

Opportunity Profile 2021

CO-PASTORAL DIRECTOR



www.RichmondHillVA.org/apply
apply@RichmondHillVA.org
804-783-7903



for the spirit of the city

The Opportunity



Richmond Hill

in Richmond, Virginia

Richmond Hill is a residential community and ecumenical retreat center committed to the healing of metropolitan Richmond. Our leadership is shared via a co-pastoral model, reflective of our commitment to racial healing and justice.

Rev. Joel Blunk's decision to conclude his service to Richmond Hill (2016-2021) prompted this search for a new Co-Pastoral Director to work in cooperation with and collaboratively alongside Rev. Dr. Alesia (Lisa) Johnson, our other Co-Pastoral Director.

The new Co-Pastoral Director will become a full-time residential member of our community and, together with Lisa, share the leadership of a balanced ministry of prayer and intentional community engagement.

NOTE that the Co-Pastoral Director is an "all-in" residential position, the function of which is not compatible with a bi-vocational model, nor ongoing structured leadership of an external ministry or congregation.

The Ministry

Richmond Hill's ministry began with its acquisition of the historic monastery of the Sisters of the Visitation of Monte Maria on November 30, 1987. More than 30 years later, we continue to serve as stewards of this sacred place, operating as an urban retreat center that seeks God's healing of Metropolitan Richmond through prayer, hospitality, racial reconciliation and spiritual development.



PRAYER: It's at the heart of everything we do. Public services are held in our on-site chapel at 7:00a, noon, and 6:00p daily.

HOSPITALITY: The garden, chapel, meeting rooms, refectory, and dormitory all help welcome groups and individuals to this purpose-filled place.

RACIAL RECONCILIATION: We intentionally pursue efforts to address the legacy of slavery and racism in our region and on our property. Responses include the Micah Initiative (connecting churches with local schools); the Armstrong Leadership Program (annually serving 40 students at one of the City's most-challenged schools); Koinonia (our School of Race and Justice); and the Judy Project (our African American history initiative).

SPIRITUAL DEVELOPMENT: Our spirituality is grounded by a modified Benedictine Rule of Life. Structured programming includes the RUAH School of Spiritual Guidance, the RAPHA Course in Contemplative Healing Prayer, and a variety of retreats tied to the liturgical calendar.



THE POSITION: Overview

Richmond Hill's Co-Pastoral Director is expected to live in Richmond Hill's racially diverse and inclusive Christian community located within an historic monastery in downtown Richmond, Virginia.

Ten to fifteen individuals make up Richmond Hill's residential community at any given time. Community members maintain the community's prayer cycle, care for the historic buildings and grounds, offer hospitality to retreat guests and visitors, and provide support to each other for spiritual formation and growth.

Applicants should:

- Sense a calling to residential community life at Richmond Hill
- Be ordained (preferred) as a minister in the Christian faith
- Have at least 5 years' experience in a ministerial leadership role
- Exhibit a passion for ministries/programs like those offered by Richmond Hill
- Demonstrate the ability to convey and inspire commitment to an organization's mission, including through effective written and verbal communication
- Evidence a proven commitment to social justice and racial healing, and an ability to successfully work in an ecumenical environment with people from different backgrounds

Compensation includes room (an on-site apartment) and board, a modest stipend, health and dental insurance, generous retirement contributions, paid time off (including study leave), and a sacred workplace.



THE POSITION: Duties and Responsibilities

This is a single position description filled jointly by two Co-Pastoral Directors, based on their mutual discernment of gifts and skills. Together, the Co-Pastoral Directors share the following duties and responsibilities.

Represent Richmond Hill to the greater Richmond community, in both formal and informal roles

- Offer a prophetic voice to the greater Richmond community
- Proactively maintain and establish partnerships with other organizations and leaders
- Speak to and preach in Richmond-area churches

Lead the maintenance, staffing and expansion of Richmond Hill's program ministry

Oversee and ensure effective operation of Richmond Hill outreach ministries

Facilitate and teach in support of contemplative individual and group retreats, schools, classes, and other Richmond Hill ministries or events

Support, collaborate, and assist in the spiritual development and well-being of residential community members and of others in the broader Richmond Hill community

- Provide pastoral leadership and counsel to guard the spiritual health of the individual residents and of the residential community as a whole
- Assist in the arbitration of disagreements, problems, etc.
- Help ensure Richmond Hill provides a spiritually grounded invitation and welcome to all Richmond Hill guests

Provide worship leadership at Richmond Hill, including preaching and prayer

Guide the effective and smooth operation of Richmond Hill through participation in staffing, budgeting, and organizational development activities

Serve as a member of the Richmond Hill Council and its Executive Committee; provide staff representation and leadership to other Council committees, as needed; and attend all staff and resident meetings

The Application Process

The process to fill Richmond Hill's Co-Pastoral Director position is a deliberate one, bathed in mutual discernment by the applicant(s) and by the Richmond Hill community.

To be considered for this unique position and explore the opportunity to effect the healing of metropolitan Richmond:

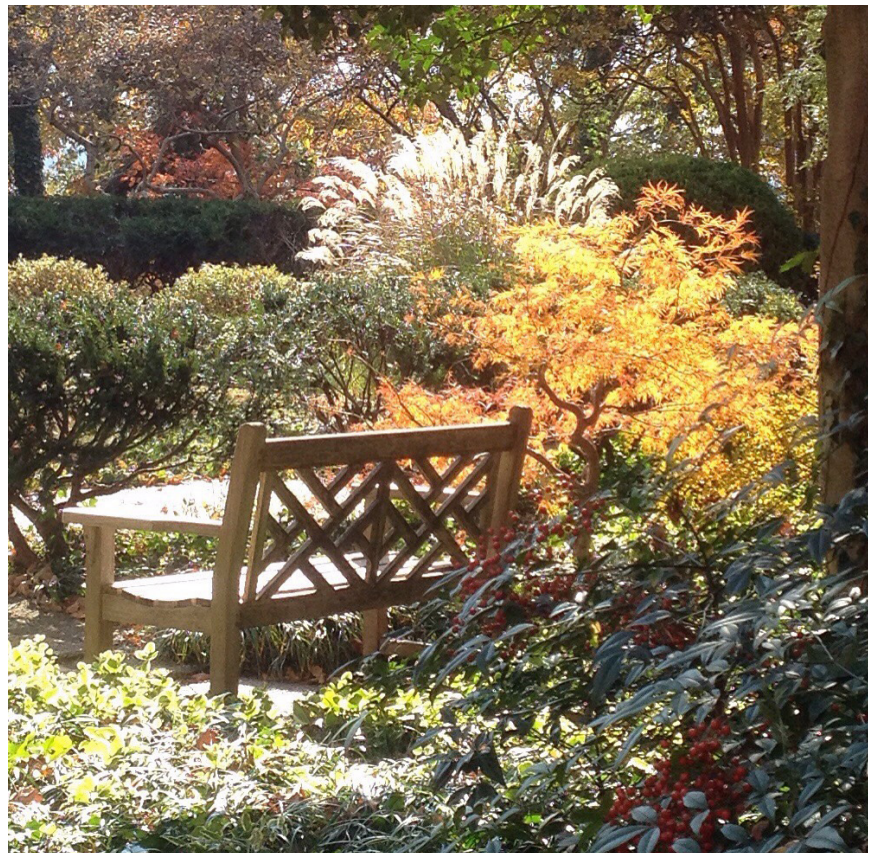
Please visit...

www.RichmondHillVA.org/apply

In addition to learning more about Richmond Hill and about the position, the above site will guide your completion of a brief online application and your submission of a cover letter and resume.

If — after reviewing the site and the application components — you have early questions critical to your understanding of this opportunity and the possibility of applying, contact Tim Holtz, Administrator at **apply@RichmondHillVA.org**.

This position will remain open until filled, however Richmond Hill will provide priority consideration to applications received by August 31.



Richmond, Virginia

The city of Richmond is the capital of Virginia and the center of a metropolitan area with 1.3 million people. Its founding in 1607 by English settlers was driven by its location at the falls of the James River.

The legacy of this region, city, and the very spot of Richmond Hill is intertwined with native peoples pushed from the land and with Africans enslaved to advance economic progress.

Richmond Hill is positioned atop Church Hill in an historic, architecturally-preserved area. It sits just blocks away from where Patrick Henry delivered his *"Give me liberty or give me death"* speech, has a legacy of enslavement by the families/households living on the site, and looks down on a city that was in rubble when the Sisters of the Visitation first arrived in 1866.

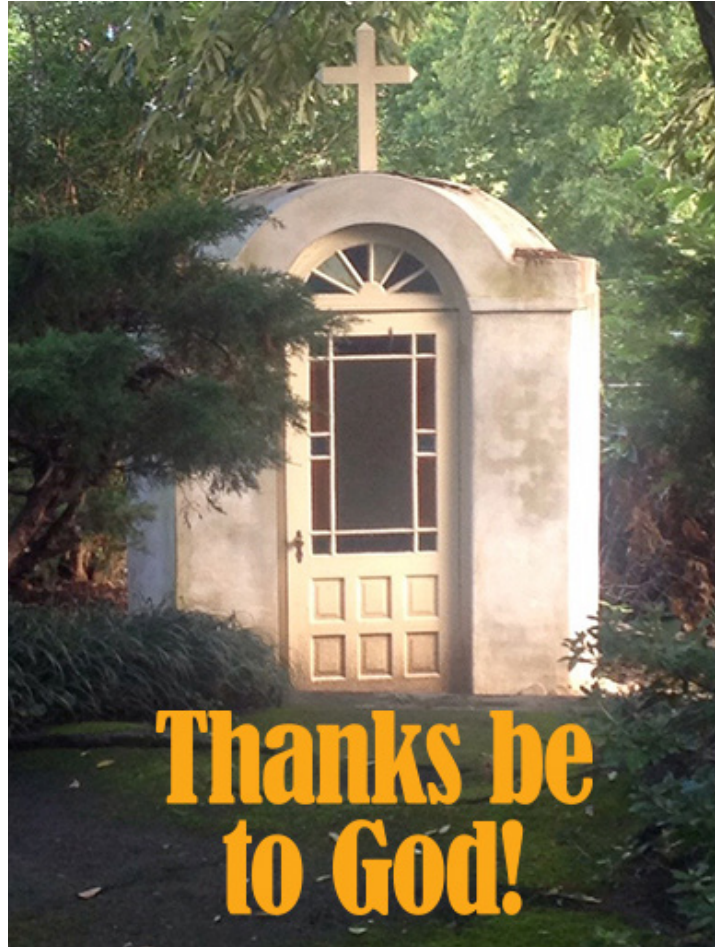
The vibrancy of our city and region is evident in the arts scene, foodie destinations, craft beer explosion, and outdoor/river experiences. Yet amidst this RVA renaissance, there remains evidence of stark economic deprivation: poor education, insufficient job opportunities, and a lack of affordable housing options. Much of this poverty and disinvestment can be traced to racial segregation, discrimination, and enslavement. In other words, Richmond Hill and its healing mission have clear roles to play in the ongoing life and development of our city and region.





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