

**Job Title:** Canon for Formation

**Location:** Diocese of Texas, Austin Office

**Reports to:** Rt. Rev. Kathryn M. Ryan Suffragan Bishop

**Job Overview:** The Diocese of Texas is seeking a dedicated and visionary Director of Formation to lead the development and implementation of formative discipleship and leadership strategies across our faith communities. This role requires a dynamic individual committed to nurturing spiritual growth and fostering a culture of intentional discipleship at both the parish and diocesan levels.

**Key Responsibilities:**

**1. Recruitment and Training:**

- Identify, recruit, and train lay professionals, clergy, and volunteers.
- Foster a network of formation leaders to support and advance diocesan formation initiatives.

**2. Strategy Development and Support:**

- Collaborate with faith communities to develop and implement effective strategies for discipleship and leadership formation.
- Ensure that formation experiences foster deep, observable commitment to living and loving like Christ.
- Guide congregations in orienting formation efforts towards impactful learning experiences over mere content delivery.

**3. Congregational Practice Development:**

- Support the creation and refinement of practices that track and encourage spiritual growth within congregations.
- Advocate for and aid in developing mentorship programs for individual and small group engagement.

**4. Committee Collaboration:**

- Work closely with Formation Committees to articulate a clear vision and provide structure for children's, youth's, and adults' formation.
- Facilitate the development of intentional discipleship, leadership formation, and formation for mission and evangelism.

**5. Diocesan Opportunity Creation:**

- Create and support a limited number of diocesan events and resources to inspire and equip leaders and the baptized.
- Collaborate with sub-committees to sustain diocesan formation efforts.

**6. Performance Measurement and Impact Assessment:**

- Train formation leaders in a minimum of 15 congregations per year.
- Increase congregational engagement in intentional discipleship to 30% by 2026.
- Support the development of new church plants and campus missions with a focus on discipleship and leadership formation.
- Track and report on the licensure of diocesan leaders in recognized lay ministries.

**Qualifications:**

- Proven experience in ministry leadership, preferably within the Episcopal Church.

- Strong background in theological education and discipleship training.
- Demonstrated ability to recruit, train, and mentor volunteers and leaders.
- Excellent organizational, communication, and leadership skills.
- Commitment to the mission and core values of the Episcopal Church.
- Ability to travel and engage with various congregations within the Diocese.
- Bachelor's degree in Theology, Divinity, Religious Studies, or a related field; a Master's or other advanced degree is preferred.

**Working Conditions:**

- Office environment with regular travel to parishes and diocesan locations.
- Weekend and evening hours will be required to accommodate training sessions and committee meetings.

**Application Process:** Qualified candidates should submit a cover letter detailing their vision for formation within the Diocese, a resume, and at least three references familiar with their work in church ministry and formation.

The Episcopal Diocese of Texas is an equal opportunity employer and encourages applications from all qualified individuals regardless of background.

**Submission Deadline:** [April 6, 2024]: email resumes to: Director of Human Resources, Zee Turnbull [zturnbull@epicenter.org](mailto:zturnbull@epicenter.org)

## Logic Model for Formation

A logic model for the Formation Model of the Episcopal Diocese of Texas uses the identified inputs, activities, outputs, outcomes, and impact related to the formation work from the year of work by the Formation Committee and leads to overall transformation of the Episcopal Formation model for this diocese. The below logic model illustrates the relationship between what the Diocese invests, what it does, and what it hopes to achieve in terms of Episcopal formation and discipleship.

### Inputs

- A Director of Formation to oversee the process.
- Lay professionals, clergy, and volunteers for implementation of formation strategies.
- Existing congregation structures and resources.
- Formation Committee and sub-committee structures.
- Resources for training and supporting congregational practices.
- Standards for laity and lay ministers from the Theological Education for the Anglican Communion (TEAC) group

### Activities

1. **Recruitment and Training:** The Director of Formation recruits, trains, and connects individuals to advance formation work.
2. **Strategy Development:** Encourage and support faith communities to develop and implement effective discipleship and leadership formation strategies.
3. **Congregational Practices Support:** Develop congregational practices that focus on spiritual growth and mentorship.
4. **Committee Work:** Formation Committees work with the Director to create or support diocesan opportunities for formation.
5. **Training Programs:** Conduct training for formation leaders in congregations and on diocesan level.

### Outputs

1. **Number of Individuals Recruited and Trained:** Lay professionals, clergy, and volunteers equipped to support formation.
2. **Strategies Implemented:** Effective strategies for discipleship and leadership formation in place.
3. **Formation Experiences Offered:** Programs and activities that cultivate a Christ-like life commitment, consistent with the Baptismal Covenant in the Book of Common Prayer.
4. **Tracking Systems Developed:** Mechanisms to track the spiritual growth of congregation members.
5. **Leadership Training:** Leaders trained to mentor in small groups or individually.
6. **Diocesan Opportunities Created:** Events and resources made available for leader and disciple formation.

### Short-term Outcomes

1. **Enhanced Formation Practices:** Observable improvement in the quality of formation experiences.
2. **Increased Leader Engagement:** More leaders are trained and active in mentorship roles.
3. **Growth Tracking:** Congregations have systems to track spiritual growth effectively.
4. **Committee Functionality:** Formation Committees actively shaping and supporting formation work.

### **Long-term Outcomes**

1. **Intentional Discipleship Cultures:** Congregations exhibit a culture of intentional discipleship.
2. **Leadership Formation:** Increased number of the baptized trained to lead and mentor others.
3. **Mission and Evangelism Preparedness:** Episcopalians are more confident in sharing their faith.
4. **Congregational Engagement:** A significant increase in congregations engaged in intentional discipleship.

### **Impact**

- **Widespread Adoption of Formation Model:** At least 15 congregations per year trained in this model.
- **Increased Engagement Metrics:** From 10% to 30% of congregations engaged in intentional discipleship by December 31, 2026.
- **Church Plant Success:** New church plants and campus missions developing cultures of intentional discipleship and leadership formation.
- **Licensed Lay Ministry:** A measurable increase in diocesan leaders formed and licensed in canonically recognized lay ministry.

By following this logic model, the Diocese of Texas can plan, execute, and measure the effectiveness of their formation efforts, ensuring they meet their strategic goals for discipleship and leadership within the church community.