

**The Episcopal Diocese of Texas**

**1225 Texas Avenue**

**Houston, TX 77002**

[www.epicenter.org](http://www.epicenter.org)

**Open Position:** Assistant Missioner for Evangelism and Congregational Development

**Contact:** The Rev. Canon Kathryn M. “Kai” Ryan, [kryan@epicenter.org](mailto:kryan@epicenter.org)

**Position Description:** The Diocese of Texas seeks an individual excited about working in a geographical area with an exploding, culturally diverse population currently underserved by the Episcopal Church. The Diocese of Texas has a vision to grow current congregations, start new diocesan plants, and support current churches to create second campuses and emergent initiatives. The vision is to plant at least 15 congregations in various forms over the next 5 years. We seek a priest called by God to equip congregations, clergy, and lay leaders to develop their full potential for vitality, healthy mission, and faithfulness to the Gospel of Jesus Christ. This Assistant Missioner for Evangelism and Congregational Development will join a team of bishops, canons and others who are working together to achieve these Great Commission goals.

**Potential Start Date:** January 2, 2015

**Application Deadline:** August 31, 2014

**Educational Requirements:**

- Bachelor’s degree
- Master of Divinity from an accredited Episcopal seminary or equivalent
- Active participation in an array of continuing education, especially in the area of congregational development
- Preferably fluent in Spanish

**Length of Time Ordained as Priest:** Minimum 5 years with at least 15 years of active ministry remaining before mandatory retirement

**Episcopal Diocese of Texas:** The Diocese of Texas is one of the largest Episcopal dioceses in membership and resources. It consists of 151 congregations in 57 counties in the eastern and central region of Texas, including the cities of Houston, Austin, Waco, Tyler, Marshall, and Beaumont. There are currently 66 schools, diocesan ministries including Camp Allen, St. Vincent’s House, St. James House, El Buen Samaritano, and Episcopal High School, and five foundations. The Diocese of Texas has its main center in downtown Houston with additional diocesan centers in Austin and Tyler. The Assistant Missioner will office at the Houston location.

Please note the mission, core values and vision of the Episcopal Diocese of Texas, which clearly articulate our purpose, culture, and hopes for our future, found on the final page of this document.

**Sample Position Responsibilities:** *This list is not comprehensive. The complete list of duties may vary given the talents, skill, and experience of the candidate for this new position.*

- Serve under the direction of the Canon for Evangelism and Congregational Development, working with her to discern action plans.
- Collaborate as a member of the Diocese of Texas Congregational Development Team following through on assigned work.
- Visit congregations to foster relationships, gain first-hand understanding of their distinctiveness, and represent the Diocese.

- Assist the Greenfield Commission (diocesan evangelism task force) to resource congregations for evangelism through coaching, workshops, and conferences.
- Work with the Manager of Church Plants and Strategic Development to assist, as needed, including work with Hispanic congregations and the creation of new initiatives.
- Assist the Canon for Evangelism and Congregational Development to identify and train congregational coaches and expand their range of assistance to churches.
- Make presentations and conduct trainings at churches in transition, relaying diocesan expectations and options in pre-search and search periods.
- Visit vestries and leadership teams to help process and address congregational challenges.
- Oversee the work of the Coordinator for Clericus Facilitators and the overall work of the facilitated clericus meetings.
- Occasionally lead vestry or bishop's committee retreats.
- Occasionally accept offers to preach/teach at an adult forum, or speak at a Lenten supper or other opportunity at diocesan churches.
- Serve on teams that plan and execute certain diocesan conferences.

**Core Attributes:** *A successful candidate for this position will exhibit and live the following core attributes:*

**Exemplifies the Faith** – Driven to serve God out of a spirit of blessing and gratitude. Is not afraid to share the Gospel in word and deed. Deeply reflects a Christian perspective while striving to accomplish vision and goals, not only personally but while working with congregations. Loves the Episcopal Church.

**Interpersonal Relationship Skills** – An excellent listener and encourager. Is able to build and maintain relationships of trust and mutual respect among fellow staff and team members. Works comfortably with clergy and laity. Treats all persons with dignity and respect. Culturally competent and sensitive to persons and groups of different ages, sexual orientations, racial and cultural backgrounds, and socio-economic levels. Has a positive disposition and honors the dignity of every human being.

**Proven Capacity to Handle Conflict Well** – Deals well with complaints and concerns, and can mediate conflict between individuals appropriately. Handles sensitive and confidential information with discretion and trust. Able to discern levels of conflict and the potential for reconciliation within congregations.

**Excellent Communication Skills** – Demonstrates excellence in preaching, writing, and appropriate utilization of social media. Able to handle multiple requests via email, phone messages, meetings, etc. with timely response and attention to detail.

**Leadership** – Proven leadership capacity. Has successfully initiated fruitful ministries. Has built teams that have achieved articulated goals and objectives. Has a discerning spirit when it comes to empowerment and has the ability to note an individual's giftedness and put it to work. Has the capacity to inspire others toward developing vision and shaping it into reality. Has some fearlessness as a leader, born of faith and prayer.

**Flexibility and Willingness** – Responds to pressing needs and is willing to re-order priorities, when necessary. Willing to travel long distances to meetings across the Diocese (it is Texas!) and to plan alternative ways to meet, when appropriate. Adapts to irregular schedules as needed, while maintaining personal balance.

**Self-Starter and Self Aware** – Exhibits self-direction and follow through without being prodded. Able to accomplish multiple and simultaneous tasks of high importance. Is self-aware and knows when assistance is needed and is not afraid to ask for it.

**Desires to Learn and Teach** – Involved in continuing education opportunities and interested in growing in the knowledge of congregational leadership and development and other related topics that will support the work of this position. In turn, desires to teach out of experience and knowledge when asked or invited to do so.

**Personal Belief and Commitment to the Mission, Values, and Vision of the Diocese of Texas** – Motivated to be part of a team that focuses its work and ministry on the unique identity of this diocese as expressed in its vision document.

# Episcopal Diocese of Texas

## Vision Document



### MISSION STATEMENT

We are one Church reconciled by Jesus Christ, empowered by the Holy Spirit, called by God to worship, witness, and minister.

### CORE VALUES

Grounded in our response to the Baptismal Covenant and Great Commission, the Churches, Schools, and Institutions of the Episcopal Diocese of Texas hold these values:

#### Missionary Emphasis

Making Jesus Christ known with a missionary spirit that honors our heritage of growth and expansion

#### Education and Leadership

Forming disciples, both lay and clergy, to be effective agents of transformation

#### Meeting Human Needs

Bringing the love of Christ to a hurting world

#### Responsive Stewardship

Caring and dedication of our abundant resources to support the mission of the Church

#### Excellence

Setting a standard for ministry driven by miraculous expectation

### VISION

As followers of Jesus Christ, we are One Church within the Anglican Communion and The Episcopal Church. All are invited and welcome to join in worship, mission, and ministry in a spirit of mutual love and respect.

Living into this Vision means we are:

**Youthful:** Children, youth, young adults, and their friends and families, find in our diocese significant and engaging programs and ministries that inspire, inform, and support them on their Christian journey. As a result, our congregations and institutions are continually renewed and revitalized through the infusion and inclusion of younger members.

**Multicultural:** People of diverse ethnic, cultural, and socio-economic backgrounds find respect, dignity, and opportunity in the life and ministry of the Church. As a result, our diocese is enriched through intentional efforts to reflect the communities in which we live.

**Forming and Growing:** Those seeking a deeper relationship with Jesus find lifelong opportunities for spiritual formation and servant leadership grounded in scripture and our historic catholic faith. As a result, they are nurtured and equipped to share the love of Christ in the world.

**Reaching out to Serve:** People who are in need and who struggle find hope, care, and restoration through the outreach and justice ministries provided by the people of the Episcopal Diocese of Texas. As a result, those who serve and are served are transformed.

**One Church:** The world will recognize us as Jesus' disciples because we love one another as Christ loves us. As a result, we are a united, vibrant, and growing community of faith.

(November 2007)