

Christ Church (Indiana)

TYPE	DIOCESE	NAME
Congregation	Pittsburgh	

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

ROLE SUMMARY/DESCRIPTION

Christ Episcopal Church is a small, vibrant, and welcoming parish located in the heart of downtown Indiana, Pennsylvania. Our church community is situated in a picturesque university town nestled in the Allegheny mountains, approximately 60 miles from Pittsburgh. We are seeking a priest-in-charge who will actively support our ongoing spiritual journey and provide leadership as we strive to share God's love through acts of service to others.

CURRENT STATUS	RECEIVING NAMES FROM	TO
Profile complete	04/07/2026	

APPLICATION INSTRUCTIONS

If you feel called to enter into discernment with Christ Church, please submit the following materials via email to the Rev. Kimberly Karashin, Interim Transition Minister, at kkarashin@episcopalpgh.org

- Resume/CV
- Updated OTM or Vocation Hub profile
- Link to online sermon(s)
- Letter of interest describing why you feel called to apply for the position and the gifts you will bring to the role

CANDIDATE NARRATIVE INSTRUCTIONS

1. How do you approach pastoral care in your ministry?, 5. What has been your experience leading change in the Church?, 10. What theological convictions shape your ministry?

CONTACT

NAME	The Rev. Kimberly Karashin
ROLE	Interim Transition Minister
ORGANIZATION	Episcopal Diocese of Pittsburgh
PHONE NUMBER	412-721-0853 x254
EMAIL ADDRESS	kkarashin@episcopalpgh.org

POSITION DETAILS

ORDERS OF MINISTRY	GEOGRAPHIC LOCATION
Priest	Northeast

WORK ENVIRONMENT

In Person

MINISTRY SETTING

Mixed Setting

PAROCHIAL REPORT DATA

AVG. SUNDAY ATT.

31

ANNUAL BUDGET

189974

FINANCIAL OVERVIEW

FINANCIAL OVERVIEW NARRATIVE

Additional financial information can be found in the 2025 Parochial Report and Annual Parish Meeting Report located with other search materials on Christ Church's website, <https://christchurchipa.org/>.

FINANCIAL RESOURCE TYPE None

STIPEND, HOUSING, AND BENEFITS

COMPENSATION/SALARY DETAIL

RANGE \$25,001 - \$50,000

DETAILS

Compensation and benefits are negotiable. The details provided in this section represent what is included in a typical Letter of Agreement for a part-time priest in the Diocese of Pittsburgh.

According to our diocesan compensation guide, the absolute minimum for this half-time position is \$33,500. The recommended compensation for a priest with 5-9 years of ordained experience would be \$34,500-\$43,000. For a priest with 10-14 years experience, it would be \$38,000-\$43,000. For the complete compensation scale, see our diocesan compensation guide at <https://www.episcopalpgh.org/wp-content/uploads/2025/10/ClergyCompGuide2026-Final-for-Approval.pdf>. The figures in the scale represent compensation for full-time work (and so must be halved) and INCLUDE housing and SECA reimbursement.

HOUSING/RECTORY TYPE

TYPE OF HOUSING PROVIDED No Housing or Stipend Provided

DETAILS

At the priest's request, a portion of their salary may be designated as "Housing Allowance" under the Federal Internal Revenue Code. This is not a separate amount.

SECA REIMBURSEMENT DETAIL

REIMBURSEMENT OFFERED Other

DETAILS

The compensation figures included in the diocesan guidelines are meant to include SECA, so there is generally not a separate SECA designation. Any need related to SECA reimbursement can be considered in the negotiation of the overall compensation.

MEDICAL & PENSION BENEFITS DETAIL

<u>PENSION PLAN</u>	<u>HEALTHCARE OPTIONS</u>
In compliance with CPF requirements	Negotiable

DETAILS

The diocese's medical benefits guide can be found at <https://www.episcopalpgh.org/wp-content/uploads/2025/10/MedicalBenefitsGuide2026-Final-Approved.pdf>.

VACATION, CONTINUING EDUCATION, AND OTHER BENEFITS

VACATION & LEAVE DETAILS

Generally, half-time priests receive one month (96 hours) of annual leave, which includes at least four Sundays.

CONTINUING EDUCATION DETAILS

Generally, professional development leave is at the rate of two weeks per year, for classes, conferences, etc., that are expected to be mutually beneficial to both the priest and the parish. The parish has set aside \$400 of continuing education funding in its budget. The Diocese makes available \$500 of grant funding for continuing education per clergyperson, per year.

SABBATICAL PROVISION DETAILS

One week (24 hours) per year of service in this parish for sabbatical leave, to be available after the fifth year, up to a maximum of seven (7) weeks. Sabbatical arrangements will be made in full consultation with the Vestry, to ensure benefits for the parish and the priest. Further, a written sabbatical plan must be submitted to the Bishop for approval no less than 90 days before the sabbatical is scheduled to commence. Any calculated sabbatical time that is unused at the time of departure from the parish will be forfeited, with no compensation equivalency permitted.

TRAVEL/AUTO ACCOUNT DETAILS

The Vestry will pay for travel expenses incurred by the priest in fulfilling the duties of the office, including:

- a) Mileage, at the current rate provided by the Internal Revenue Service, to be reviewed annually against the updated IRS rate. (This does not include the cost of commuting to and from the parish.)
- b) Parking fees, tolls, bus fares, etc.

EQUIPMENT/PHONE DETAILS

The Vestry will pay for reasonable costs associated with either residential telephone service or cell phone usage, depending on the priest's preferred method of communication for ministry purposes. In either case, the telephone number will be published to insure the Priest-in-Charge's ready accessibility in case of emergencies.

OTHER BENEFITS OR COMMENTS

DIOCESAN COMPENSATION INFORMATION (IF APPLICABLE)

FORMAT WebPage <https://www.episcopalpgh.org/wp-content/uploads/2025/10/ClergyCompGuide2026-Final-for-Approval.pdf>

MINISTRY CONTEXT AND DESIRED SKILLS

WHAT ARE YOUR COMMUNITY'S HOPES FOR THIS POSITION?

The priest-in-charge at Christ Episcopal Church will be expected to serve as a dynamic worship leader who values and preserves the parish's traditional worship style while also inspiring the congregation to consider contemporary or blended formats when appropriate. This role requires a steadfast commitment to inclusive ministry, ensuring that all individuals feel welcomed into the church community. The ideal candidate will bring enthusiasm and energy to help grow parish membership and will guide the congregation in finding new and meaningful ways to live out their faith within Indiana, Pennsylvania. Recognizing the importance of pastoral care, the priest-in-charge will provide compassionate support to parishioners who are homebound, ill, or elderly. Strong administrative skills are essential for the effective management of parish operations. Additionally, the priest-in-charge will be dedicated to Christian formation for both adults and children, fostering spiritual growth across all age groups. By encouraging and nurturing the diverse talents and abilities of parishioners, the priest-in-charge will ensure that everyone's gifts are recognized and utilized in service to both the church and the wider community.

LEADERSHIP SKILLS

Administration, Collaborative Leadership, Congregational Development

MINISTRY SKILLS

Adult Formation, Campus Ministry, Children & Family Formation, Church Growth, Community Building, Diversity, Equity, Inclusion, Pastoral Care, Worship & Liturgy

LANGUAGES SPOKEN

English

LANGUAGES WRITTEN

English

LANGUAGES REQUIRED TO LEAD WORSHIP

English

MINISTRY MEDIA AND LINKS

Christ Church website <https://christchurchipa.org/>

Christ Church Facebook page <https://www.facebook.com/christchurchindiana>

NARRATIVES

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.

Christ Episcopal maintains a prayer list and has dedicated parishioners who are lay visitors. During the Covid shutdown, the Church began livestreaming the 10:30 service to preserve worship through the pandemic, but in the post-pandemic, livestreaming and recording on Facebook have allowed parishioners who are ill or in remote areas to participate spiritually. Our weekly hospitality hours create an opportunity for conversation and shared food and have resulted in a special closeness among us. Likewise, our community room has hosted many post funeral lunches over the years for the families and friends of deceased parishioners. Adult forum sessions held between services have explored a number of topics on spirituality and examined substantive books on the subject. A recent study was "The Book of Common Prayer". Our Thursday Oremus Prayer group, instituted ten years ago, has as its focus intercessional prayer while its spring and fall retreats offer opportunities to share the Eucharist and to enjoy our ongoing fellowship.

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 participate in the Diocese of Pittsburgh by sending delegates to the conventions. Beyond that, Christ Church Indiana has a good relationship with the local Lutheran church and combines services with them on several occasions during the year. Our parish annually participates in the Salvation Army's Angel Tree program, providing Christmas gifts and food to needy children in Indiana County. We contribute money monthly to the only homeless shelter in the county.

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?

Before the pandemic we annually prepared and served a meal at Shepherd's Heart in Pittsburgh. Shepherd's Heart houses 14 to 15 homeless veterans and ministers to people with addictions. We are resurrecting our Missions Committee as we recover from the post-pandemic passing of a key parishioner in that area and the necessary withdrawal of some of our most satisfying projects during the pandemic. The revived Mission Committee will be exploring possibilities for us to engage outside our immediate worshipping community.

8. 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.

We are streaming the 10:30 service and saving it on Facebook for those who cannot attend synchronously. To broaden our online presence, we are developing our website to be more accessible and information rich. As a smaller church, our physical plant is underutilized. We are considering a number of projects to make our already attractive church building more utilitarian with the potential of hosting community groups and events. Examples include installing a chair lift to make our downstairs more accessible, adding benches to our memorial garden, and revitalizing our kitchens. Also, as the size of our church makes it difficult to maintain a full-time priest, we are responding to this by strengthening our sense of ownership/engagement, organizing a number of congregant-led committees (e.g. ministry, facilities, mission, hospitality), each with a designated liaison to the vestry.

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.

If stewardship is the giving of "time, talent and treasure," Christ Church is an example of allocation of responsibility to maintain our material support to advance the teachings of Jesus. Some parishioners give seriously of their time and personal effort. They are hands-on stewards who allow the parish to continue by their many acts of sacrifice to make the Parish a functional tool in Christian practice. Parishioners have provided second-mile giving beyond their pledges and regular giving when asked to support important projects, such as a new organ, a new roof, or carpeting. Christ Church has been blessed with faithful financial support and able volunteers that keep our small but mighty congregation moving forward.

10. 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?

We have not had much experience with serious conflict. We accept the fact that the Episcopal Church is not a place where everyone must agree with each other, except that we share a common agreement to follow the teaching of Christ to the best of our knowledge and ability. When disagreements arise, parishioners listen to each other in a spirit of mutual respect.

11. 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.

Much change was required in finding appropriate responses to the Covid-19 pandemic, and Christ Church adapted to the challenge by modifying modes of worship and ways of administering the Eucharist to balance the needs of a complex parish. Secure in our core Christian values, we did not fight about the changes. Rather, we focused on pragmatic responses while preserving our primary mission to love God and regard the interest of our neighbor. We learned that Christ Church parish, though small in numbers, is cohesive in a crisis.