



PATHWAYS TO PRAYER AND PRACTICE GRANT DIRECTOR

Approved 10.15.24

Diocesan Overview:

The Episcopal Diocese of Virginia consists of 173 congregations, six schools, and two diocesan homes, and our mission is to serve Christ and the world in unity and diversity. We are a community of disciples who love Jesus, are transformed by a faith lived out in daily life, and committed to racial justice and reconciling all people with God and one another. We are members of an inclusive faith that welcomes everyone to join us on our journey in Christ. Our priorities are: Love Jesus. Embody justice. Be disciples.

The Lilly Endowment, Inc. has granted the diocese funding for five years for the Pathways to Prayer and Practice, a program that includes plans for the creation of a framework, roadmap, or pathway that guides congregations, and subsequently families, on meaningful engagement of children in corporate worship in churches across the Diocese of Virginia. Likely, these pathways will look less like hard structures of curriculum and more like the soft connective tissue that binds us together in strong yet flexible faith communities. A training laboratory will invite dozens of participating congregations to intentionally experiment with systems to invite families to church, recruit leaders, welcome the marginalized, and shift their church culture towards the full embrace of children in worship. Scripture, prayer, Eucharist, music, and sacred spaces are the five primary areas of worship around which new practices will be ideated and employed. The collective learnings from these experiments will culminate in the creation of a Pathways Guidebook for congregations, online resources, and visual material that can be shared broadly and reach across the diocese and beyond.

Position Overview:

The grant director serves full time and will provide leadership for the implementation of the Pathways to Prayer and Practice Grant at the Episcopal Diocese of Virginia as funded by the Lilly Endowment's Nurturing Children in Worship and Prayer Initiative. The grant director will take the lead on mobilizing churches to participate, creating an intentional space for innovation, nurturing the collaborative partnerships brought about by this project, and being the unabashed champion for the project, ensuring the good stories are being told across the diocese. The Diocese of Virginia is intentionally seeking the right person for this position, regardless of their ordination status. That said, the Diocese and leadership are genuinely interested in both lay and ordained candidates (or somewhere in between), bringing with them their gifts and call to ministry with parents and families.

Key Responsibilities:

Relationships:

- Provides connection between diocesan staff, clergy, and lay ministers.
- Partners with key experts in child psychology, theological pedagogy, and developmental education to ensure the work equips churches and families with rich material rooted in authentic faith practices and effective pedagogical principles.
- Serves as the primary contact for the Lilly Endowment, Inc. and Strengthening Ministry With Children.

Grant Management:

- Develops and implements a detailed project plan outlining goals, objectives, timelines, and resource allocation.
- Identifies and addresses challenges or changes that may impact project outcomes.
- Ensures that project expenditures align with the approved budget.
- Ensures the preparing of and submission of regular financial reports to funders in collaboration with the diocesan financial staff.
- Adheres to grant agreements, regulations, and reporting requirements.
- Provides regular updates on project progress to stakeholders with a focus on storytelling.

Project management:

- Coordinates and collaborates with consulting partners from Ministry Architects, and gradually assumes more leadership of project management responsibilities over time.
- Completes each task on the project timeline on time and with excellence.
- Identifies all new tasks and maintains the master task list for the project.
- Completes all tasks as needed when no one else is assigned or when the assigned person is unable to complete the tasks.
- Tracks the tasks and completion of all team members, providing support where needed.
- Provides a regular (monthly) report distributed to the canon for discipleship and other necessary diocesan staff, highlighting the progress that has been made in the project for the grant.

Qualifications/Experience:

- Bachelor's degree required
- Three to five years experience in administration or project management
- A strong vocational commitment to serving children through faith-based programs
- Experience in a supervisory role (preferred)
- Demonstrated success in completing projects according to outlined scope, budget, and timeline
- Proven ability to solve problems creatively
- Flexibility and adaptability
- Strong interpersonal skills and extremely resourceful
- Grounded personal faith with a deep understanding of Episcopal theology and tradition
- Consideration will be given to both lay and clergy applicants

Reporting Relationships:

The grant director currently reports to the interim canon for discipleship with plans to transfer reporting to a permanent canon for discipleship once hired (anticipated in late 2025).

Compensation:

This job will be compensated throughout the duration of the five year Lilly Grant. Potential compensation and job duties beyond that time will be discussed between the grant director and appropriate DioVA leadership.

The position is open to lay or ordained candidates. The compensation package will vary according to the candidate's experience, education, and ordination status, consistent with The Episcopal Church and diocesan policies. The anticipated salary range is \$75,000-90,000 plus generous benefits (medical, prescription, dental, vision, life, and long-term disability insurance, as well as employer contribution to clergy pension or lay retirement plan).