



Canon for Congregational Vitality
Accountable to: The Bishop
Full-time, Exempt position

The Canon for Congregational Vitality (CCV) serves as a senior member of the Bishop's staff. The CCV has primary responsibility for all strategic initiatives that promote vibrant, mission-driven, and spiritually mature congregations. Drawing from expertise and past experience, and actively engaged in on-going resource development, the CCV is the most visible champion and visionary for congregational vitality on the bishop's staff. The CCV works closely with and oversees the staff responsible for carrying out the three core initiatives of the diocesan strategic plan, providing vision and coordination with other dimensions of diocesan leadership. The CCV also is a pastor and mentor to clergy and lay leaders.

Essential Tasks:

Model biblical values and a commitment to a life-long journey of faith and maturity

The CCV is responsible for his/her personal witness and commitment to growing a personal relationship with Jesus and embodiment of his love in the world. The CCV is to be a person of prayer and integrity. The CCV is expected to care for family, practice self-care, and set appropriate boundaries, and adhere to all qualities and characteristics *required of all diocesan employees as defined by the Staff Handbook*.

Co-Lead Team for Diocesan Congregational/Clergy Development Staff

In partnership with the Canon for Clergy Leadership and Congregational Care, the CCV will convene and support all diocesan staff efforts designed to support and equip congregations and their clergy and lay leaders. This both includes team meetings to track progress on strategic initiatives and one/one coaching/supervision of the diocesan missionaries.

Gradual Transfer of Supervisory Role of Regional Deans

Currently, the Canon to the Ordinary serves as the direct supervisor of and primary support for regional deans. Within the first year, the CCV will assume this responsibility of supervising regional deans as part-time members of Diocesan staff. The CCV will be the connective tissue among regional deans, helping to establish collaborative networks among clergy and lay leaders to foster sustainability, build up regional ministries, and serve as resources for one another.

Share Responsibility of Equipping Clergy and Lay leaders

In partnership with the Canon for Clergy Leadership and Congregational Care, the CCV will assist clergy as they transition into new ministries or other seasons of strategic opportunity. This work includes co-leading our clergy orientation for new clergy (known as Genesis). The

CCV will take an active role in *Tending Our Soil*, a Lily Foundation funded initiative to strengthen congregational ministry. The CCV will also work, alongside the bishop and the senior staff with congregations and clergy in crisis situations.

Parish Visitations

The CCV will make parish visitations to preach, preside, lead forums and/or meet with parish leaders (2x month). The CCV will help organize gatherings and workshops for clergy.

Core Competencies

- Spiritual and Personal Maturity
- Strategic Thinker
- Adaptability and Flexibility in Problem Solving
- Ability to Receive and Give Honest Feedback

Qualifications

- Master of Divinity or Equivalent
- Ordained as an Episcopal priest for at least 5 years.
- Served as rector or priest-in-charge with a demonstrated track-record of congregational development, preferably in a multicultural setting.
- Demonstrated leadership in diocesan ministry and collegiality with Episcopal colleagues
- Knowledge and Experience in staff supervision.
- Excellent Communications Skills. Technological Proficiency. Ability to speak Spanish a plus.
- Availability for evening and weekend meetings. Post Covid-19 restrictions, ability to travel to parish locations using personal transportation.

Work Environment

Church House is a century-old former residence with stairs and no elevator. Located on the grounds of Washington National Cathedral, it is subject to student, visitor, automobile and maintenance equipment noise. Church House is a dog-friendly workplace.

Physical Requirements

Ability to speak in person and via telephone, tablet or computer. Ability to lift up to 10 pounds (office supplies, meeting supplies). Ability to navigate stairs to use office equipment. Ability to use phone, tablet and computer keyboards.

The Episcopal Diocese of Washington is an equal opportunity employer. All applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status.