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2083 Sunset Cliffs Blvd.
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Canon to the Ordinary for Leadership Development Episcopal Diocese of San Diego

The Canon to the Ordinary for Leadership Development assists congregations throughout the Diocese of San Diego in identifying and accomplishing the mission of the church. Consulting with vestries, congregations, and diocesan groups, the Canon will equip and empower Episcopalians in the diocese to demonstrate the transforming power of the love of Christ to all people in their churches and communities.

The Canon will report directly to the Bishop, will work closely with the Bishop and two other Canons (Canon for Mission and Canon for Finance) as a member of diocesan Executive Staff, and will serve as staff liaison to diocesan governing bodies and committees. The Canon will assist congregations in calling clergy leaders in times of transition, will serve as staff liaison to the Commission on Ministry in calling forth new ordained leaders, and will consult with congregations on congregational health and vitality, conflict, leadership development, and numerical, financial, and spiritual growth.

Responsibilities

- Works with congregations, vestries, and diocesan groups on congregational development, including interpreting surveys of congregational health, conducting Mutual Ministry Reviews, leading vestry workshops, addressing congregational conflict, and developing lay and ordained leadership.
- Serves as diocesan leader for clergy transitions, assisting congregations in discerning the type of leadership needed for the challenges and opportunities in their communities; supporting search committees in developing profiles; creating letters of offer; and recruiting, interviewing, and calling appropriate leaders for interim and long-term positions.
- Serves as staff liaison to the Commission on Ministry, assisting throughout the process of recruiting, discerning, training, and equipping new clergy leaders.
- Coordinates diocesan liturgies, including ordinations, convention and other conference liturgies.
- Oversees diocesan clergy support programs such as Fresh Start, Clergy Wellness, and Clergy Mentoring.
- Regularly visits congregations throughout the diocese to further the diocesan vision of Courageous Love, preaching, presiding, and conducting congregational forums and workshops.
- Serves as primary organizer for diocesan convention, clergy conference, and the annual Leadership Academy; offers staff support and leadership for diocesan governing boards, including Executive Council, Standing Committee, and other groups; and supports the development and implementation of the Diocesan Strategic Plan.
- Coordinates the work of volunteer diocesan consultants, mediators, trainers, and others supporting congregational development and transition work.
- Assists the Bishop in pastoral care of clergy and other diocesan roles.
- Other duties as assigned from time to time.

Essential Skills and Qualifications

- Ordained Episcopal priest with extensive congregational experience and demonstrated dedication to the mission of Jesus through the Episcopal Church.
- A strong sense of Jesus' calling and guidance in the Canon's own life, and a commitment to a life of prayer,



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study, and witness in the Christian faith.

- Organized, personable self-starter with proven ability to work collaboratively on a ministry team as a servant leader.
- Clear and effective communication, preaching, teaching, and leadership skills.
- Ability to recruit mission-oriented clergy and equip them for ministry in today's challenging world.
- Self-differentiated leader who has experience working within anxious systems and understands congregational systems and leadership theories and practice.
- Ability to create new and effective systems and processes to further the mission of the church, and proven effectiveness at project management.
- Ability to work collaboratively and respectfully with a staff team and with Episcopalians across the Diocese of San Diego, respecting a variety of theological, liturgical, and cultural perspectives.
- Proficiency with a variety of communications styles and methods, including writing, video, and online communications.
- Willingness to travel throughout the Diocese of San Diego, and to occasional conferences and other opportunities outside the diocese.
- Master of Divinity or equivalent theological training.

Other Helpful Skills

- Conversational and written Spanish.
- Broad knowledge of The Episcopal Church, including wide acquaintance with clergy across the church.
- Familiarity and experience with diocesan and congregational governing systems and boards.

Type of Commitment:

Full-time.

Does This Job Pay?

Yes. Competitive full-time pay and benefits, plus availability of a shared appreciation loan to assist in buying a home with Council approval.

Application Process

Send cover letter, resume, and OTM profile to the bishop's executive assistant, Erin McDougal, at EMcDougal@edsd.org. Subject: CTO for Leadership Development.

Application Deadline

November 1, 2025

Website

www.edsd.org