

Missioner for Redevelopment & Priest-in-Charge
Episcopal Diocese of Ohio & Church of the Good Shepherd, Lyndhurst

Reports to: Canon for Innovation and Congregational Development

Status: Full-time (40 hours per week)

Term: Three-year appointment

FLSA: Exempt

Summary:

The Missioner for Redevelopment & Priest-in-Charge supports faith communities across the Diocese of Ohio as they discern and implement sustainable models of mission and ministry while also serving as Priest-in-Charge of Church of the Good Shepherd, Lyndhurst.

Working closely with diocesan staff, Faith Community Facilitators, and congregational leaders, this role helps build a culture of discernment, collaboration, innovation, and faithful experimentation that supports the vitality and sustainability of faith communities throughout the Diocese of Ohio.

Essential Functions:

Missioner for Redevelopment (50%)

- Operationalize the processes by which faith communities, with coaching and support, discern and live into new and sustainable models of mission and ministry.
- Supervise, resource, and support Faith Community Facilitators.
- Track faith community discernment and redevelopment processes and connect them with appropriate diocesan staff, resources, and partnerships.
- Develop and nurture cohorts of faith communities engaged in redevelopment, renewal, and adaptive change.
- Participate in monthly calls and gatherings for Faith Community Facilitators.
- Collaborate with diocesan staff to strengthen relationships, build trust, and advance a shared vision for congregational vitality throughout the Diocese.

Priest-in-Charge, Church of the Good Shepherd (50%)

- Serve as Priest-in-Charge of Church of the Good Shepherd and provide sacramental, pastoral, and liturgical leadership in collaboration with lay leaders and ministry teams.
- Work collaboratively with the vestry to clarify mission, establish priorities, and support the congregation's long-term vitality and sustainability.
- Support the congregation through processes of discernment, renewal, and adaptive change as they seek sustainable models of ministry.
- Encourage and develop lay leadership, shared ministry, and member engagement.
- Foster a culture of hospitality, belonging, spiritual growth, and faithful discipleship.
- Support the faith community as they strengthen relationships with the surrounding community and cultivate partnerships that advance the congregation's mission.

Minimum Qualifications:

- Ordained priest in The Episcopal Church or a church in full communion with The Episcopal Church
- Demonstrated experience in congregational leadership, redevelopment, community engagement, adaptive change leadership, and/or a related field.
- Experience guiding groups through discernment, strategic planning, change, or organizational development processes.
- College for Congregational Development or other coaching, facilitation, or organizational development training preferred.
- Strong written, verbal, and interpersonal communication skills.
- Ability to travel regularly throughout the Diocese of Ohio.

Physical Requirements:

Must be able to travel independently throughout the Diocese of Ohio. Must be able to move between various physical environments (including settings with limited accessibility), communicate clearly in person and by phone/Zoom, and occasionally lift up to 35 pounds. The Diocese of Ohio is committed to providing disability accommodations whenever possible and where doing so does not impose an undue hardship on the employer.

Core Competencies:

Process Management: Good at figuring out the processes necessary to get things done; knows how to organize people and activities; understands how to separate and combine tasks into efficient workflow; knows what to measure and how to measure it; can see opportunities for synergy and integration; can simplify complex processes and create policy for repetitive processes.

Project Management: Identifies the key objectives and scope of a proposed project; garners needed resources and project support, develops a realistic and thorough plan for achieving key objectives, keeps team members briefed on progress, implements action plans, communicates progress to sponsors, identifies and resolves barriers and problems

Attention to Detail: Consistently attends to the many small pieces which must be assembled into an organized whole; follows up on missing or out of balance items; resolves unanswered questions needed to address a problem; keeps the larger picture in mind while tending to the smallest details.

Mission Ownership: Demonstrates understanding and full support of the mission, vision, values and beliefs of the diocese; can demonstrate those values to others; consistently behaves in a manner congruent with the mission, vision, values and beliefs.

Personal Resilience and Adaptability: Can effectively cope with change and uncertainty; can shift gears comfortably; can decide and act without having the total picture; isn't upset when things are up in the air; can comfortably handle risk and uncertainty; is flexible.

Priority Setting: Spends their time and directs the time of others to what is important; quickly zones in on the critical issue and ignores or minimizes distractions; can sense what will help or

hinder accomplishing a goal; eliminates roadblocks; demonstrates focus.

Integrity and Trust: Is seen as trustworthy by others; practices direct, honest and transparent communication; keeps confidence; admits mistakes; doesn't operate with hidden agendas; responds to situations with constancy and reliability.