



Director of Congregational Development

The Anglican Diocese of Toronto is seeking a full-time Director of Congregational Development to be a senior member of the Diocesan staff. The Congregational Development Department is dedicated to the support and development of ministry of all the baptized and focuses on building and implementing mission strategy and building congregational capacity. The Director will lead a department that provides mission strategy, strategic implementation, resources, training and education, consultation, research, oversight and management to support congregational life so that congregations in the Diocese can be active and healthy communities of faith. The department also supports the ministry of the Diocesan Bishop and four Area Bishops.

Please refer to the [full job description](#) and for more information about this position and the Anglican Diocese of Toronto.

Role and Responsibilities: As the Director of Congregational Development you will:

- Advise and support the Diocesan leadership including the College of Bishops, Executive Director, and other directors.
- Evaluate opportunities and create strategies and toolkits for new church plants, enhanced ministry, and reconfiguration and realignment of parishes.
- Provide training and facilitation to parishes on discipleship formation, congregational vitality, and missional activity. This may occur on evening and weekends.
- Provide skilled and professional facilitation and consultation and lead programs such as: Natural Church Development, Fresh Start – Congregation, Parish Selection Committee processes, Missional Church initiatives.
- Develop communication and education strategies in collaboration with other departments.
- Provide leadership to the department by managing and overseeing the work of the staff and volunteers and promoting their education and development.
- Work and consult with other departments, dioceses, and Church leaders at all levels in researching, promoting, and developing future programs and goals.

Skills and Qualifications:

- Demonstrated knowledge and experience as a consultant, facilitator and trainer. Awareness of group process and theory, adult education theory and practice and experience in training at parish and Diocesan levels.
- A university degree in a relevant discipline is required. A graduate degree plus additional formal training in theology, leadership training, adult learning and/or project management are preferable.
- Minimum of ten years' management experience, including managing a large and highly experienced volunteer network and leading a diverse team with complex mandates.
- Project management and strategic planning experience.
- Knowledge of congregational development theory and practice as it relates to the Anglican context, and strong process skills. Competencies in: theological reflection; assessment and development of learning toolkits; consulting techniques/methodologies; conflict management, and facilitation.

- A passion for the work of the Church and knowledge of the structures, norms and values of the Anglican Church.
- Excellent verbal and written communication skills are essential.
- Able to face challenges head-on, while being flexible and adaptable to change.
- Able to work in an office and work regularly off-site in parishes and deaneries throughout the Diocese. A valid driver's license and access to a vehicle.
- As a high-risk ministry position, candidates must be willing to complete the screening standards as outlined in the *Responsible Ministry: Screening in Faith* policy and will be required to obtain a satisfactory criminal record check through the Diocesan approved process.

Reporting Relationship: The Director of Congregational Development will report and be accountable to the Executive Director.

The Anglican Diocese of Toronto embraces diversity and is committed to creating an inclusive workplace. Our goal is to attract, develop and retain highly talented employees from diverse backgrounds, allowing us to benefit from a wide variety of experiences and perspectives. The Diocese has an Accommodation Policy and accommodation will be provided at any point throughout the hiring process, provided the candidate makes their accommodation needs known to the Diocese. We welcome applications from all qualified persons. The Anglican Diocese of Toronto is an equal opportunity employer.

The Director of Congregational Development will be eligible to participate in the pension and benefit plans of the Diocese. The salary range for this position is \$96,114 to \$120,144 annually. If you would like to apply for this position, forward your application by **May 13, 2018** to:

Human Resources
Anglican Diocese of Toronto
135 Adelaide St. E., Toronto, Ontario M5C 1L8
Email: hr@toronto.anglican.ca Fax: 416-363-3683

*We thank all applicants however only those selected for an interview will be contacted. No phone calls please.
Visit our web site at: **www.toronto.anglican.ca***