



Episcopal Diocese of Massachusetts

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

Regional Canons Job Description

I. Overview

The Episcopal Diocese of Massachusetts established the position of Regional Canon in 2018. Three Regional Canons were hired, one in each region which encompasses four deaneries each. These positions align with the diocesan mission strategy to promote strong collaborations among congregations and provide strong diocesan support throughout the diocese.

Over the last five years, it has become evident that the ministry of the Regional Canons is based in collaboration and building relationship. The Regional Canons work in close collaboration with one another, with the Canon for Immigration and Multicultural Ministries as well as the Missioner for Youth and Young Adults, and the Missioner for Networking and Formation.

A passion and commitment to building and sustaining relationships among clergy, lay leaders, and congregations is crucial for success. These relationships are lived out in four primary areas of responsibility:

- Transition Ministry
- Lay Leadership Support and Development
- Clergy Wellness and Clergy Family Support
- Conflict Management and Mediation

The Regional Canons serve within their respective geographic region providing consistent on-site support and presence as extensions of the ministry of the Bishops.

II. Duties and Responsibilities

Transition Ministry

The Regional Canons act as transition officer in their regions, providing guidance and support for congregations and clergy alike through the search process, working closely with the interims, search consultants and priest in charge consultants. The Regional Canons report to the Assistant Bishop, coordinate and attend meetings of the transition team.

Lay Leadership Support and Development

The Regional Canons support lay leaders by promoting models of shared leadership, encouraging and guiding collaborations among congregations; helping them as they move through the ever-changing needs of church and community. Working closely with the Missioner for Networking and Formation as well as the Consultants, the Regional Canons develop and organize workshops and training events especially for wardens, treasurers, and vestry members.

Clergy Wellness

The Regional Canons encourage and support the long-term wellness for active clergy and their families. They connect clergy and their families with resources through the Church Pension Group, including Planning for Wellness workshops and CREDO conferences; encourage participation in clergy support groups, spiritual direction and a therapeutic relationship; welcome clergy new to the diocese and connect them with resources and colleagues; resource and support sabbaticals and collaborate with the deans for pastoral care of clergy. In consultation with bishops, they connect clergy in crisis with appropriate resources.

Conflict Management and Mediation

In times of misunderstanding, conflict, and possible misconduct, the Regional Canons are often the first point of contact for clergy and lay leaders. The Regional Canons must be comfortable and adept at navigating and resolving conflict, and coordinate consultation services when needed.

III. Position Requirements and Support

The Regional Canons are ordained priests requiring a minimum of 8-10 years of parish experience. A demonstrated history of working both independently and collaboratively is paramount. The diocese will provide the technology and support needed to work remotely, including setting up a home office. At this time, Regional Canons are asked to commute to the diocesan offices at 138 Tremont Street on Wednesdays. The Regional Canons are supported by the Administrator for Congregations and Development. Applications are especially welcome from BIPOC clergy.

Applications will be accepted until Friday, October 4. To apply, please send a resume or CV, OTM profile and a cover letter to The Rev. Canon Kelly O'Connell at koconnell@diomass.org. Questions may be directed to Canon O'Connell as well.