

Position Description | *The Episcopal Diocese of Texas*

Missioner for Congregational Vitality

Department: Congregational & Mission Vitality

Reports to: Canon for Congregational & Mission Vitality

Direct Reports: Missioner for New Communities, Missioner for Small Churches

Status: Full-Time; *FLSA Status:* Exempt

Who We Are

The Episcopal Diocese of Texas is committed to supporting healthy, growing, mission-focused congregations in a diverse and rapidly changing region. The Congregational & Mission Vitality team is a hopeful, joyful group of leaders who are passionate about our ministries and deeply value one another and the parishes we serve.

Position Summary

The Missioner for Congregational Vitality helps congregations grow by supporting clergy and lay leaders, guiding churches through conflict, strengthening local leadership, and supporting diocesan strategies for sustainable vitality. The Missioner builds systems, equips leaders, and coordinates key programs - especially creating and overseeing a Parish Consultant Network and supporting the Area Missioner Network – so that congregations receive timely and effective help.

This role requires a priest with strong emotional intelligence, solid mediation and governance skills, reliable administrative habits, and a passion for helping congregations grow in health and clarity. The work involves both direct leadership in congregations and equipping others to offer that same support across the Diocese. The position is based in the Houston Diocesan Office and includes regular travel.

Primary Responsibilities

1. Congregational Vitality & Growth

- a. Coach clergy, vestries, and congregations toward healthy identity, purpose, and growth.
- b. Help parishes clarify their mission and next steps.
- c. Advise on stewardship, governance, leadership development, and sustainability.
- d. Assess congregational systems and coach parish leaders on improvements.
- e. Maintain relationships with congregations and track progress.

2. Governance Support & Conflict Resolution

- a. Lead the diocesan response system for congregations in conflict or crisis.
- b. Train and deploy Parish Consultants for mediation and leadership coaching.
- c. Provide direct mediation when needed.
- d. Advise clergy and vestries on Episcopal polity, governance, and leadership practices.

3. Sacramental & Pastoral Leadership

- a. Preach or celebrate in congregations up to three Sundays per month.
- b. Provide pastoral care when clergy and leaders seek diocesan support.
- c. Participate in staff worship and serve as supply for smaller congregations.

- 4. Training, Systems, & Program Coordination**
 - a. Develop and deliver training for clergy, vestries, and lay leaders.
 - b. Build systems for consistent coaching, documentation, and measurable outcomes.
 - c. Contribute to diocesan workshops, initiatives, and resource development.
 - d. Collaborate with CMV missionaries (church planting, campus ministry, etc.).
- 5. Administration & Reporting**
 - a. Maintain organized records of congregational work and consultant activity.
 - b. Provide updates to the Canon for Congregational & Mission Vitality.
 - c. Represent the CMV team at meetings, trainings, and diocesan events.
- 6. Other Duties**
 - a. Be a team player on the staff; additional responsibilities as assigned.

Skills and Qualifications

- Episcopal priest in good standing
- Commitment to church health and mission-focused growth; brings hope and joy to ministry
- Strong communication skills, including mediation and conflict resolution;
- Effective presenter and facilitator
- Able to navigate complexity and ambiguity with calm and clarity
- Knowledge of governance, canons, vestry leadership, and organizational health
- Strong administrative and organizational discipline
- Embodies EDOT Core Values: Joy, Compassion, Humility, Creativity, Holy Ambition, Resilience

Preferred

- Experience leading congregations through conflict, transition, or redevelopment.
- Experience in revitalization, stewardship growth, or leadership development.
- Bilingual or bicultural (English/Spanish).
- Familiarity with project-management and digital collaboration tools.

Work Environment

- Indoor work in office and church settings; environments may be moderately noisy.
- Regular travel across the diocese to congregations, meetings, & regional events (up to 25-30%)
- Occasional evening and weekend work for vestry meetings, trainings, and consultations.
- Requires physical stamina for prolonged standing, walking, bending, and occasional lifting (up to 15 lbs).
- Requires the ability to manage many priorities in a fast-paced environment with interruptions.
- Requires focus, sound decision-making, clear communication, and the ability to manage stress.

Why Join the Episcopal Diocese of Texas?

Join the Episcopal Diocese of Texas and shape the future of congregational growth! We offer high-impact leadership opportunities, professional development, a diverse and inclusive culture, and competitive compensation. Apply with your cover letter, resume, and three references to Zee Turnbull at zturnbull@epicenter.org. Equal Opportunity Employer.