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| Form Name: | Position Profile Template |
| Submission Time: | November 1, 2026 3:47 pm |
| Browser: | Chrome 156.0.0.0 / Windows |
| IP Address: | 44.225.88.94 |
| Unique ID: | 1512035749 |
| Location: | |

## Basic Information

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| **Organization Type** | Other |
| **Diocese** | Albany |
| **Name of Congregation/Organization and Location** | St Paul's Episcopal Church in the City of Albany NY |
| **Type of Work** | Full Time |
| **Position Title/Role** | Rector/Priest-in-Charge |
| **Role Summary/Description** | Located on the quiet outskirts of downtown Albany, St. Paul's is a bravely diverse, passionate, and inclusive congregation entering its third century of faith. Our parish is committed to Christ, one another, and the greater community through vibrant outreach ministries. Worship is rooted in the Prayer Book (Rite II), leaning toward High Church traditions, traditional Anglican music repertoire, led by a robust, semi-professional choir, and talented music director.<br><br>We enjoy a supportive parish family, strong vestry, dedicated staff, and a spacious campus with multiple worship spaces. Our community is known for its warmth, inclusiveness, and commitment to serving others.<br><br>We seek someone committed to thoughtful and engaging preaching, vibrant liturgical worship, pastoral care, and community engagement. Organizational skills, empathy, and a sense of humor are essential. We seek a leader who will unite, grow, and strengthen our family to spread Christ's message of love to the world. |
| **Current Status** | Receiving names |
| **Receiving Names Start Date** | Jul 28, 2026 |
| **Receiving Names End Date** | Dec 18, 2026 |

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| **Application Instructions** | Interested candidates to send their resume, profile and cover letter to<br>Rev. Cn. William R. Hinrichs<br>Office of Transitional Ministry, Diocese of Albany<br>otm@albanydiocese.org |
| **Applicant Narrative Questions:** | How do you approach pastoral care in your ministry? |
| **Name** | Rev Cn William Hinrichs |
| **Role** | Diocesan Transition Minister |
| **Organization** | The Episcopal Diocese of Ablany |
| **Phone** | (518) 692-3350 |
| **Email** | otm@albanydiocese.org |

## Position Details

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| **Order(s) of Ministry** | Priest |
| **Geographic Location** | Northeast |
| **Work Environment** | In Person |
| **Ministry Setting** | Mixed Setting |
| **Average Sunday Attendance** | 55 (2025) |
| **Annual Budget** | $329,996 (2026) |
| **Financial Overview** | Unrestricted endowment of approximately $1 million provided $66,800 toward 2026 operating<br>expenses. Restricted endowment of approximately $295,000 provided $19,780 toward specific<br>items, e.g., flowers, music, in 2026 operating budget. Approximately $1.8 million endowment is<br>restricted to scholarships for children of St. Paul's. Rentals of building space by outside groups,<br>including a Head Start program, provided approximately $65,000.<br><br>A 2010 capital campaign raised more than $267,000. A capital campaign is planned for 2028 to<br>repay loans of $269,000 taken against the scholarship endowment funds for replacement of<br>failing boiler and HVAC control upgrade. |

## Stipend/Salary Detail

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| **Range** | $75,001 - $100,000 |
| **Type of Housing Provided** | Rectory |
| **Details** | Four bedroom, 2 1/2 bath home in Bethlehem School district includes eat-in kitchen,<br>dining room, large living room, family room, attached 2-car garage and full, open<br>basement. Excellent condition: recently repainted; hardwood floors throughout; gas stove<br>and range; refrigerator; gas forced air heat; central AC; working fireplace; new<br>dishwasher, washer and dryer. Unfurnished.<br>Zillow rental value: $3250/mo.<br>Utilities and services: gas, electricity, water, sewer, cable/telephone/wifi, trash removal,<br>lawn care, snow removal. |
| **Reimbursement Offered** | Half |
| **Pension Plan** | In compliance with CPF requirements |
| **Healthcare Options** | Full Family |
| **Healthcare Details** | Includes full family dental insurance, per diocesan policy. |
| **Vacation & Leave Details** | Four weeks vacation, to include five Sundays, per year. |
| **Continuing Education Details** | Negotiable |
| **Sabbatical Provision Details** | Negotiable |
| **Travel/Auto Account Details** | Negotiable |
| **Equipment/Phone Details** | In-office computer, telephone, home telephone and internet service provided. |

## Ministry Context and Desired Skills

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| **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.** | Located on the quiet outskirts of downtown Albany, St. Paul's is a bravely diverse, passionate, and inclusive congregation entering its third century of faith. Our parish is committed to Christ, one another, and the greater community through vibrant outreach ministries. Worship is rooted in the Prayer Book (Rite II), leaning toward High Church traditions, traditional Anglican music repertoire, led by a robust, semi-professional choir, and talented music director.<br><br>We enjoy a supportive parish family, strong vestry, dedicated staff, and a spacious campus with multiple worship spaces. Our community is known for its warmth, inclusiveness, and commitment to serving others.<br><br>We seek someone committed to thoughtful and engaging preaching, vibrant liturgical worship, pastoral care, and community engagement. Organizational skills, empathy, and a sense of humor are essential. We seek a leader who will unite, grow, and strengthen our family to spread Christ's message of love to the world. |
| **Leadership Skills** | Administration<br>Collaborative Leadership<br>Congregational Development<br>Organizational Development<br>Personnel/Staff Development<br>Strategic Planning |
| **Ministry Skills** | Adult Formation<br>Children & Family Formation<br>Church Growth<br>Diversity, Equity, Inclusion<br>Grief & Loss<br>Interfaith Cooperation<br>Intergenerational Formation<br>LGBTQIA+ Ministry<br>Pastoral Care<br>Prayer & Spirituality<br>Preaching<br>Worship & Liturgy<br>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?**

God is at work in our world and in our lives through the Gospel of Jesus Christ. In joyful response, St. Paul's worships God through the riches of Episcopal sacraments, ceremony, and song; encourages one another to pray, learn, and grow in the life of the Spirit; nurtures a community of compassion, welcome, inclusion, and warmth; and seeks and serves people in need in our neighborhood and throughout the world.

In this period of transition, our ministry priorities are sustaining vibrant Eucharistic worship; strengthening lay and clergy leadership; welcoming people of every race, color, ethnicity, national origin, sexual orientation, gender identity and expression, and ability; and extending our service beyond the parish. These commitments are expressed through worship and music, Christian formation, the Committee on Inclusion, support for Loaves and Fishes and other community ministries, international mission relationships, and a growing digital ministry. We seek a rector who will help us deepen these ministries while discerning faithful new ways to serve Albany and the wider Church.

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**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. Paul's is an historic Episcopal parish located at 21 Hackett Boulevard in the City of Albany. It serves an urban and regionally connected community in New York's Capital District and is among the older and more active parishes in the Diocese of Albany. Our setting brings together long-time parishioners, newcomers, neighbors, community organizations, people participating online, and visitors drawn by worship, music, outreach, and public events.

The parish's ministry context is both local and outward-looking. We support an emergency feeding ministry serving thousands of meals each year, provide space for recovery and other community groups, host public musical and social events, and welcome worship communities that do not have buildings of their own. We also maintain relationships with ministries in Haiti and Zimbabwe. Our identity as an inclusive parish has shaped our commitment to hospitality, justice, respectful dialogue, and unity with The Episcopal Church.

St. Paul's in the City of Albany is surrounded by medical and institutional buildings, rather than residential. Many parishioners come from miles away, passing other Episcopal churches, to worship with us.

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| **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.** | St. Paul's has developed a resilient, collaborative leadership culture in which clergy and laity share responsibility for worship, governance, pastoral support, outreach, formation, and administration. During recent periods of transition, parishioners have sustained weekly worship and core ministries through service on the vestry and search committee and through roles as ushers, readers, greeters, altar guild members, choristers, streaming technicians, teachers, hospitality committee members, fundraisers, gardeners, and outreach volunteers.<br><br>The congregation has identified the following gifts as especially important in its next rector: compelling preaching, attentive listening, empathy, administrative ability, vision, and appreciation for the ongoing and evolving Anglican musical tradition. We value a leader who can build trust, communicate clearly, equip lay leaders, make decisions transparently, and help the parish navigate change without losing sight of its mission. Our experience has taught us that healthy leadership requires shared accountability, clear roles, reliable processes, pastoral sensitivity, and the willingness to address difficult matters directly. |
| **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.** | St. Paul's is grounded in Rite II, Eucharist-centered worship shaped by the Book of Common Prayer and the Anglican musical tradition. On Sundays, an early service in the chapel is quiet and reflective and does not include music. The principal service in the church includes organ and choir, with congregational hymnody and choral music drawn primarily from the traditional Anglican repertoire and the Hymnal 1982.<br><br>Worship extends beyond Sunday. Lay leaders officiate Morning Prayer in the chapel Tuesdays and Thursdays and a midweek Eucharist is offered on Wednesdays. Seasonal and special services (including Evensong, confirmations, funerals, memorials, and major holy days) enrich the parish's common life. Our livestreaming of the principal Eucharist and selected special services makes our ministry available beyond the building. Tradition provides the framework for our worship, while technology, lay leadership, and special musical offerings help us extend participation and respond to changing needs. |

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| **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.** | St. Paul's explicitly invites all people to share in its parish life and ministry, including people of every race, color, ethnicity, national origin, sexual orientation, gender identity and expression, and ability. Inclusion is not only a statement of welcome; it is part of the parish's history and continuing practice. St. Paul's declared itself an inclusive parish in 1998 and has remained in alignment with The Episcopal Church. Upon the election of Bishop Jeremiah Williamson, St. Paul's is now also in alignment with the Albany Episcopal Diocese.<br><br>Following parish-wide discussion in 2015 about marriage equality and diocesan policy, members formed what is now the Committee on Inclusion. The committee's work includes demonstrating unconditional support for LGBTQIA+ people and their families, reaching out to people who have felt alienated from the Church, collaborating with like-minded parishes, and incorporating recurring Pride-related events (as seen on our website) into parish life. The Albany Gay Men's Chorus is resident at St. Paul's and presents several concerts a year in the church. We continue to ask how our worship, facilities, communication, leadership, and ministries can foster genuine belonging across differences in background, identity, age, and ability.<br><br>St. Paul's maintains a fully accessible space. The building was retrofitted with accessible bathrooms. St. Paul's also welcomes two additional congregations to worship in the chapel on Sundays. |

## Ministry Media and Links

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| **Description & URL** | St Paul's Episcopal Church in the City of Albany NY<br><br>Website<br><br>https://stpaulsinalbanyny.org/ |

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

**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.**

St. Paul's participates actively in the Diocese of Albany and the wider Episcopal Church. Parishioners have represented the diocese at General Convention, and members regularly take part in diocesan conventions and other gatherings. In 2023, the parish hosted a dinner and public gathering for diocesan deaneries and bishop candidates during the search for the tenth Bishop of Albany.

Locally, St. Paul's supports Loaves and Fishes, where, through volunteers and donations, meals are prepared and served on Saturdays at the St. Francis Mission located in one of Albany's most economically challenged neighborhoods. This special ministry served 22,174 meals in 2025, a 15 percent increase from 2024, with demand continuing to increase in 2026. St. Paul's has supported organizations serving survivors of domestic violence, provides space for recovery and community groups, hosts public performances and events, and welcomes other worship communities. Internationally, St. Paul's has supported the Tariro orphanages in Zimbabwe and Christ the King Episcopal Church and Parish School in La Hoye, Haiti.

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**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?**

Our clearest recent innovation is the digital ministry. It began during the COVID-19 pandemic restrictions with an iPad on a tripod streaming the 10:30 a.m. Eucharist. Because the service was well received, St. Paul's installed two professional-quality cameras and expanded broadcasts to concerts, holy days, funerals, and memorial services. Recordings remain available after events, serving people who are traveling, ill, homebound, living elsewhere, or exploring the parish.

Participation data show that the ministry reaches beyond those watching live. The experiment taught us that a modest response to an immediate problem can become a durable ministry when the parish listens to users and invests thoughtfully. It also taught us that technology works best when volunteers are trained, responsibilities are shared, and online participation complements rather than replaces an embodied community.

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| **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 significant ministry risk was publicly affirming St. Paul's identity as an inclusive parish and sustaining that witness amid disagreement within the then conservative diocese. Forming the Committee on Inclusion, supporting Pride events (participating in the annual Albany City Pride Parade, fundraising with the Albany Damien Center's Bowling for PAWS, and hosting the annual Pride Evensong), and welcoming LGBTQIA+ people required the parish to move beyond a general statement of hospitality. The Committee on Inclusion now helps ensure that welcome remains visible and active, particularly for LGBTQIA+ people who have experienced exclusion from churches.<br><br>The result has been a clearer sense of identity, new relationships, and ministries that embody the parish's understanding of the Gospel. The experience also showed that faithful risk does not eliminate tension. It requires patience, courage, respectful conversation, and willingness to remain accountable to those most affected. That learning continues to shape how St. Paul's approaches change and public witness. |
| **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.** | St. Paul's listens through congregational discussion, vestry and ministry-team leadership, relationships with local organizations, and direct experience serving neighbors. Rising participation at Loaves and Fishes has made persistent food insecurity visible to the parish and has called forth continued volunteer support and donations. The COVID-19 pandemic revealed the need for remote access to worship, leading the parish to test a simple livestream and then invest in a permanent digital system.<br><br>These examples show our emerging pattern of discernment: identify a real need, begin with available gifts, evaluate the response, and strengthen the ministry when it bears fruit. We want to improve this practice by gathering broader community input, setting clear goals, and reviewing whether each ministry remains faithful, effective, and sustainable. |

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| **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.** | St. Paul's sustains its common life through regular Eucharist and Morning Prayer, music, Christian formation, fellowship, service, and shared leadership. Worship provides the center from which members receive strength for ministry. St. Paul's Choir, seasonal celebrations, parish events, and volunteer teams create relationships that reduce isolation and allow members to support one another across generations.<br><br>The congregation's well-being also depends on realistic expectations, clear communication, safe and accountable leadership, and attention to volunteer capacity. Recent transitions have shown both the generosity of the parish and the risk of relying too heavily on a small number of people. In this season, we hope to strengthen pastoral-care networks, invite broader participation, provide opportunities for rest and spiritual renewal, and build administrative practices that support sustainable ministry. |
| **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 approach to pastoral care is grounded in prayer, compassionate presence, mutual responsibility, and respect for each person's dignity. Care occurs through clergy and lay relationships, worship, home and hospital contact, prayer, fellowship, and practical help during illness, grief, transition, and celebration. The strength and compassion of lay leadership have been especially important during periods without settled full-time clergy.<br><br>Pastoral concern also extends beyond the worshiping congregation. Through Loaves and Fishes, charitable giving, public witness, recovery-group hospitality, community use of the building, and support for vulnerable people locally and abroad, St. Paul's seeks to meet spiritual and practical needs. Livestreams help maintain connection with travelers, former parishioners, people who are ill or homebound, and those exploring the parish. |

**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.**

St. Paul's is preparing for the future by combining its sacramental and musical heritage with broader access, stronger lay leadership, and new forms of communication. The parish's digital ministry began during the COVID-19 pandemic with a parishioner's iPad and has grown into a professionally installed system with two multidirectional cameras. Sunday Eucharists, concerts, holiday events, funerals, and memorial services can be viewed live or later, extending ministry to people unable to attend in person and to those discerning whether to visit.

The parish has also installed video monitors in the narthex, our common room, and the library/conference room to share events and stream significant diocesan occasions. These changes demonstrate a willingness to experiment, learn, and invest where technology can support worship and connection.

Like all churches, St. Paul's understands the future lies with both new and current members. It prides itself on being a church where all members, from our youngest to our eldest, have a role. Some members of the congregation began worship at St. Paul's through family connections, but many people have come based on the church's reputation for its worship style and radical acceptance. St. Paul's is looking for a rector who can help translate enduring Episcopal commitments into ministry for a city and Church set to grow and change.

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| **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?** | St. Paul's experience as an inclusive parish within the Diocese of Albany had required it to address theological and institutional conflict directly. In 2015, the parish gathered to discuss the General Convention's approval of same-sex marriage, the diocesan canons at the time, and the bishop's pastoral response to the diocese in conflict with the National Church. The discussion led to concrete action: parishioners formed the Committee on Inclusion to support LGBTQIA+ people and their families, reconnect with alienated Episcopalians, and collaborate with other like-minded parishes.<br><br>The experience taught us that conflict should not be ignored or reduced to opposing positions. Prayerful conversation, clear commitments, lay initiative, and sustained ministry can turn disagreement into a more faithful public witness. More recent leadership disruptions have reinforced the importance of transparency, careful discernment, accountability, and healthy boundaries. While conflict has been painful, the congregation has continued to worship, serve, and remain connected to the wider Church. |
| **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.** | During the past several years, St. Paul's has navigated the COVID-19 pandemic, clergy transitions, an extended rector search, and the subsequent unplanned rector vacancy, the result of serious legal allegations. The rector was placed on administrative leave by the Diocese pursuant to Canon IV.7.3(b) for almost a year, resulting in our current vacancy.<br><br>These events tested the parish's systems and energy, but they also revealed its resilience. Parishioners stepped in to maintain weekly worship, governance, outreach, music, fundraising, formation, and building hospitality. The livestreaming ministry grew from an emergency response to COVID-19 into a lasting means of connection. The parish was able to withstand change when responsibilities were shared and members were empowered to act. |

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| **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 immediate priority is to call a faithful, collaborative rector who can rebuild trust, support lay leaders, preach compellingly, appreciate the parish's musical and liturgical life, and guide shared discernment. Alongside the search, the parish seeks to sustain worship and pastoral care, strengthen financial stewardship and administration, care for its historic building, and support the volunteers who make ministry possible.<br><br>Longer-term priorities include expanding welcome and formation, deepening community partnerships, responding to increasing local needs, developing its livestreaming ministry, supporting children and younger generations, and continuing public witness for inclusion and social justice. These priorities reflect our desire not merely to preserve an institution, but to remain a spiritually grounded, outward-facing Episcopal community in Albany. |
| **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.** | St. Paul's spiritual identity is sacramental, Anglican, inclusive, and outward-facing. We encounter God through the Gospel of Jesus Christ, the Eucharist, the rhythms of the Book of Common Prayer, sacred music, shared prayer, and service to our neighbors. Our liturgical tradition anchors us, while our commitment to inclusion and social justice calls us to examine how the Gospel is embodied in parish life and public witness.<br><br>Key experiences have deepened this identity. The parish's decision to declare itself inclusive, its engagement with conflict over marriage equality, its endurance through the COVID-19 pandemic and clergy transitions, and the strength of lay-led ministry have challenged St. Paul's to connect belief with practice. The congregation understands faithfulness to include reverent worship, compassionate community, honest discernment, responsible stewardship, and service with people experiencing hunger, isolation, discrimination, and other forms of vulnerability. |