

**Diocese of Indianapolis
Pathways Priest Position**

Title: Pathways to Vitality Initiative – Pathways Priest

Classification: Full Time

Reports To: Canon to the Ordinary

Target Start Date: June 1, 2017

Initiative Description:

The Pathways to Vitality Initiative seeks to enhance ministerial innovation, vitality and financial sustainability in the Diocese of Indianapolis. This initiative is funded by a generous grant from Lilly Endowment Inc., and is part of the Endowment's national program to address economic challenges facing pastoral leaders and congregations among 30 denominations and judicatories.

The grant provides for three diverse congregations to share an assisting priest. The clergy and lay leadership of the three pilot parishes will participate in an exciting two-year learning experience designed to bring together committed leaders who care about and want to strengthen the overall life and health of their congregations. The curriculum for the pilot parishes will draw upon the latest studies on leadership development and congregational vitality utilizing experiential learning, reflection and worship.

The **Pathways Priest** will participate and assist in the two-year pilot through an eight-month rotation at each of the three parishes. The goal of this immersive experience is to further the priestly formation of the Pathways Priest while enhancing the practical administrative skills required for effective parish ministry. While the Diocese of Indianapolis cannot guarantee employment following the residency experience, the Pathways Priest will be well prepared to receive a call as a full-time rector/vicar. In turn, the Pathways Priest will provide creativity and energy to each congregation during his/her rotation.

The Pathways Priest will:

- Complete three, eight-month rotations at three diverse pilot parishes
- Reside in the Indianapolis metropolitan area which will be convenient to the three pilot parishes ensuring that relocation will not be necessary with each rotation
- Learn from and assist pilot parish rectors/vicars with diverse leadership styles by providing sacramental priestly ministry, pastoral care and administrative support as defined by the unique needs of each congregation
- Participate fully in the parish life and worship of each pilot parish
- Assist the Pathways to Vitality diocesan team as needed in the formation of the pilot parish curriculum

- Participate in eight Pathways to Vitality workshops and retreats during the two-year residency
- Participate in diocesan clergy activities as expected by the Bishop
- Exhibit patience, creativity and good humor as the pilot parish program evolves, and therefore, possibly changes day-to-day responsibilities and long-term goals

The Pilot Parishes' Clergy, Vestries/Bishop's Committees and Lay Leaders will be:

- Inspiring, engaging and informative mentors (rectors/vicars and wardens)
- Flexible and generous in scheduling Sunday and weekday services as well as other activities
- Enthusiastic about developing new skills and practices gleaned through participation in Pathways' workshops and retreats
- Passionate about engaging in Episcopal evangelism and growing their congregations
- Supportive of the Pathways Priest in his/her growth as an ordained leader

The Successful Candidate will possess:

- A Master of Divinity degree – preference may be given to graduates of an Episcopal seminary
- Ordination to the priesthood OR on track for ordination in 2017
- Deep and articulated Christian faith
- Pastoral and caring presence
- An entrepreneurial and creative spirit with the ability to be a self-starter
- Capacity to be tactful while setting appropriate boundaries; good time manager; good interpersonal skills and self-awareness
- Willingness and ability to be a team player
- Commitment to lay leadership development
- High levels of energy, enthusiasm and resilience

Compensation and benefits are in accordance with the guidelines approved by the Diocese of Indianapolis and are available upon request.

**For more information regarding the Pathways to Vitality Initiative, please contact:
Melissa Hickman, Program Director, (317) 752-5259 or melissa.e.hickman@gmail.com**

For more information on Indianapolis, please visit www.nomeancity.com

