

## El Buen Pastor - Vicar Position Description

El Buen Pastor is a Spanish-speaking congregation in Durham, NC, serving both the multiracial East Durham community and the wider Spanish-speaking community of the Triangle region (Durham, Raleigh, Chapel Hill). The congregation is composed primarily of people of Mexican and Central American origin, while Caribbeans and South Americans are also present. We are a multi-generational, diverse and energetic congregation, fully engaged and active as leaders within the creative and justice-seeking greater Durham community. We have many gifts to offer and a history of vibrant and active community and ministry. The congregation is well established as a leader in Latino ministry, established in 1998. El Buen Pastor includes a number of second and third generation members

We seek a priest who can be with us in both our grief and joy, deepen our faith in Jesus, and strengthen our ability to follow our Buen Pastor. We seek growth in evangelism, Christian formation, and stewardship. Our next vicar will encourage us in leadership in our congregation, community, diocese and beyond. We are searching for someone who is:

- Humble, sociable, with a pastor's heart, a person of prayer who loves Jesus
- At home in both Spanish and English-speaking contexts, with deep appreciation and love for Latino cultures and spiritual practices. Fluency in English is not required, although a basic level of spoken ability is necessary
- Is comfortable building on and expanding the legacy of past leadership, while supporting fresh initiatives and open to the promptings of the Holy Spirit
- A skilled preacher with the ability to motivate, encourage, and teach others
- Skills in the work of community organizing, and the ability to engage others
- Experienced and effective in supervision of lay leaders and volunteers; an adept administrator
- Our congregation is hardworking! We seek someone who can work alongside us
- We recognize the many stresses and challenges of parish ministry. Our next priest will practice healthy rhythms and good boundaries and encourage others to do the same
- El Buen Pastor is a congregation with tremendous growth potential. We seek a priest with the capacity to challenge us to grow in size, depth of faith, stewardship, and spiritual commitment

Ministries past priests have been heavily involved in:

- Liturgy and preaching, preparation for baptism and confirmation, Primeras Comuniones, Quinceaños, Presentación de tres años. Special liturgies with meaning for our Latino community.e.g., La Guadalupana, Posadas (9 days), Nochebuena, Año Nuevo, Día de los Reyes, Candelaria, Via Crucis. This congregation has a strong liturgical ministry within the Latino community and these services have been a significant part of clergy work
- Pastoral care including visiting the sick and connecting within the congregation
- El Buen Pastor has an important food ministry that supports the wider East Durham community, through a partnership with InterFaith Food Shuttle, supported by area Episcopal congregations. This is an essential part of community support for this region of the city.
- Local community organizing with the North Carolina Congress of Latino Organizations, Durham CAN (IAF), and Durham Congregations in Action to protect and advocate for the rights of the Spanish-speaking community
- Support for immigrants, including Court Letters of Recommendation, court translation assistance and support, and community service management
- Organizing and developing volunteers to assist with ministries
- Diocesan ministries, including committee roles and leadership

Our Future:

Grateful for the previous contributions of our congregation's leaders, both lay and ordained, we are eager to see what God has for us and for our community in our next chapter. God has called El Buen Pastor to be an agent of the transformative love of Jesus in Durham as we pray and work to do our part in the making of God's beloved community. The past two years have been hard on our congregation. The pandemic affected our community disproportionately in loss of lives and income. We recognize the need to move forward and are seeking new ways of engaging in mission and ministry within the congregation and the wider community. Our diocese and neighboring congregations are partnering with us to offer financial and other support. We are flexible - we look forward to partnering with our next vicar and anticipate shaping our future together in response to your gifts and ours. While we share with you information about the work of previous vicars so that you may know what the position has looked like with previous clergy, we look forward to seeing how our next vicar's unique gifts and skills will shape and lead this congregation in the years to come.

Expectations:

This is a full-time position as vicar of a mission congregation in the Episcopal Diocese of North Carolina. We are seeking a Spanish-speaking priest currently canonically resident in The Episcopal Church, with the ability to work and live in Durham, North Carolina.

We anticipate that work time will be focused on the following areas:  
Worship, liturgy, services, preaching preparation, and service planning: 35%  
Formation: 12.5%  
Pastoral Care: 12.5%  
Prayer and study: 10%  
Administration: 15%  
Community engagement: 15%

**Salary and Benefits:**

A competitive compensation package is available. The salary is \$70,000, plus benefits including pension, full family health insurance, 2 weeks continuing education, and 4 weeks/5 Sundays vacation.

Interested applicants should submit the following materials to Canon Catherine Massey ([catherine.massey@episdionc.org](mailto:catherine.massey@episdionc.org)) in order to be considered:

- A cover letter (letter of interest) addressed to the Search Committee
- Current resume
- OTM Portfolio
- [Deployment questionnaire](#) (*Download and save the form to your computer before filling it out.*)

Deadline: August 15, 2022

Website: [elbuenpastordurham.org/](http://elbuenpastordurham.org/)