St Martins (Providence)

TYPE	DIOCESE	NAME
Congregation	Rhode Island	

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

ROLE SUMMARY/DESCRIPTION

The Rector of St. Martin's serves as both the spiritual leader of the congregation and the head of its governing body, the Vestry. In overseeing the spiritual formation and health of the congregation, the Rector:

•Preaches theologically rigorous sermons that focus on God's healing mission and on our individual and collective role in that mission.
•Oversees St. Martin's liturgical services and educational programs.
•Ensures that members receive meaningful pastoral care.

In terms of organizational leadership, the Rector:

•Supervises paid staff.
•Guides the Vestry and congregation in terms of establishing and maintaining programs that contribute to the mission of the church, empowering lay leaders when possible.
•Integrates the development and management of the congregation's resources, including the church facility, into a program of responsible stewardship.

At a more general level, we seek a rector who values the distinctive Episcopal approach of holding Scripture, Tradition, and Reason in creative tension, trusting that faithful inquiry deepens rather than threatens belief. We also seek a rector with the skills to lead an Episcopal community that embraces social justice as an expression of God's healing mission.

CURRENT STATUS	RECEIVING NAMES FROM	TO
Beginning search	09/10/2026	

APPLICATION INSTRUCTIONS

Send an email expressing interest, resume, and a pdf of your Vocation Hub Profile to the Rev. Canon Dr. Dena Cleaver-Bartholomew, Canon to the Ordinary dena@episcopalri.org. Include your responses to the applicant narrative questions listed.

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?, 9. In what ways have you grown in cultural competency as a leader?, 10. What theological convictions shape your ministry?, 11. How has your theology evolved over time?, 13. What is a ministry risk you've taken, and what came of it?, 14. How do you discern and adapt to the changing needs of your community?, 15. How do you take care of your well-being-spiritually, emotionally, and physically?, 16. In what ways are you engaged in your wider Church or local community?

CONTACT

NAME	The Rev. Canon Dr. Dena Cleaver-Bartholomew
ROLE	Canon to the Ordinary
ORGANIZATION	The Episcopal Diocese of Rhode Island
PHONE NUMBER	4014808651
EMAIL ADDRESS	dena@episcopalri.org

POSITION DETAILS

ORDERS OF MINISTRY

Priest

GEOGRAPHIC LOCATION

Northeast

WORK ENVIRONMENT

In Person

MINISTRY SETTING

Urban

PAROCHIAL REPORT DATA

AVG. SUNDAY ATT.	ANNUAL BUDGET
116	879684

FINANCIAL OVERVIEW

FINANCIAL OVERVIEW NARRATIVE

St. Martin's is in sound financial shape. The majority of our revenue is from pledges, which is supplemented by revenue from building-use fees, a thrift shop, an annual estate sale, and a sustainable draw on our endowment. Our budget includes the expenses associated with maintaining our church building. In 2025, we operated with annual income of $522,000 (primarily from pledges from 109 members and plate collection), which covered 62% of our $842,000 budget. Another 20% ($171,650) was raised as revenue – building use fees ($56,474), thrift shop ($99,193) and annual estate sale ($15,983) – with the final 15% ($127,495) coming from a 3.3% draw on our endowment, which presently totals some $4 million. Operations ($79,592, 9.6%) and personnel ($483,814, 58%) accounted for the majority of costs, with property-related maintenance costs coming in at 21% ($173,079) and outreach and apportionment at 11% ($92,241).

Between 2015 and 2025 we spent approximately $2.3 million on capital expenses to try to ensure that the next generation of St. Martin’s leaders will not have to confront significant expense due to deferred maintenance. Funds have been used to repair leaky roofs and damaged plaster, to repoint exterior walls and to restore windows, including a major stained-glass window restoration project. In 2026, we raised approximately $300,000 in honor of our retiring Rector to replace our deteriorating pipe organ with a new Walker digital organ (using sounds generated by actual organ pipes stored digitally) and the new organ is to be installed in 2027.

FINANCIAL RESOURCE TYPE None

STIPEND, HOUSING, AND BENEFITS

COMPENSATION/SALARY DETAIL

RANGE $75,001 - $100,000

DETAILS

Diocesan salary and housing minimums for 2026 for St. Martin's range from $84,340 (1-5 years of similar service), $96,993 (6-10 years), to $111,541 (11+ years). The salary and housing minimums will increase for 2027. Compensation conversations begin with these minimums.

HOUSING/RECTORY TYPE

TYPE OF HOUSING PROVIDED Cash Stipend

DETAILS

The cash stipend for housing is included in the total for salary and housing as noted in the diocesan minimum range by parish as established by the Diocese.

SECA REIMBURSEMENT DETAIL

REIMBURSEMENT OFFERED Half

DETAILS

SECA reimbursement is provided at 7.65% of the salary and housing total.

MEDICAL & PENSION BENEFITS DETAIL

PENSION PLAN

In compliance with CPF requirements

HEALTHCARE OPTIONS

Negotiable

DETAILS

Health and Dental coverage are provided using plans made available through Church Medical Trust and are negotiable based on the needs of the clergy person, including individual and family plans. The Diocesan standard includes having clergy contribute 17% of the total cost of health and dental coverage. The pension plan is funded at 18% of salary, housing, and SECA reimbursement through CPG.

VACATION, CONTINUING EDUCATION, AND OTHER BENEFITS

VACATION & LEAVE DETAILS

The diocesan standard is four weeks of vacation, including five Sundays.

CONTINUING EDUCATION DETAILS

The diocesan standard is two weeks of continuing education time, including Sundays. The minimum continuing education funding is $1,000 per year.

SABBATICAL PROVISION DETAILS

Clergy are eligible for sabbatical after five years of service in a congregation.

TRAVEL/AUTO ACCOUNT DETAILS

Professional mileage reimbursement at the current IRS rate is paid through the $4,000 per year Professional Account.

EQUIPMENT/PHONE DETAILS

OTHER BENEFITS OR COMMENTS

The Diocesan clergy compensation and benefits information will be updated at the end of October 2026 for 2027 following approval by Diocesan Council.

DIOCESAN COMPENSATION INFORMATION (IF APPLICABLE)

FORMAT WebPage https://episcopalri.org/for-clergy/

MINISTRY CONTEXT AND DESIRED SKILLS

WHAT ARE YOUR COMMUNITY'S HOPES FOR THIS POSITION?

We envision a community where belonging is as important as the details of one's beliefs reflecting the sentiment expressed on the glass mosaic displayed at one of the entrances to our church: "Come as you are, grow with us in faith, go forth in peace." We seek a Rector who will embrace this vision and honor St. Martin's traditions and values while at the same time challenging us to stretch beyond our comfort zones as we participate in God's healing mission.

St. Martin's is at an exciting and pivotal moment in its history. We are a socially and theologically progressive Episcopal community that has had a long history as a family-centered church. As the most recent generation of children have matured and moved on, relatively few families with young children have taken their place and we have experienced a gradual decline in overall membership. However, the decline has abated, and new members are finding their way to St. Martin's. Currently, an average of 135 people attend Sunday services. Our newest members are mainly adults over fifty, with a core group of Millennials and Gen Zs, though we remain a predominantly older congregation.

We seek a Rector committed to congregation development who will help us build a more diverse, intergenerational community by strengthening programs that provide meaningful formation, worship, pastoral care, and outreach experiences to all members of the community, including children.

LEADERSHIP SKILLS

Collaborative Leadership, Congregational Development, Fundraising and/or Capital Campaigns, Strategic Planning

MINISTRY SKILLS

Adult Formation, Children & Family Formation, Community Building, Diversity, Equity, Inclusion, Outreach, Pastoral Care, Preaching, Worship & Liturgy, 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?

We have focused on the following three commitments in furtherance of our mission:

•To provide a welcoming intergenerational community to spiritual seekers, regardless of who they are;

•To offer theologically progressive and socially relevant sermons while maintaining a liturgical style that honors the Episcopal tradition; and

•To support outreach programs that directly engage with those in need and support God's inclusive vision by focusing on issues of social justice.

One of the ways in which we provide a welcoming community to spiritual seekers is through a rich array of groups and ministries that serve as entry points into congregational life, whether through our women's spirituality group; men's luncheon, book discussion and writing groups; the knitting ministry; the Wednesday morning service and Thursday evening meditation hour; the "Called to Community" group, who are in their 20s and 30s; or through volunteering at our thrift shop (the "Thrifty Goose"). These ministries seek to meet people where they are and allow relationships to form organically rather than requiring a particular level of faith commitment or familiarity with Episcopal worship. For many, it is through one of these groups that a sense of belonging takes root, resulting in a deeper engagement with the life of the congregation and participation in formation programs.

Historically, our Rectors have preached sermons that balance theological depth and accessibility and thus resonate with the lifelong Episcopalian as well as the first-time visitor. We appreciate that for many, the Sunday sermon and worship experience is the primary point of contact with the life of the congregation.

Our outreach includes ministries organized by members of St. Martin's (such as the Cloak, the Epiphany Soup Kitchen, done-in-a-day service projects, an annual program to provide Christmas gifts to children in state care, and a philanthropy program), as well as ministries organized by non-profit community groups that are supported by St. Martin's, either through the time of volunteers, by donations, or by providing space for meetings.

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?

In addition to having a strong contingent of members who reside in the immediate area, St. Martin's is a "destination church" that draws members from various parts of Providence and neighboring cities, typically within a 20- to 40-minute drive.

We are located near Wayland Square on the East Side of Providence in an affluent and architecturally rich neighborhood near Brown University and the Rhode Island School of Design. The neighborhood has a population that blends long-established families, academics, students, and professionals. It includes several parks and green corridors, including nearby Blackstone Boulevard, a linear park that is a favorite of joggers, dog walkers, shoppers at the farmer's market and families. We are next door to Temple Beth-El, a Reform synagogue, and our interfaith relationship is a valued part of our identity.

Providence is a former manufacturing hub that experienced a decline in the 1960s and 1970s, but which has seen a significant revival over the last several decades. It is now known for its high quality of art, music, theater and food, with easy access to beaches and to Boston and New York City. That said, neighborhoods with pockets of high poverty rates remain and Providence, like most cities, struggles with deep class and racial segregation, a reality that shapes who finds their way to St. Martin's and who does not.

Today, St. Martin's includes members with a wide variety of ethnic and faith backgrounds. Many grew up Catholic and some come from other Protestant traditions. A few have Jewish or secular backgrounds. In general, our members are well-educated, politically aware and value intellectual engagement alongside deep spirituality.

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.

We have a tradition of shared leadership that reflects the considerable talents of our laity. Our Rectors have been true partners who have empowered lay leaders and built consensus around a shared vision. In terms of governance, wardens typically serve one- or two-year terms and the senior warden works closely with the Rector in setting the Vestry agenda. Under the most recent Rector, wardens have also chaired Vestry meetings. Our Vestry members serve three-year terms, and lay leaders take ownership of various ministries and programs.

We have a strong paid staff consisting of an assistant to the Rector, parish administrator, two sextons, property manager, financial manager, digital communications director, and a tech team leader, most of whom are parishioners. The music program has been led by a Director of Music who holds a PhD in historical musicology and has taught at the New England Conservatory located in Boston and nearby Providence College. Our organist trained at the Royal School of Church Music in England and served as a Choral Scholar at Wells Cathedral and as a Lay Clerk at Gloucester Cathedral.

We have supported and been enriched by the presence of interns, and we hope that our new Rector will seek to mentor and support others on a similar journey and also develop future church leaders from our members. Our recent interns have included a person training for the diaconate, a seminarian training for the priesthood, and a person in the process of discerning whether the priesthood was
the appropriate path. We also have been fortunate to have the services of a Priest Associate, who now serves as our Interim Rector.

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.

We value theologically stimulating yet relatable preaching, inspiring music and liturgical forms that honor tradition while remaining accessible to newcomers. We are Broad Church in sensibility: no incense, no sanctus bells, but with care and intentionality in our liturgical practice. Chanting is used on occasion. We are open to liturgical creativity and innovation in service of deeper engagement and welcome a Rector who brings both liturgical grounding and imagination. We primarily use the Book of Common Prayer, Rite 2 and the 1982 Hymnal. We value congregational singing, an area we would like to strengthen.

We maintain an 8:00 a.m. Sunday spoken service, a 9:45 a.m. church school and a 10:00 a.m. Eucharist, along with midweek services including a Wednesday Holy Eucharist, a monthly healing service, an annual "Blue Christmas" service, online Morning Prayer on Tuesday, Wednesday, and Thursday, and occasional Evensong. The 10:00 a.m. Sunday service includes a choir consisting of paid singers and dedicated volunteers, led by our Director of Music and organist. We stream our 10 a.m. Sunday Holy Eucharist on YouTube, extending our worship community beyond the church walls, and we offer infant and toddler care during the 10 a.m. service. In the summer, we combine the two services into a single service at 9:00 a.m., which is streamed.

The church building itself sets a strong liturgical tone. It is just over one hundred years old, is listed on the National Register of Historic Places and has a working bell tower. The building was designed in the vocabulary of late medieval rural English Gothic, with an interior featuring a reredos designed by Bertram Grosvenor Goodhue, woodcarving by Irving & Casson, an altar triptych by Hildreth Meière and stained glass – including panels portraying William Shakespeare, Charles Darwin and other secular figures – by Harry Goodhue. Although the current pipe organ is being replaced by a digital organ, the pipes that are visible will remain for aesthetic reasons.

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 an open-and-affirming congregation that strives to be welcoming to all, regardless of their faith background, ethnic, racial, gender or sexual identity, ability or socioeconomic class.

At the same time, we recognize the challenges confronting any effort to become a more diverse congregation. Our location, our current demographics, and our liturgy all shape who finds their way to us — and who does not. We are committed to working through those challenges thoughtfully, and we seek a Rector who can help guide us in making our ministries genuinely welcoming to all who are seeking a spiritual home and with whom the Episcopal liturgy resonates.

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 are actively engaged in a Rector search following the retirement of our previous Rector, who served the congregation for twelve years. We participated in two workshops facilitated by the Diocesan Canon to the Ordinary to help articulate our priorities, values, and hopes for new leadership. The results of that process are reflected in the selection of narrative questions, leadership skills, and ministry emphases in this congregational profile and in the responses we have prepared.

It may also be useful to explain why words related to geese appear in the names of some St. Martin's groups, such as the Gander book group or the Thrifty Goose Thrift Shop and why, thanks to a prominent parishioner and artist (the late Paul Langmuir), the theme appears on pictures and assorted items throughout the church. Legend has it that when St. Martin was being sought out by a crowd to serve as Bishop of Tours, he hid in a barn full of geese, but the cackling of the geese revealed his location. In addition, our ministry that distributes donations of clothing to various organizations is named the Cloak, which also has a connection to St. Martin. The hagiographer Sulpicius Severus, in Life of St. Martin, tells the story that St. Martin, while serving as a Roman soldier, sliced his cloak in half to give to a beggar clad only in rags, an act that preceded a vision that transformed his life.

MINISTRY MEDIA AND LINKS

Parish website	**https://stmartinsprov.org/**
Parish YouTube	**https://www.youtube.com/@st.martinsepiscopalchurchp1779/streams**

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?

The expansion of our digital ministry has been a significant recent development. We livestream our Sunday 10:00 a.m. Holy Eucharist on YouTube, making our worship accessible to parishioners unable to join us in person and extending our worship life beyond the building. Our Morning Prayer services are also streamed. Those who travel often attend the Sunday service online, and several current members first encountered St. Martin's through our livestream before ever walking through our doors. The equipment we use includes professionally mounted cameras at various positions in the nave and a control booth from which a technical director can determine which microphones and cameras are live. The technology also allows us to make headsets available to those who have difficulty with their hearing.

We see digital technology as a means of extending our welcome, not replacing the gathered community. Our well-established Thursday eNews email has proven very successful in keeping the congregation informed, and we are open to continued innovation in this area—including developing our presence on social media, making use of online tools to coordinate the scheduling of volunteers, and upgrading our website to include features that facilitate the integration of new members into the community.

5. 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.

We are a congregation that shows up for one another—in times of grief, illness, transition, and celebration. An important aspect of showing up is recognizing when someone is facing physical, emotional, or spiritual difficulties. It is often through interactions in our ministries that such difficulties are first shared. The same is true for ministries connected to worship (such as the Altar Guild, ushers, lay readers, church school staff, eucharistic ministers, etc.), the Sunday coffee hour, annual celebrations such as St. Martin's feast and the pre-Lenten pancake breakfast, and the informal networks of friendship and mutual support that emerge over time. Moreover, in addition to our Bible study and book discussion groups, our Rector has offered a Lenten study program. All serve as part of Christian formation and the connective tissue that binds our community together and helps to sustain our communal well-being.

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.

Members of St. Martin's have long been deeply embedded in Providence's East Side neighborhood and in the wider civic and religious life of our city, and the congregation has been supportive of programs and efforts that connect St. Martin's to the wider community. For example, in the last year, St. Martin's has been the site of a Diocesan workshop on climate change led by U.S. Senator Sheldon Whitehouse and hosted an interfaith service with local rabbis and interdenominational clergy. Many members have also been active—whether through St. Martin's, through other organizations or both—in raising donations of clothing and other articles for immigrants, the unhoused, and families in need.

We also see providing space in our building to outside groups as a form of community service as well as an access point to members of the community. We charge minimum fees, allowing groups to secure space in an area where places to meet are difficult to find. An estimated one thousand non-members regularly use our church for a variety of purposes. The groups using our space regularly include a private daycare center and five different recovery and support groups. We also rent out our Great Hall to a variety of other neighborhood organizations, including a local school without a large meeting space of its own. Several groups use our church nave to host musical performances and two organizations use our kitchen for food preparation. Our space has also been used by social justice groups, social enrichment groups, and tutors.

Several of our own efforts are also community facing. The Thrifty Goose thrift shop, open twice weekly, is housed in our church basement and serves many people who have no connection to the church. Closely related to the thrift shop is The Cloak, which channels the overflow of the thrift shop to shelters and organizations serving those in need. Two of our members manage a Saturday soup kitchen housed at another church and coordinate the services of community volunteers, including a core group from St. Martin's. We also support food drives organized by Better Lives RI and Camp Street Ministries. Another member organizes St. Martin's participation in "Our Hearts Are Open," an Advent project that, in 2025, provided 313 Christmas gifts for 66 children in state care. St. Martin's is also among the top three contributing parishes to Episcopal Charities, and in 2025, our philanthropy program awarded grants to 17 community organizations totaling $31,900.

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.

At St. Martin's, stewardship is understood broadly as the faithful care of all that God has entrusted to us: our time, our talents, our treasure, and our extraordinary building. We practice an annual pledge campaign that invites parishioners to prayerfully consider their financial commitment to the parish, and we are transparent about the parish's financial health and needs. We also make use of our members' time and talent in the ministries that we support.

In general, our financial goal is to raise the annual operating expenses of St. Martin's through the annual pledge campaign and to cover capital expenses and other building-related expenses with funds drawn from an endowment or, in special cases, a capital campaign. That said, some of the contributions that have been made to the endowment come with the stipulation that they be used for purposes (e.g., music program, seminarians, outreach, etc.) other than capital expenses.

We strive to maintain our historic building and to provide funds for special purposes that our members value. We would welcome a Rector who can help us cultivate a culture of generosity rooted in gratitude and vision rather than obligation—and who brings the financial acumen to partner with lay leaders in the sound management of parish resources.

We are currently in the process of translating our line-item budget into a narrative budget that allows us to better communicate how our budget (and stewardship in general) is aligned with our mission. In a narrative budget, expense items such as salaries, utilities, operational expenses, and endowment draws are reorganized into categories such as outreach, formation, worship, and pastoral care. For example, the portion of the line item "utilities" that supports community groups (by providing heat to the rooms they use) above and beyond any building use fee would be categorized as "outreach." The expense associated with heating the nave might be categorized as "worship." We believe that telling our story in this way will be more meaningful and inspiring to those who commit their resources to St. Martin's.

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?

We affirm the full humanity and dignity of every person as made in the image of God, and we understand the Gospel as a call to both personal transformation and the healing of the world. Our theology is progressive in the sense that we believe the Holy Spirit continues to lead the Church into a deeper understanding of God's healing mission, while recognizing the importance of anchoring our faith in the Gospels and the tradition of biblical interpretation that informs the Book of Common Prayer.

We value the distinctive Episcopal approach of holding Scripture, Tradition, and Reason in creative tension, trusting that faithful inquiry deepens rather than threatens belief. We are comfortable with mystery and complexity, and we believe that an honest question is itself a form of prayer. These convictions shape not only our worship and formation but our engagement with the world, grounding our outreach and advocacy in a theology of human dignity.

We embrace the notion that justice is the social expression of love, the form love takes when it must operate through institutions rather than personal relationships. Social justice, from this perspective, is not merely an abstract concept but what we are called to work for as a community, recognizing that there may be differences in the policies we embrace as individuals but not in the principles the Church is called to uphold through the invitation of Jesus in the gospels. We see the Church as the Body of Christ at work in the world today.