



Job Description for the Canon for Mission and Engagement

The primary responsibility of each of the four Canons in the Episcopal Church in Colorado is to represent the Bishop to clergy, laity, and congregations. Each Canon is charged with communicating the Bishop's core message of discipleship and Gospel based relationship, ensuring her message is reflected in all programs and ministries throughout the diocese.

The Canon for Mission and Engagement reports to and is accountable to the Bishop. This position is open to lay and ordained persons.

The Canon for Mission and Engagement has five primary areas of focus:

- Relationship building
- Strategic counsel
- Property
- Canonical, policy and legal matters
- Disciplinary matters

The primary responsibilities in these areas are to:

- build trust and connection with the clergy and laity of the diocese
- serve as a resource for congregations, including but not limited to vestry retreats and mutual ministry reviews
- provide, with the other Canons, ongoing strategic counsel for the Bishop and attend standing committee and board meetings as needed
- work with the Chancellor on canonical and legal matters, including, but not limited to, property transactions and shepherding the Title IV disciplinary process
- collaborate with staff and other diocesan leadership to forward the Bishop's initiatives
- work with the Treasurer and Controller, ensuring financial integration and alignment with the Bishop's priorities
- direct and oversee the work of seven Office of the Bishop staff members and one contractor: Diocesan Regional Missioners, Controller, Multicultural Missioner, and Property Manager (contract)
- serve as a consultant to parishes and clergy regarding financial matters and clergy and lay compensation

Success in these areas requires:

- a compelling faith in Jesus Christ
- sound judgment and personal integrity
- the ability to communicate clearly and compassionately
- the ability to maintain confidentiality
- a prayerful and pastoral heart
- the ability to collaborate and work as part of a team
- honed organizational skills and a strategic mindset
- superb listening skills, emotional intelligence, and political acumen
- an appreciation of Colorado and its culture
- discernment in decision-making
- commitment to understanding church-wide and diocesan canons and the ability to apply them to ministry situations
- prompt response to emails and phone calls

Leadership Competencies

- Reflection of God's Love: Seeks to serve Christ in all persons and be joyful and eager to share the Gospel of Jesus Christ.
- Strategic Agility: Anticipates trends and consequences; connects vision to mission and context; and develops creative strategies to achieve long-term goals.
- Business Acumen: Demonstrates a broad understanding of principles of financial management and marketing expertise necessary to achieve measurable results. Uses cost-benefit thinking to set priorities and outline cost-effective approaches. Exemplifies transparency and accountability within a well-defined planning framework.
- Compassionate Advisor: An active listener and skilled communicator who addresses challenges and opportunities with honest analysis and appropriate best practices; delivers advice to a wide range of leadership styles and congregation contexts.
- Collaborative Leader: Promotes and generates cooperation to achieve a collective outcome; is looked to for direction in a crisis; fully participates in creating a unified team that gets results.
- Ethics and Values: Adheres to an appropriate and effective set of core values and beliefs during both successful and challenging times; acts in line with those values and coaches accordingly.
- Problem Solving/Analysis: Solves difficult problems with effective solutions; promotes the value of asking questions and sharing insights; recognizes and identifies underlying or hidden problems and patterns; leverages learnings to strengthen others.

Additional consideration for:

- Spanish language proficiency
- Legal experience
- Prior experience as a Canon

Applications being received until July 1, 2026. Please email a cover letter, resume, Vocation Hub candidate profile with answers to the required narrative questions and the optional narrative questions: 2, 5, and 13 to the Rev. Canon Vanessa Stickler Glass, Canon for Transition and Wellness, vanessa@episcopalcolorado.org.