

**BALTIMORE-WASHINGTON CONFERENCE VITALITY SPECIALIST
JOB POSTING**

Are you passionate about the mission of The United Methodist Church and believe we have a huge opportunity to increase our relevance and make real our love of God and neighbor?

Do you have experience starting or growing ministry and/or in supporting others to successfully start or grow ministry?

Are you a humble, compassionate, self-differentiated, self-starting team player with excellent interpersonal and communication skills?

Job Title: **Vitality Specialist**
Supervisor: **Director of Congregational Excellence**
Location: **Office in Fulton, MD with travel across the Conference**
FLSA Status: **Exempt – Full Time**
Salary Range: **\$80K - \$90K**
Posting Date: **March 2025**

Purpose: To support the ministry of Conference Superintendents in missional strategy and to support conference development of resources for local church vitality.

Shared Objectives: Together with conference superintendents, Connecting Church leaders and other identified staff Vitality Specialists seek to:

- Support churches and hubs in meeting the goal of 100% vitality (deepening discipleship, seeing all the people, living and loving like Jesus and multiplying impact) under the guidance of the Holy Spirit;
- Participate in discernment of congregational and community needs as aligned with Missional Action Planning (MAP); and
- Meet common and emerging needs through a centralized pool of resources (tools, pathways, academies, etc.) and resourcers (facilitation, consultation, coaching, property redevelopment, etc.).

Position Activities:

- Facilitate vitality conversations with local churches;
- Attend – and facilitate as requested – at least one hub meeting/year for each hub in assigned districts;
- Meet monthly with other Vitality Specialists and Conference Superintendents to share, strategize and coordinate;
- Develop centralized resources informed by local church and hub needs; and
- Provide programmatic support and consultation in specific expertise areas for the conference

- Serve on the Connect Leadership Summit design team.
- Attend Annual Conference and other duties as assigned.

Education:

- Bachelor's degree required
- Master's in a relevant area preferred

Other Specialized Training:

- Certification and/or relevant experience in one or more specialty areas is preferred.
- Facilitating collaboration of diverse groups of leaders toward a common goal

Preferred Qualifications:

- A deep personal commitment to follow Jesus and a passion for church renewal and growth.
- A minimum of 3-5 years of experience in church leadership, church revitalization, or church development.
- Proven track record of change management and successfully leading church revitalization efforts or organizational development initiatives within a ministry context. Fruitfulness in growing and/or starting rural, suburban and/or urban ministry.
- Strong understanding of church systems, leadership dynamics, and effective strategies for church health and growth.
- Demonstrated ability to listen deeply to support discernment of gifts, goals, strategies and needs.
- Ability to work collaboratively with diverse teams and church leaders.
- Excellent communication (written and verbal), coaching, and interpersonal skills.
- Ability to think strategically, solve problems creatively, and implement practical solutions.
- Adaptive leader who embodies thriving spirituality, cultural humility, non-anxious presence with proven experience in leading change.
- Technical: Zoom and Microsoft Office/Google Suites proficiency.
- Capacity to journey alongside congregational leaders across the conference (including evenings and weekends).
- United Methodist background.

Additionally, each Vitality Specialist needs to have expertise in one or more of the following areas:

- Church Planting
- Community Organizing
- Cross-Racial/Cross-Cultural Ministry
- Entrepreneurship
- Racial/Ethnic Church Ministry
- Rural Ministry
- Small Church Ministry

- Suburban Ministry
- Urban Ministry

These expertise areas will enhance ministries and consultation across the conference regardless of the districts to which Vitality Specialists are assigned. Vitality Specialists could be lay or clergy. They do not supervise pastors nor church leaders and do not serve on the Appointive Cabinet.

Learning Period: 2-3 years

To apply for this position, send a resume and cover letter outlining how you meet the specific requirements of the position to HR-BenefitsOffice@pdcabc.org and complete the [Vitality Specialist Application](#). Applications will be reviewed weekly until the right candidate is identified.

While we sincerely appreciate all applications, only those candidates selected for interview will be contacted.

Baltimore-Washington Conference is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.