



SAINT BARNABAS
EPISCOPAL CHURCH

Rector
Saint Barnabas Episcopal Church
Scottsdale, Arizona

THE SEARCH

Saint Barnabas Episcopal Church, located in the picturesque Sonoran Desert in Scottsdale, Arizona, is a thriving spiritual community where clergy laity, and staff come together in worship, service, and discipleship. With a seven-building campus that has grown alongside the surrounding community, Saint Barnabas is a hub of vibrant ministries and outreach. Known for its ability to unite individuals with a wide range of perspectives and experiences, Saint Barnabas is a place where mutual respect and shared faith create a strong and welcoming foundation. The congregation now seeks a Rector who will honor and nurture this spirit, providing visionary spiritual leadership and walking with them on their journey of faith.

The Rector will lead a talented team that includes three associate priests, three deacons, and a dedicated group of full-time and part-time lay staff. Saint Barnabas offers a flourishing Sunday School and Youth Ministry program, a two-week summer camp that hosts more than 200 children, and numerous opportunities for parishioners to serve in worship ministries, outreach programs, pastoral care, and contemplative life. Scottsdale is a growing suburb of Phoenix, our nation's fifth-largest city, and Saint Barnabas is deeply rooted in a community known for its character, livability, and diversity.

This pivotal pastoral and institutional leadership role requires a dynamic, inspiring, collaborative, and nurturing leader committed to providing spiritual guidance and oversight rooted in the Gospels and the teachings of Jesus. The Rector will be responsible for creating an environment where all feel welcome, sustaining a thriving congregational life, developing and empowering a highly engaged lay leadership, and inspiring growth through creative programs and outreach initiatives. Overseeing an operating budget of over \$2M and a substantial endowment, the Rector is charged with the church's operational health while inspiring members to deepen their faith and actively participate in its mission.

KEY OPPORTUNITIES AND CHALLENGES FOR THE RECTOR

Provide inspiring spiritual leadership that animates Saint Barnabas' mission of discipleship, meaningful community connections, and vital congregational life

The successful leader will embody the philosophy of Jesus' call to "Go therefore and make disciples" (Matthew 28:19), providing visionary and inspiring leadership that places discipleship at the heart of a vibrant congregational life. This leader will model what it means to live authentically as a disciple of Christ, inspiring others to deepen their own faith, serve and care for one another, and actively participate in worship, service, and outreach. By nurturing a culture of spiritual growth and empowering members to embrace their roles as disciples, the rector will strengthen the bonds within the congregation and equip the Church to carry God's love into the community.

Catalyze congregational growth and vitality

The successful leader will understand the importance of cultivating and sustaining a healthy congregation as the foundation of a thriving church community. They will bring energy and vision to recruiting new members, devoting particular attention to innovative programs and opportunities for faith formation that inspire connection and commitment with young families. Their leadership will ensure that families of all kinds find a spiritual home where they feel welcomed, valued, and equipped to grow in their faith. Saint Barnabas has a rich history of strong lay leadership, and the rector will partner with this engaged and gifted congregation to build on that strength. By fostering collaboration and encouraging members to take ownership of ministries and initiatives, the rector will sustain a spirit of shared purpose and responsibility. The rector will lead with a spirit of compassion and empathy – ensuring that every member feels empowered to contribute to Saint Barnabas' mission.

Nurture a vibrant community culture that embraces a rich and complex tapestry of backgrounds, beliefs, worldviews, and needs

As a community where all are welcome, Saint Barnabas demonstrates the possibility of people with different theological and political viewpoints worshipping in harmony. This leader will be dedicated to fostering an environment where people with different perspectives can engage respectfully and thoughtfully, creating a space where all are valued and supported. This leader will be committed to continuing to embrace and celebrate the rich diversities within the congregation, and will also be forward-thinking, imagining and shaping the future of the church to ensure it remains relevant and vibrant. The rector must be a transformational leader who is both committed to and has deep experience with engaging across lines of difference and supporting inclusive communities. They will lead continued efforts to engage deeply externally through ministry and community engagement.

Provide keen financial management, adroit fundraising leadership, and strategic capital campaign stewardship

The rector will be responsible for overseeing the Church's financial health, ensuring that resources are managed prudently and transparently. This includes developing effective financial strategies, leading fundraising initiatives, and orchestrating capital campaigns to support the Church's continued strength. As Saint Barnabas' "fundraiser-in-chief," the rector will work closely with lay leadership to engage the congregation in fundraising efforts, leveraging their support to build relationships and mobilize resources. The rector will be a visionary leader, able to recognize when fundraising efforts are needed and take the initiative to guide the congregation in thoughtful planning and fundraising strategies. They will lead in a manner that inspires parishioners to act at the right moment, ensuring that fundraising is both appropriate and aligned with the Church's mission. The successful candidate must understand the critical roles strategic fundraising, effective communications, and savvy relationship management will play in sustaining stability and growth.

Enhance and maintain a strong organizational culture and resilient operational infrastructure with an eye toward innovation

The team at Saint Barnabas currently enjoys a warm, collaborative culture, and the new leader will play a crucial role in fostering and sustaining this spirit of positivity and generosity. The rector will be a skilled and effective leader with the appetite to support the internal management of the Church while also building, developing, and retaining a high-performing team. A significant aspect of this role will include inspiring and driving innovation to meet the changing needs of the congregation. For example, exploring opportunities to enhance the church's online ministry, which has seen increased demand in the post-COVID landscape, and continuing to utilize technology to enhance operations, ministries and missions, member engagement, and outreach. The rector will embrace continuous learning and seek out new ideas and best practices. They will encourage the team to embrace new skills and creative solutions, ensuring the Church remains resilient and forward-thinking.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Saint Barnabas has retained Isaacson, Miller, a national executive search firm, to assist in the recruitment of its next Rector. Screening of complete applications will begin immediately and continue until the completion of the search process. Please submit all inquiries, nominations, and applications (including resumes and letters of interest) via the Isaacson, Miller search webpage:

<https://www.imsearch.com/open-searches/saint-barnabas-episcopal-church/rector>

Have accommodation or access needs?

Isaacson, Miller and Saint Barnabas Episcopal Church are committed to creating an inclusive environment and welcome applications from candidates with disabilities. If you have any accommodation or access needs, we are happy to provide reasonable accommodations.