Regional Minister Job Description

Central Rocky Mountain Region — Christian Church (Disciples of Christ) 2026

The Central Rocky Mountain Region seeks a visionary, relational, and compassionate Regional Minister who embodies the gifts and priorities identified through listening sessions across our congregations. Serving across a geographically vast and theologically diverse Region, the Regional Minister will support congregations, clergy, and lay leaders; strengthen relationships; and help the CRMR live into its mission of equipping and encouraging congregations so that together we embody the movement for wholeness in a fragmented world. We seek a leader who navigates diverse contexts with cultural competence, relational depth, and strategic clarity, guiding the Region toward a sustainable and Spirit-led future.

Key Responsibilities

1. A Relationship Builder Across Distance and Difference

- Travel consistently (initially high travel expectation) across the whole Region to meet congregations where they are, offering presence, support, and connection.
- Listen deeply and respond with humility and care.
- Build trust with clergy, lay leaders, and congregations (virtual and in-person visits).
- Connect isolated congregations to the wider church through collaboration.
- Affirm and value the Region's theological, cultural, ethnic, and contextual diversity, engaging congregations with openness and respect while bridging differences with relational wisdom, cultural competence, and a shared covenant.

2. A Pastor to Pastors and Support for Congregations

- Provide compassionate pastoral care, encouragement, mentoring, and guidance to clergy and congregations, including support for those experiencing burnout.
- Support bi-vocational pastors and congregations served by volunteer or shared leadership. Provide leadership development for all.
- Offer conflict resolution and mediation for congregations navigating tension.
- Support congregations in transition or crisis, including leadership changes, pastoral departures, and moments of significant challenge.
- Offer guidance on sustainability challenges (buildings, budgets, long-term viability) and help congregations discern mission clarity and context-appropriate ministry.
- Identify and nurture new pastoral candidates and support emerging leaders.

3. A Skilled Communicator and Connector

- Strengthen Regional communication with clear, consistent, timely messaging.
- Oversee and modernize Regional communication channels, including the website, newsletter, and digital tools, to enhance clarity, accessibility, and connection.
- Use technology effectively to regularly connect across distance and support pastors and congregations.
- Articulate the Region's mission, priorities, and processes with clarity.
- Foster transparency in regional decisions and expand participation in all processes.
- Help congregations understand the Region's role and rebuild trust where communication has been inconsistent.
- Strengthen regional identity and cohesion by communicating shared mission, values, and commitments.
- Model openness, accessibility, and cultural competence in all communication.

4. An Innovator in Adaptive Ministry

- Bring creativity and adaptive leadership to regional ministry, helping congregations imagine new possibilities for mission and community engagement.
- Encourage and support experimentation with new ministry models.
- Build and expand programming, regional ministries (e.g. youth programs), training, and initiatives that strengthen connection and multiply impact, collaboratively.
- Help congregations navigate post-pandemic participation patterns and engage younger members and families.
- Offer guidance in contexts where pastoral candidates are limited.
- Help equip congregations for renewal, transformation, and ministry innovation.
- Explore ecumenical partnerships and collaborative opportunities that strengthen ministry across diverse contexts.

5. A Strategic Leader and Faithful Steward

- Understand nonprofit and church governance – nurture collaborative relationships with the Region, Regional Board, and Regional Foundation, offering guidance.
- Provide leadership that clarifies and articulates regional mission and vision.
- Support financial health, stewardship, and strategic planning across the Region.
- Lead with clarity, compassion, and vision amid complexity and change.
- Serve in wider-church roles fostering relationships that enrich regional leadership and support the Region's ministry.

Qualifications

- Ordained minister with standing in the Christian Church (Disciples of Christ) or ordained minister with standing in the United Church of Christ who is willing to meet requirements for full partner standing in the Christian Church (Disciples of Christ).
- Demonstrated experience in regional, congregational, or multi-context ministry.
- Strong communication skills with clarity, transparency, and relational presence.
- Ability to navigate complex systems, diverse theological contexts, and varied ministry settings.
- Capacity to travel across a large geographic region and maintain connection through virtual means.
- Commitment to justice, compassion, and the ministry of Jesus Christ.
- Demonstrated commitment to the Disciples' pro-reconciliation/anti-racism priority.
- Demonstrated commitment to diversity, equity, and inclusion, and intercultural competence.