



## Episcopal Diocese of Massachusetts

138 Tremont Street Boston, Massachusetts 02111 • 617-482-5800 • [www.diomass.org](http://www.diomass.org)

**Job Title:** Regional Canon for the Northern/Western Region (FT)  
**Reports to:** Canon to the Ordinary  
**Salary:** \$120,000-130,000  
**Anticipated Start:** August 1, 2026

### **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**

Our diocese is organized into three regions, each of which is primarily supported by the Bishop's Office through the ministry of a Regional Canon. Their primary ministry is to build relationships that connect the worshipping communities of their region with the ministry of the Bishop's Office, and to develop and deploy the resources necessary to support flourishing congregations.

The Regional Canons serve within their respective geographic region providing consistent on-site support and presence as extensions of the ministry of the Bishop. The Regional Canon oversees the following with their region: Transition Ministry, Lay Leadership Support, Congregational Development, and Clergy Wellness and Pastoral Care. They offer this support to worshipping communities in close collaboration with each other, with our Canon for Immigration and Multicultural Ministry, and with other Diocesan canons and missionaries. In addition to supporting congregations in their region, each Regional Canon also leads areas of programmatic leadership for the entire diocese. These areas (e.g. pastoral care, merger support, congregational development resourcing) will be determined according to the gifts and skills of the Regional Canon.

To enable more sustained connection with the communities they serve, the day-to-day ministry of the Regional Canon is based primarily within their region. Regular Sunday visits to congregations are essential to the ministry, as are weekday connections with clergy and lay leaders. At the same time, the Regional Canons form the backbone of the Congregational Vitality staff team and are expected to collaborate fully as a member of the Bishop's Office staff implementing the strategy of that team. Regional Canons are expected to be onsite at the Diocesan Offices on Wednesdays and at other times as needed, and to meet regularly with each other and their supervisor. The Episcopal Diocese of Massachusetts is passionate about Diversity, Equity, and Inclusion. People of Color and LGBTQ+ individuals are encouraged to apply.

## **Responsibilities**

### **Transition Ministry**

- Function as transition officer for parishes located in the region, working with interims, search consultants, and priest in charge consultants to guide parishes through the transition process.
- Support the development, negotiation, and execution of Letters of Agreement.
- Work collaboratively to develop and implement updated clergy transition processes.
- Communicate with other Diocesan transition officers throughout the church.
- Facilitate the welcoming and orienting of clergy new to the Diocese.

### **Lay Leadership Support**

- Provide regular support to vestries and other congregational lay leaders in the region.
- Develop and promote models of shared leadership and congregational collaborations.
- Work closely with the Congregational Consultants to develop, enhance, and deploy their offerings to congregations.
- Navigate and resolve conflicts at parishes, with the assistance of consultation services.
- Collaborate with others in the Bishop's Office to offer trainings and other resourcing opportunities for congregational lay leaders.

### **Congregational Development**

- Provide curated congregational development resources to our congregations and encourage and facilitate their use (both by individual congregations and by congregations in collaboration with one another).
- Support congregations in their discernment of potential mergers and new church-plants in their communities.
- Serve at the first point of contact for clergy and lay leaders in times of misunderstanding, conflict, and possible misconduct in parishes.
- Listen for ways our Diocese can better support congregations and help design initiatives to respond to these changing needs.

### **Clergy Wellness and Pastoral Care**

- Collaborate with the Deans for pastoral care of clergy, including by maintaining an ongoing clergy pastoral care list.
- 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.
- In consultation with the bishops, connect clergy in crisis with appropriate resources.

### **Congregational Vitality Team**

- Meet weekly in person with the Bishop and congregational-facing canon teams.
- Meet weekly with other Regional Canons and supervisor for collaborative work time.
- Participate fully in team initiatives and strategy implementation.
- Utilize the tools and procedures for tracking congregational data established by the team.

### **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 Wednesdays at the Diocesan offices, along with remote work and regular visits to the parishes of the region.

- 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 the Congregational Development work of the Diocese, 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**

- A vibrant, visible, and invitational Christian faith.
- Ability to work independently and collaboratively.
- Excellent verbal and written communication skills.
- Excellent interpersonal and pastoral skills.
- Excellent mediation and conflict resolution skills.
- Excellent organizational skills and attention to detail.
- Excellent time management skills with a proven ability to meet deadlines.
- Ability to prioritize tasks.
- Ability to become proficient with Microsoft Office, Teams, Planner, and other software.

### **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**

- 10 years of ordained ministry, with at least 8 years in congregational leadership roles preferred.
- Masters of Divinity, or equivalent.
- Ability to minister and communicate in Spanish with confidence would be an asset in this region.

### **Physical Requirements**

Prolonged periods of sitting at a desk and working on a computer.

Ability to travel to parishes in the region.

Reasonable accommodation will be made for persons with disabilities.

### **To Apply**

Please send a cover letter describing your sense of call to this position, a resume, and OTM profile to [HR@diomass.org](mailto:HR@diomass.org) by April 8, 2026.