



## The Episcopal Diocese of New York

### **POSITION: Canon for Small/Rural Churches, and West Hudson Region**

#### **Summary of Role:**

The Episcopal Diocese of New York is made up of 180 local congregations, chaplaincies, and schools across ten counties in New York State. This includes three boroughs of New York City, and seven counties located north of the city. Roughly 40% of our congregations are located in rural areas in these seven counties. Over half of our congregations across our ten counties are small - less than 50 people on a Sunday. We seek a canon who brings to EDNY a love for the special gifts and skills of congregations that are small and/or rural, and who is passionate about resourcing them.

Directly accountable to the Canon to the Ordinary, The Canon for Small/Rural Churches and West Hudson Region will provide direct resourcing for small/rural congregations in the Episcopal Diocese of New York. The Canon will also provide specific regional support in congregational development, conflict management, clergy care and development, and pastoral care and connection to the congregations located in the West Hudson Region, which covers the counties of Rockland, Orange, Sullivan and Ulster. The Canon will work collaboratively with other diocesan executive canons, under the Canon to the Ordinary and with the Bishop Diocesan, to provide comprehensive support and connection to all 180 congregations in the Diocese of New York. The Canon is an essential part of the pastoral fabric of the diocese, working together with other senior staff to foster cultures of health, vitality, faithfulness and courage in the congregations of the diocese.

#### **Rural/Small Congregations and New Expressions of Church Duties:**

The Canon for Rural/Small Churches, New Expressions of Church and West Hudson Region will coordinate diocesan wide support for rural and small congregations:

- Leading learning communities within the diocese for rural communities, and working with the Canon for Lay and Clergy Formation to provide innovative new ways for rural and small church communities to engage in Christian Formation.
- Providing expertise, information, and development support for new collaborations between small churches in the diocese based on region, affinity, or other commonalities.
- Lead in the development of best practices for resourcing small/rural churches across the Diocese of New York.
- Developing procedures and practices that will help small and rural churches to collaborate with each other in formal and informal ways in order to ensure their thriving and to maintain a vibrant Episcopal presence across all of our rural counties in the Diocese.
- Working with other executive canons and staff to bring new ideas and innovations in the development of healthy, faithful, and effective communities of faith to the Diocese of New York.

Remain in communication with other Regional Canons.

Attend, in person, Diocesan staff meetings, requiring presence at the Diocesan offices on Tuesdays and Thursdays.

**Regional Responsibilities:**

The Canon for Small/Rural Churches, New Expressions of Church and West Hudson Region is the primary diocesan contact for congregations in Rockland, Orange, Sullivan and Ulster counties, supporting them in their development and through changing circumstances.

The Regional Canon works closely with deans and local missionaries, if any, to provide for a pastoral fabric of support for congregations, and to advocate for and connect congregations to the Bishop's Office and wider diocese.

The Regional Canon works closely with congregations seeking new clergy leadership. The Regional Canon coaches and counsels congregations through the process from the time a priest leaves through the hiring of a new priest. The Canon helps congregations stay on track during the process and meets with the search committees and vestries at regular intervals to provide guidance.

The Regional Canon trains and deploys coaches to work with congregations in transition, and to conduct Mutual Ministry Reviews. The Regional Canon may also conduct Mutual Ministry Reviews, as appropriate.

The Regional Canon works with congregations that are going through a missional transition from full to part-time, shared, or regional configurations, as well as with congregations who are transitioning from part time to full time clergy.

The Regional Canon in collaboration with the Canon to the Ordinary, works with congregations who have declared themselves, or have been found to be vulnerable under canon 29 or in need of congregational mission sustainability planning, and guides that process for the diocese, including the formation of assessment teams, training in the assessment process, and coaching and counseling the congregation.

**Key Relationships**

**Bishop Diocesan:** The Canon for Small/Rural Churches and West Hudson Region is a senior staff person of the Bishop Diocesan. As such the Canon is responsible to keep the Bishop informed of the needs of congregations in their region, to be aware of trends and innovations in the world of small church ministry, and to keep the bishop apprised of issues arising in these fields.

**Canon to the Ordinary:** The Canon is directly accountable to the Canon to the Ordinary and will have regular meetings with the Canon to the Ordinary to share priorities and to collaborate with the Canon to the Ordinary in areas related to the Canon for Small/Rural Churches and West Hudson Region role. The Canon to the Ordinary is accountable to the Canon for Small/Rural Churches, and West Hudson Region for making herself available for meetings and collaboration, timely responses to emails, and other communications, and support and assistance in the Canon for Small/Rural Churches and West Hudson Region's professional development.

**Canon Team:** The Canon will cultivate collaborative relationships with members of the Canon Team, to include The Canon for Congregational Development and New York City, The Canon for Transitions and East Hudson Region, The Canon for Global and Local Organizing and Westchester Region, and the Canon for Lay and Clergy Formation. The Canon will work to connect other canons to congregations in need of their specialty area in the Canon's region, and participate in cross training and team meetings on a regular basis. This team is mutually accountable to each other to be available for meetings and collaboration, timely responses to email and other communications, and to provide support for each other in the work of empowering congregations across the diocese.

**Commission Staffing:** The Canon will be assigned to staff at least one commission or committee of the Diocese of New York, and as such will be accountable to provide development, team building, and vision planning for that commission, in collaboration with the chair of that commission. The Canon will also provide resources to connect the commission with the mission priorities and vision of the diocese.

Salary range: 110K-120K annual