders. Broadening participation can strengthen our ministries while helping ensure that the work and responsibility of parish life are shared rather than carried by only a few people. As we enter our next chapter, we hope to nurture a healthy parish culture in which people are cared for, encouraged to use their gifts, able to form meaningful relationships, and supported through both joyful and difficult seasons of life. We want St. John's to be not simply a place people attend, but a Christian community in which people genuinely belong.

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.	St. John's has a long tradition of looking beyond our walls and seeking meaningful ways to serve and engage the wider Troy community. Community outreach remains an important part of our identity and was identified by parishioners as one of our highest priorities for the future. Our congregation supports and participates in ministries that respond to many needs in the local community, as well as our sister parish in Lascahobas, Haiti. We understand outreach not simply as providing food and clothing and other assistance - which we do - but as being a visible, welcoming, and engaged Christian presence in the place we call home. We host a bereavement group, provide a longstanding weekly venue to AA and NA, and rent our facilities to other community groups such as Athletic Haven (a children's sports program), a Montessori school that uses our garden, English Country Dancers, and a local garden club. We are a stop on annual Troy traditions such as the Hidden Garden Tour and the Victorian Stroll, and we have docents who can speak knowledgeably about the Tiffany (and other) windows, mosaic work, and other aspects of our historic sanctuary.
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?	We understand that care is not the responsibility of the rector alone. Clergy leadership is important, particularly during significant moments in people's lives, but members of the congregation also care for one another through relationships, prayer, Lay Eucharistic visits, presence, and practical support. Our goal is to be a community in which people know they are seen and remembered, particularly when they are unable to participate fully in parish life. Some homebound or distant members of our parish now attend only via live streaming, and at the Peace we always greet those who have let us know they are watching. Our bi-monthly bereavement group also offers support within the parish and beyond. We want St. John's to be a place where people experience the love of Christ not only in our worship, but through the way we care for one another and our neighbors.

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.	At St. John's, stewardship is about caring faithfully for all that has been entrusted to us: our financial resources, our historic buildings, our ministries, and the gifts of the people who make up our parish. We take that responsibility seriously while recognizing that financial stability requires continued attention and thoughtful planning. Our budgeting seeks to balance the needs of our committees and ministries with anticipated pledge income and available resources. We seek to use our endowment responsibly, with a goal of limiting annual withdrawals to no more than 5%. At the same time, we recognize that long-term financial health cannot depend primarily on endowment resources. Our parish survey confirmed the importance of this work, with Financial Stability ranking as the congregation's second-highest priority. Looking ahead, we hope to strengthen a broader understanding of stewardship as part of our shared Christian life. That includes encouraging generosity and participation throughout the congregation, growing our parish and financial base, developing new lay leaders, and responsibly caring for our historic property. For us, stewardship ultimately means ensuring that the resources entrusted to St. John's serve our mission today while helping make ministry possible for the generations that follow us.
How has your congregation/diocese experienced and addressed conflict? Conflict is part of communal life. Tell us about a time your congregation faced it and how you responded – what did you learn?	Like any community with a long history and members who care deeply about its future, St. John's sometimes experiences differing opinions about change. One recent example arose as the parish considered options for a new logo. Our parish survey revealed concerns from a number of respondents who felt that the decision deserved more depth, care, and opportunity for reflection (and probably also requires us to come up with an AI policy). Rather than viewing those concerns simply as resistance to change, the feedback was shared with the Communications Committee to help guide its next steps. The experience reminded us that people's attachment to St. John's history and traditions is meaningful and should be respected, while still allowing room for new ideas and growth.