

The Canon for Formation and Justice supports leaders and congregations across the Episcopal Church in Colorado, furthering the mission of the Bishop to engage, equip, and empower us in ministry and in life, through faith forming activities and programs. The Canon also oversees gospel-based justice initiatives which address the needs of others, reflecting our theological commitment to valuing all of life, in the church and in the world.

The Canon reports to the Bishop. As one of our four Canons, every Canon's primary responsibility is to represent the Bishop to clergy and congregations. Each Canon is charged with communicating the Bishop's core message and ensuring that message is reflected in all programs and ministries throughout the Episcopal Church in Colorado.

- Serves as a member of the senior staff who supports the Bishop in the following areas of ministry areas:
 - Attending staff meetings, Standing Committee, board and commission meetings, as requested; providing strategic counsel to the bishop
 - Accompanying the Bishop on parish visitations and celebrations of new ministry
 - Assisting the Bishop with pastoral care of clergy and lay leaders
 - Coaching and consulting with clergy and lay leaders as requested
 - Building trust and connection with the clergy and laity of the Diocese

Oversees four staff members: the Missioner for Baptismal Living; Missioner for Children and Youth; Event Coordinator; Part-time Formation Assistant, working with them to:

- Create and lead in-person, online and hybrid formation offerings including confirmation preparation, "Discover, Embrace, Become" Catechumenate, trainings in areas of race justice and reconciliation, LGBTQIA+ welcome and inclusion, care of creation, preventing suicide, immigration ministry, and "preventing violence and promoting gun safety"
- Oversee the Safe Church training process, including train-the-trainer workshops, registration and compliance record-keeping
- Plan all aspects of Diocesan Convention, and Clergy Gathering, as well as seasonal, annual and one-time offerings including Concert for the Human Family and the Absalom Jones Commemoration.
- Manage the formal process for discernment to ordained ministry in the Diocese, including training for congregational discernment teams, and acting as liaison to the Commission on Ministry and the Board of Examining Chaplains

- Oversee all matters related to Cathedral Ridge ministry, including budget, support to the Executive Director and Board, human resources oversight, ministry retreats and gatherings
- Provide resources to support Deacons
- Provide referrals for spiritual direction to Spiritual Direction Colorado
- Provide liturgical and seasonal ministry resources and consultation, including guidelines for baptism, eucharistic and marriage liturgies, and approval of special liturgical requests with direction from the Bishop
- Form and articulate responses to justice issues of our time, where appropriate, to be shared by the Bishop or the Canon with the Diocese and the wider church
- Manage the Formation budget

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
- prompt response to emails and phone calls

Additional consideration for:

- Spanish language proficiency
- Experience in faith formation and/or justice & advocacy
- Prior experience as a Canon

Applications being received until January 11, 2027. Please email the Rev. Canon Vanessa Stickler Glass, Canon for Transition and Wellness, vanessa@episcopalcolorado.org, a cover letter, resume, Vocation Hub candidate profile with answers to the required narrative questions and the optional narrative questions:

5. What has been your experience leading change in the Church?

6. How do you incorporate accessibility and inclusion in your ministry?

7. Have you led or participated in multilingual or cross-cultural worship?

9. In what ways have you grown in cultural competency as a leader?
10. What theological convictions shape your ministry?
11. How has your theology evolved over time?
12. Describe a recent ministry experiment or innovation.
13. What is a ministry risk you've taken, and what came of it?
16. In what ways are you engaged in your wider Church or local community?