



Episcopal Diocese
— OF CENTRAL FLORIDA —

Transition Ministry

VOCATION HUB

Position Profile Template

Role Summary/Description (2500-character limit)

Use this field to give a summary/description of the open position.

Applicant Narrative Questions (OPTIONAL)

Choose up to 5 questions from the list below you would like for the applicant to answer.

This field is optional but encouraged.

1. How do you approach pastoral care in your ministry?
2. How are you preparing yourself for the Church of the future?
3. What does stewardship mean to you, and how do you practice it?
4. How have you experienced and addressed conflict in ministry?
5. What has been your experience leading change in the Church?
6. How do you incorporate accessibility and inclusion in your ministry?
7. Have you led or participated in multilingual or cross-cultural worship?
8. How do you use technology in your ministry?
9. In what ways have you grown in cultural competency as a leader?
10. What theological convictions shape your ministry?
11. How has your theology evolved over time?
12. Describe a recent ministry experiment or innovation.
13. What is a ministry risk you've taken, and what came of it?
14. How do you discern and adapt to the changing needs of your community?
15. How do you take care of your well-being - spiritually, emotionally, and physically?
16. In what ways are you engaged in your wider Church or local community?

Financial Overview (2500-character limit)

If applicable, provide key financial details that may help candidates understand your community or organization's context. This could include information about endowments, annual operating budgets, special funding initiatives, or other unique financial considerations. This field is optional and intended for communities where financial context is an important part of discerning leadership needs.

Stipend, Housing, and Benefits

Compensation/Salary Detail: \$ _____

Housing/Rectory Type: Cash Stipend or Rectory Provided

SECA Reimbursement Detail: Half or Full

Medical & Pension Benefits Detail:

Pension offered: Yes or No

Healthcare Options:

- Full Family
- Clergy + 1
- Clergy Only
- Negotiable

Vacation: _____

Continuing Education Details: _____

Sabbatical Provision Details: _____

Travel/Auto Account Details: _____

Equipment/Phone Details: _____

Other Benefits or Comments: _____

Community Vision Question (2500-character limit)

What are your community's hopes for this position, and what qualities in applicants will help you live into them? Share your vision for the next chapter of your ministry and describe the gifts, skills, and leadership style that would best support your organization in reaching its goals.

Leadership Skills (select a maximum of 5)

1. Adaptive Leadership
2. Administration
3. Appreciative Inquiry
4. Buildings & Grounds
5. Change Management
6. Church Governance
7. Collaborative Leadership
8. Conflict Management
9. Congregational Development

Ministry Skills (select a maximum of 10)

- | | | |
|-------------------------|--------------------------|----------------------------|
| 1. AAPI Ministry | 20. Federal | 38. Intergenerational |
| 2. Academic/Theology | Ministries/Military | Formation |
| 3. Adult Formation | 21. Fine Arts & Music | 39. Interim Ministry |
| 4. Advocacy Ministry | 22. Formation | 40. Latino Ministry |
| 5. African Descent | 23. Grief & Loss | 41. LGBTQIA+ Ministries |
| Ministry | 24. Hospice Care | 42. Mission |
| 6. Asset Based | 25. Finance & Accounting | 43. Multicultural Ministry |
| Community Development | 26. Fundraising | 44. Outreach |
| 7. Campus Ministry | 27. Fundraising and/or | 45. Parish Day School |
| 8. Chaplaincy | Capital Campaigns | 46. Pastoral Care |
| 9. Children & Family | 28. Leadership | 47. Prayer & Spirituality |
| Formation | Development | 48. Preaching |
| 10. Church Growth | 29. Organizational | 49. Racial Reconciliation |
| 11. Church Planting | Development | 50. Recovery/Addiction |
| 12. Community Building | 30. Personnel/Staff | Ministries |
| 13. Creation Care | Development | 51. Scripture Study |
| 14. Cultural Competency | 31. Servant Leadership | 52. Spiritual Direction |
| 15. Digital Ministry | 32. Strategic Planning | 53. Stewardship |
| 16. Discipleship | 33. Other | 54. Teaching |
| 17. Diversity, Equity, | 34. Hospital Chaplaincy | 55. Worship & Liturgy |
| Inclusion | 35. Indigenous Ministry | 56. Youth & Young Adult |
| 18. Ecumenical | 36. Innovative Ministry | Formation |
| Cooperation | 37. Interfaith | |
| 19. Evangelism | Cooperation | |

Other Narratives (2500-character limit each)

1. What is your organization's mission and focus?
2. How would you describe your ministry context?
3. How would you describe your congregational/diocesan leadership culture?
4. How would you describe your congregational/diocesan liturgical styles and practice?
5. How does your congregation/diocese approach cultural identity and inclusion?

Other information

Optional Narratives (select at least 5 – 2500-character limit each)

1. Describe your congregation's/diocese's theology or spiritual identity.
2. Describe a recent ministry experiment or innovation in your congregation/diocese.
3. What is a ministry risk your congregation/diocese has taken, and what came of it?
4. How does your congregation/diocese discern and adapt to the changing needs of your community?
5. How does your congregation/diocese sustain its spiritual, emotional, and physical well-being?
6. In what ways is your congregation/diocese engaged in the wider Church or local community?
7. How does your congregation/diocese approach pastoral care?
8. How is your congregation/diocese preparing for the Church of the future?
9. What does stewardship mean to your congregation/diocese, and how do you practice it?
10. How has your congregation/diocese experienced and addressed conflict?
11. What has been your congregation's/diocese's experience leading or navigating change?
12. What are your current strategic priorities or plans for the future?

13. How does your congregation/diocese incorporate accessibility and inclusion in your shared life?

14. Has your congregation/diocese participated in or hosted multilingual or cross-cultural worship?

15. How does your congregation/diocese use technology in ministry?

16. In what ways has your congregation/diocese grown in cultural competency?

17. What theological convictions shape your congregational/diocesan ministry?