



## THE EPISCOPAL DIOCESE OF NORTH CAROLINA

200 West Morgan Street, Suite 300, Raleigh, North Carolina 27601-1338 Telephone 919-834-7474 800-448-8775

### **Canon Missioner for Congregational Vitality, East Region**

#### **Reports to:**

Canon to the Bishop

#### **Job Overview**

The Canon Missioner for Congregational Vitality is the connection between the congregation or ministry and the diocese. The canon is assigned geographically or demographically to a group of congregations or ministries to provide a relationship in which optimum functioning and growth can occur. The canon will collaborate with the team of bishops, canons and diocesan staff to help our communities thrive by strengthening the connections among its congregations. The canon will facilitate communication and act as a resource for clergy and lay leaders in order to strengthen the ministry capacities of our congregations and of our diocese. The canon will help identify and nurture the particular gifts for ministry each congregation possesses and will help both strengthen and develop ways for those gifts to be offered and received in our diocese as we live into our mission to become beloved community.

#### **Responsibilities and Duties**

The canon work will include peer coaching and servant leadership skills, empowering existing congregations rather than acting as an expert. The canon will help us look beyond ourselves as individual congregations to build partnerships as members of one diocese. The canon will create and cultivate relationships with clergy and lay leaders of congregations committed to their charge.

The canon will support congregations and ministries in discernment of mission and ministry, using diocesan tools of support, such as Mutual Ministry Reflection, Mutual Expectation, and Conflict Resolution models to assist congregations in evaluating options and generating solutions and creating supportive loops of accountability.

The canon will provide coaching and support to lay leaders by leading vestry retreats, consulting, facilitating EpiscopalStart, and working with ministry leaders to connect with the mission priorities of the diocese.

The canon will participate in regular meetings with the diocesan staff and team of bishops, canons and missioners and be expected to visit regularly congregations throughout the diocese; such visits might include Sunday liturgies, vestry meetings or special events. Regular travel is expected.

This work is wide and varied. It shifts with the changes of needs within the diocese and staff so flexibility is expected. The canon will work with the bishops, supervisor and team to identify areas of ministry focus connected to the mission strategy of the diocese. This portfolio of work may include areas of ministry that are ongoing, and some that are project-oriented. It may include areas of ministry that align with the canon's gifts and skills, as well as areas of growth. The canon will consult with their supervisor to review the portfolio and make adjustments based on the needs of the diocese, the staff team and canon.

### **Desired Characteristics and Skills**

- ❖ Is a person of prayer, deeply formed in the Anglican tradition, a follower of Jesus and also a creative person able to help the diocese envision the future of The Episcopal Church in new ways
- ❖ May be an ordained Episcopal or ordained minister of a denomination in full communion with The Episcopal Church, or a confirmed communicant in good standing active in an Episcopal congregation, with similar demonstrable levels of congregational experience
- ❖ Will have a demonstrated commitment to intercultural competency and clear understanding and commitment around diversity, equity and inclusion. The candidate will possess at least a moderate proficiency in Spanish and or a willingness to develop a greater proficiency is desired.
- ❖ Be committed to working from a servant leadership, rather than 'top down' or expert, model. Encourage a community of churches helping churches.
- ❖ Have experience in congregational development, revitalization and understanding of the dynamics of parishes of different sizes, and in different contexts (rural, urban, suburban)
- ❖ Have experience with facilitation of group processes and keen assessment skills for systems and relationships
- ❖ Be a strong preacher and communicator
- ❖ Have proven successful work experience with multi-discipline teams
- ❖ Possess excellent written and verbal communication skills
- ❖ Confident, articulate, and professional speaking abilities
- ❖ Empathic listener, conflict management and respectful resolution skills
- ❖ Possess a balance of self-direction to work independently and relationship skills to work in a team
- ❖ Strong administrative and report writing skills; competency with technology

This is a full-time, salaried position. The salary will be \$95,000 plus health insurance and pension through the Church Insurance and the Pension Group. This position requires frequent travel around the Diocese of North Carolina. A flexible schedule is required, with an expectation of availability many evenings and weekends. Must have valid driver's license, access to a vehicle, and insurance to mandated state requirements. Interested candidates may send a cover

letter, and resume addressed to Bishop Samuel Rodman via: Canon Catherine Massey:  
[catherine.massey@episdionc.org](mailto:catherine.massey@episdionc.org)

The Diocese of North Carolina welcomes and invites applicants of every race, age, gender, religion, ethnic background and sexual orientation. The Diocese does not discriminate for any reason based on what creates a person's identity, and discerns its candidates only on how a person's experience and gifts relate to the needs of the open position. We have a legacy of inclusion, aspiring to tell and exemplify God's love for every human being. Leadership is a gift from God and can be expressed by all people in our church, regardless of gender, sexual orientation, or gender identity or expression.