THE EPISCOPAL
DIOCESE OF
VIRGINIA

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The Episcopal Diocese of Virginia is seeking a Minister for Congregational Vitality that will empower the clergy and communicants of the diocese to engage in best practices that facilitate congregational vitality and sustainability. The Minister will work to identify successful and creative strategies as well as overcome cycles that get in the way of vitality. Acknowledging that the Diocese of Virginia covers a wide range of geographical regions and diverse economic structures, the Minister will need to be well versed in working and establishing relationships with clergy and communicants from all walks of life. Central to all ministry is the work of the Gospel, placing Jesus first, last, and everywhere in between. **Love Jesus. Embody Justice. Be Disciples.**

The portfolio of the Minister for Congregational Vitality will include:
- Partnering with the Canon to the Ordinary, Transition Minister, and Vocations Minister, assess areas in the life of a parish or mission church that need clarity, supportive intervention, and/or ongoing coaching, especially related to struggles with foundational functions of a faith community (e.g., worship, newcomer orientation and incorporation, buildings and grounds, finance, etc.)
- Coordinate with the Minister of Advancement to develop a plan that will increase financial resources for Congregational Vitality and Leadership Training.
- Working with local leaders to develop plans for building adaptive and resilience skills in congregations.
- Working with local leaders helping congregations discern context and reconnect with the surrounding community in a way that feels like transformative discipleship.
- Facilitating a discernment process with parish/mission congregations, to help the leadership clarify the missional identity and future focus of their congregation.
- Nurturing and coaching congregations in the areas described above introducing resources and practices such as the College for Congregational Development, Bowen/Friedman Family Systems Theory, and other robust sources.
- Providing consultation and resources to Rectors, Priest-in-Charge and Wardens who seek to build vitality in their congregations.
- Building a network of clergy and lay leaders interested in gaining skills in vital practices and supporting congregations across both the Diocese of Virginia and the wider Episcopal Church.

Skills / Characteristics needed:
- Ability to *raise up* and empower leaders.
- An Inspiring teacher.
- A Nurturing coach.
- Skilled at recognizing sources of conflict and facilitating a process for conflict transformation.
- The ability to maintain healthy working relationships and communication with all members of the diocesan staff.
- Energized from travelling among the congregations and geographic regions of the diocese.
- Capacity for seeing positive attributes and leveraging them to help congregations grow past difficulties.
- Patient and gifted with process work.
- Believes in the ability of churches to revitalize around the ongoing ministry of Jesus.
- Proven track record in working successfully with diocesan structures, congregations, clergy, and lay leadership.
- Energized by implementing the vision of the Bishop of Virginia and the planning bodies of the Diocese of Virginia.

The Minister of Congregational Vitality will report to the Canon to the Ordinary. Applicants will provide a cover letter, OTM Portfolio and resume to [Ms. Nerissa Crockett](). Compensation is negotiated based on experience.

The Episcopal Diocese of Virginia is an equal opportunity employer and is committed to providing a work environment that is free from discrimination and harassment. We do not discriminate on the basis of race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status. Discrimination or harassment based on any of these characteristics is prohibited and will not be tolerated. We encourage individuals from all backgrounds to apply.