



**THE EPISCOPAL DIOCESE OF VIRGINIA**  
Richmond, Virginia

---

**MISSIONER FOR RACIAL JUSTICE  
AND HEALING**

Anticipated Start Date: Summer/Fall 2021  
[thediocese.net](http://thediocese.net)



**Carney  
Sandoe**  
& ASSOCIATES



## DIOCESAN VISION

*Our eyes fixed on Jesus, we speak the truth and act in love for the transforming of lives and healing of the world.*

*We live this vision especially in:*

*Racial Justice and Healing*

*Care of God's Creation*

*Sharing the Faith of Jesus*

## OVERVIEW

The Episcopal Diocese of Virginia is a community of more than 68,000 members and 425 clergy in central, northern, and northwestern Virginia. Organized in 1785, the Diocese serves the world through 179 congregations, six schools, six diocesan retirement homes, two diocesan retreat centers, and is home to the largest Anglican seminary in the world.

The Diocese of Virginia seeks an experienced organizational leader to serve as its Missioner for Racial Justice and Healing starting summer or fall of 2021. The Missioner will engage and support the congregations, organizations, and institutions of the Diocese in dismantling racism through programs and activities that help it name and overcome past and present legacies of slavery, colonialism, white supremacy, white privilege, and racial injustice. The Missioner for Racial Justice and Healing will be both skilled and passionate about the work, supporting existing ministries of racial justice, developing new ministries, and fostering healing across racial and other divides.

The successful candidate will primarily work at the diocesan offices in Richmond, Virginia, traveling throughout the Diocese as needed. The position is open to clergy and lay persons.

## ABOUT THE EPISCOPAL DIOCESE OF VIRGINIA

The Episcopal Diocese of Virginia was organized in May 1785 and was one of nine dioceses represented at the first General Convention in September 1785, which brought together the Protestant Episcopal Church in the United States of America.

# MISSION STATEMENT FOR RACIAL JUSTICE AND HEALING

*To actively engage the Diocese of Virginia in creating sustainable programs to dismantle racism, white supremacy, and the legacy of colonialism through education and advocacy with social, governmental, and ecclesiastical systems.*



Today, the 179 congregations of the Diocese represent a diversity of small rural parishes, suburban churches, and large metropolitan churches. Congregants represent a diversity of age, ethnicity, life experience and viewpoints. The Diocese has congregations that worship in other languages, including Spanish, Korean, and Vietnamese.

The Diocese is currently led by the Rt. Rev. Susan Ellyn Goff, the first female bishop in Virginia. Bishop Goff was elected in 2012 to serve as the Diocese's Bishop Suffragan — overseeing mission churches in addition to multicultural and ethnic ministries. Following the retirement of Bishop Shannon S. Johnston in November 2017, Bishop Goff became both the Bishop Suffragan and Ecclesiastical Authority. She has committed to serving in this latter role through the election of the next Bishop Diocesan. That election is expected to take place in June of 2022. In addition to Bishop Goff's leadership, the Diocese is blessed with two supporting bishops: The Rt. Rev. Jennifer Brooke-Davidson, Assistant Bishop, and The Rt. Rev. Porter Taylor, Assisting Bishop.

In the realm of diversity, equity, and justice, the Diocese is deeply committed to:

- Healing across differences and including all, particularly in the face of the sin of racism that infects society and the Church;
- The full inclusion of LGBTQ+ persons in every aspect and on all levels of diocesan life;
- Sharing the faith of Jesus with youth and others in such ways that they will hear a message of hope in a difficult and challenging world, and will take part in God's work of transforming the world;
- Honoring and caring for God's creation, particularly in this era when changes in weather patterns threaten vulnerable human communities as well as vulnerable nonhuman species.

## FAST FACTS

Founded: 1785

Clergy: 425

Church Members: 68,000

Congregations: 179

Diocesan Schools: 6

Conference and Retreat Centers: 2

Diocesan Retirement Homes: 6



## DIOCESAN MINISTRIES

The ministries of the Diocese of Virginia collectively work to strengthen the diocesan churches, proclaim the Gospel, promote racial and social justice, help our neighbors in need, care for God's creation, raise effective leaders, and foster spiritual growth among people of all ages.

## RELATED ORGANIZATIONS

The Diocese works with 10 Related Organizations whose status as a Related Organization have been approved by the Convention of the Diocese. Each Related Organization elects its own board and officers, but the nominations are reviewed by the Committee on Related Organizations and then presented to the Annual Convention for its concurrence.

Among the Related Organizations are the following:

### **Conference and Retreat Centers**

Two conference and retreat centers — Roslyn and Shrine Mont — operate in service to the Diocese.

Roslyn is a year-round Episcopal conference and retreat center set on 150 acres in Richmond. Each year, Roslyn welcomes churches, organizations, and individuals for events, workshops, conferences and retreats.



The Shrine Mont Conference Center, in Orkney Springs (in the Shenandoah Valley), hosts seasonal parish retreats, diocesan camps for youth and families, meetings and conferences for religious and secular groups, family reunions, and more. The Center is home to the Cathedral Shrine of the Transfiguration, the open-air cathedral of the Diocese of Virginia. Shrine Mont Summer Camps are run by the Diocesan Office of Christian Formation. The Camps provide a formative and transformational experience for more than 700 youth each summer.

### **Episcopal Schools**

Church Schools in the Diocese of Virginia, Inc., created by the Council of the Diocese of Virginia in 1919, is the educational arm of the Diocese. The six Church Schools serve almost 4,000 students.

Among the region's leading independent schools, the Church Schools include Christchurch School (Christchurch), St. Catherine's School (Richmond), St. Christopher's School (Richmond), St. Margaret's School (Tappahannock), St. Stephen's and St. Agnes School (Alexandria), and Stuart Hall School (Staunton). Three of the schools are K-12, two are grades 9-12. Three of the schools are co-ed. Three schools offer boarding programs.

### **Anna Julia Cooper Episcopal School**

Anna Julia Cooper Episcopal School is an independent, faith-based school providing full tuition scholarships to 4th-8th grade students of limited resources in Richmond's East End.

### **Virginia Diocesan Homes**

The Virginia Diocesan Homes, a nonprofit affiliate of the Diocese of Virginia, consists of six Continuing Care Retirement Communities (CCRCs)



### **Bloomfield Foundation**

Established in the 1920s, the Bloomfield Foundation offers grants to meet the needs of disabled children and young adults. Bloomfield Foundation has no salaried employees, but rather relies on volunteer trustees to carry out its ministry.

### **The Diocesan Missionary Society**

The Diocesan Missionary Society was established to purchase and receive real estate, to hold and manage property and to develop various programs of support for the extension of the missionary work of the Diocese of Virginia.

### **Episcopal Church Women**

Since 1871, the National Episcopal Church Women (ECW) have championed women's rights and the Christian foundation of God and family. The Episcopal Church Women of the Diocese Virginia was formed in 1890 and continues to serve the Diocese in myriad ways.

### **Peter Paul Development Center**

For more than 40 years, the Peter Paul Development Center has been supporting the neighbors of Richmond's East End through the education of its students — equipping them to serve as positive contributors to their families, community, and society.

### **The Trustees of the Funds**

The Trustees of the Funds is an elected board charged with oversight of professionally managed investment portfolios benefiting the churches and organizations of the Dioceses of Virginia, Southern Virginia, and Southwestern Virginia. Chartered in 1892, The Trustees of the Funds is one of the oldest Episcopal organizations in the Commonwealth of Virginia, with roots dating back to 1754.



## DIOCESAN HEADQUARTERS

The Diocese is headquartered in Richmond, the capital city of the Commonwealth of Virginia. The diocesan offices are located in the Mayo Memorial Church House in downtown Richmond. The Diocese also maintains an office in Northern Virginia.

## RICHMOND, VIRGINIA

Richmond, with a population of 225,000, is the capital of Virginia and located on the James River at the center of the state — 100 miles south of Washington, D.C. and equidistant from the coast and the Blue Ridge Mountains. Overall, Richmond today is a racially diverse, welcoming city. With its affordable cost of living, strong economy, and sense of community, Richmond currently ranks high on the list of best places to live in the nation. The city's River District has grown rapidly in recent years and today the area is home to much of the city's entertainment, dining, and nightlife activity.

Richmond is also home numerous art institutions, including the Virginia Museum of Fine Art, the Virginia Repertory Theatre, Richmond Ballet, Richmond Symphony, and the Virginia Opera. Among the city's colleges and universities are Virginia Commonwealth University, Virginia Union University, and the University of Richmond —all important contributors to the city's cultural and economic health.



## OPPORTUNITIES AND CHALLENGES

- Leading the work of racial healing and justice in an inaugural role
- Meeting the needs of a diocese with 179 member churches
- Appreciating the spectrum of readiness of community members with regard to racial justice issues, inclusion, and belonging
- Collaborating with laypeople, the ordained, and administrative teams across the Diocese
- Navigating the secular and social challenges of racial justice in a faith-based community
- Serving as part of the diocesan administrative team committed to racial equity and justice
- Joining the work already set in motion by the Ministry for Racial Justice and Healing
- Balancing the history and the future of justice and equity in the Diocese

## DESIRED QUALITIES

- An appreciation for the Episcopal mission and the way it shapes racial equity and justice work
- A community organizer who can bring diverse constituencies together
- A strategic thinker and an entrepreneurial spirit
- A design thinker and natural collaborator
- A patient teacher





## JOB DESCRIPTION

The Missioner for Racial Justice and Healing will be passionate about the work, supporting existing ministries of racial justice, developing new ministries, and fostering healing across racial and other divides in the Diocese of Virginia. That passion is demonstrated in:

**Experience** — The Missioner will have relevant experience as a manager and leader in organizations that have made significant progress toward dismantling racism.

**Collegiality** — The Missioner will report directly to the Bishop of Virginia and will work with a range of diocesan leaders, lay and ordained, to help ensure that the work of racial justice and healing is engaged by and becomes embedded in every aspect of the diocesan organizational structure.

**Facilitation Skills** — The Missioner will have skill and experience in facilitating groups toward desired outcomes, with an openness to unexpected outcomes. The Missioner will be comfortable facilitating groups of people who do not agree with each other.

**Communication Skills** — The Missioner will speak and write compellingly in ways that inspire engagement and collaboration. The Missioner will use a variety of social media and other communication platforms to share information and elicit buy-in.

**Spiritual, Emotional, and Professional Maturity** — The Missioner will be confident in an ability to speak truth to power and to hear truth spoken to power. The Missioner will share information and engage calmly across differences without shaming or blaming, always honoring the life experiences of others. The Missioner will acknowledge and accept differences of opinion and operational styles while finding ways to resolve conflicts and keep relationships intact.

**Solid Grounding** — The Missioner will ground the work in a theological understanding of racial justice and healing that recognizes the image of God in every human being. This grounding will be strengthened by familiarity with the current sociological and political conversations around the topic areas.

**Flexibility** — The Missioner will understand that the task is broad and that a commitment to the long-term is necessary. The Missioner will be willing to expect the unexpected and be open to the unimagined.

**Humility** — The Missioner will not have all the answers, but will engage groups with a deep respect for the experiences and wisdom in the room while leading processes that foster deeper wisdom, understanding and commitment to justice and healing. The Missioner will be able to learn from others.

**Coordination Experience** — The Missioner will have experience working with boards, congregations, and other groups. The Missioner will work effectively with teams or groups over which the Missioner does not have supervisory authority. The Missioner will coordinate efforts of varied groups without the need for excessive oversight.

## TO APPLY

Applications will be reviewed on a rolling basis until the position is filled. Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this particular position
- A current résumé
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

**Lawrence Alexander**

Search Consultant

lawrence.alexander@carneysandoe.com

**Seliat Dairo**

Associate

seliat.dairo@carneysandoe.com

**Brandon Jacobs**

Associate

brandon.jacobs@carneysandoe.com