



Episcopal Diocese of Massachusetts

138 Tremont Street Boston, Massachusetts 02111 • 617-482-5800 • www.diomass.org

Job Title: Canon for Discipleship and Leadership Development (FT)
Reports to: Bishop Diocesan
Direct Reports: Missioner for Children, Youth, and Campus Ministries (FT)
Young Adult Community Director (PT)
Administrator for Discipleship and Leadership Development (FT)
Salary: \$140,000

About the Diocese

Organized in 1784, the Episcopal Diocese of Massachusetts is a network of 45,000 Episcopalians in over 170 parishes, missions, schools, chaplaincies, monastic communities and other affiliated organizations in the eastern third of the state. We are bonded by our Episcopal identity and our commitment to five core values of Welcome, Courage, Justice, and Joy, in service to Love.

As part of our strategic vision, we have detailed a new diocesan mission: to provide a generous and abundant welcome to life in Christ; to form creative disciples for missional lives; to foster diverse, inclusive and sustainable worshipping communities; and to proclaim the justice of God to a broken and hurting world, as we become the church of the future together.

About the Position

The Canon for Discipleship and Leadership Development is an executive-level position, leading a team charged with expanding our diocesan capacity to form and nurture new and mature Christians. Because much of the work of spiritual formation and discipleship occurs in local eucharistic communities, this canon will work to develop, equip, and support lay and ordained leaders for those ministries in their local contexts. Additionally, the canon will have the opportunity to innovate and develop diocesan-wide offerings to encourage adult spiritual formation and engage non-church goers as well.

The canon oversees and supervises our Diocesan-operated formation ministries, including children, youth, young adult, and campus ministry programs, and the St. Paul's Center for Theology and Prayer. Additionally, the canon will be a visible leader in the Diocese, playing a key role both in supporting clergy wellness and professional development and consulting with other staff and volunteers, including the Racial Justice Commission and Commission on Ministry, on curricula and other programs designed to grow our diocese and to bring us closer to God's dream of Beloved Community.

As part of the Executive Team of the Diocese, the canon will collaborate constructively in regular senior level planning; strategic accountability; and designing programs which engage with the work of our entire Strategic Vision.

This is a full-time position with generous benefits, requiring 3-days of in-person work per week at 138 Tremont Street in Boston, as well as regular Sunday congregational visits. Ordained or lay applicants are welcome. The Episcopal Diocese of Massachusetts is passionate about Diversity, Equity, and Inclusion. People of Color and LGBTQ+ individuals are encouraged to apply.

Responsibilities

Discipleship and Formation

- Build and champion a renewed culture of formation and discipleship across the worshipping communities of our Diocese, in the wider Church, and beyond.
- Create, implement, and promote pathways for the Bishop's office to connect congregations to resources for their formational ministries.
- Incubate new and innovative models for discipleship and spiritual formation in collaboration with individuals, diocesan communities, and external partners.
- Lead the integration of The St. Paul's Center for Theology and Prayer into the ministry of the Bishop's Office and develop the vision for the next phase of its life.
- Collaborate with diocesan and provincial Racial Justice, Hispanic/Latino Ministry, Indigenous, AAPI, LGBTQ+, and Creation Care leaders to build learning opportunities reflective of our commitment to justice, equity, and inclusion.

Leadership Development

- Collaborate with the leaders of the ordination process to support the formational needs of ordinands and support our strategic curacy program for the mentoring of new clergy in concert with our regional canons.
- Connect lay leaders with mentoring programs, affinity groups, and other formational and leadership development opportunities.
- Lead collaborative teams to design clergy gatherings and oversee clergy professional development (Clergy Conference, Clergy Day, pre-Lenten retreat, etc.).
- Oversee the implementation of trainings for lay ministry licensing, and the safe church requirements for our Diocese.

Staff Leadership

- Lead our Discipleship and Leadership Development Team, set goals for the team and its members, oversee team projects, and share in ongoing ministry with other team staff.
- Work collaboratively with other Executive Team members and Diocesan staff to support the shared ministry of the Bishop's Office.
- Represent the Bishop's office faithfully to the Diocese during regular Sunday morning congregational visits and at all other times.

Diocesan Staff Expectations

- Regular engagement with both supervisor and direct reports to ensure communication and clarity around workflow prioritization.
- Arrange work schedule with supervisor to include three workdays onsite (including Wednesday) at the Diocesan offices, along with remote work.
- Participate in trainings, meetings, proceedings, and activities of the diocesan staff as directed by supervisor.
- Look for opportunities to collaborate with other ministry areas to the benefit of Discipleship and Leadership Development, of our congregations, and of the life of the church overall.
- Adherence to all Diocesan policies and procedures.
- Other duties as assigned.

Required Skills/Abilities

- Strong organizational skills, ability to prioritize, and attention to detail.
- A compelling and contagious passion for & commitment to the way of Jesus.
- Skilled written and verbal communicator.
- 10 years of experience in discipleship and/or spiritual formation preferred.

- An innovative thinker, particularly around possibilities for formation, discipleship, and evangelism.
- Ability to work independently and collaboratively.
- Proven ability to build partnerships across diverse communities and institutions.
- Excellent time management skills with a proven ability to meet deadlines.
- Proficient with Microsoft Office Suite.

Core Competencies & Expectations

All diocesan staff are expected to:

- Collaborate across difference with openness and respect.
- Act with trustworthiness, transparency, and accountability.
- Communicate clearly, kindly, and effectively.
- Approach challenges as proactive problem-solvers.
- Balance strategic thinking with responsiveness.
- Serve both the Bishop's Office and our worshipping communities with dedication.
- Bring a spirit of hospitality, joy, and humor to their work.
- Utilize project management, communications, and staff management tools effectively.
- Exhibit a deep commitment to the principles of diversity, equity, inclusion, and justice.
- Have regular engagement with supervisor to ensure communication and clarity around workflow prioritization.
- Participate in trainings, meetings, proceedings, and activities of the diocesan staff as directed by supervisor.
- Adhere to all Diocesan policies and procedures.

Education and Experience

- Master of Divinity, or correlative professional and educational experience.
- Five or more years of professional experience in the areas of Discipleship, Christian Formation, or Leadership Development required.
- Membership in The Episcopal Church, another church of the Anglican Communion, or a church in full communion with The Episcopal Church.

Physical Requirements

This position requires prolonged periods of sitting at a desk and working on a computer; the ability to travel to congregations throughout the Diocese; and moderate lifting as needed for church programming environments.

Reasonable accommodation will be made for persons with disabilities.

To Apply

Please submit a cover letter describing your vision for yourself in this position, and a resume to HR@diomass.org by March 28, 2026.