



## Job Description

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### Residential Chaplain

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The realities of intensive formation for ministry can be emotionally, spiritually, and financially stressful for the individuals and families God has called to serve him in the church. As students and spouses navigate the complex politics of the discernment process, and are stretched as they grow deeper in their knowledge and love of Jesus Christ, the faculty of Nashotah House believes regular access to a trusted chaplain is essential to ensuring seminarians work through these challenges to become the lay or ordained ministers they are called to be.

The ideal candidate for this non-stipendiary position is a retired priest with decades of experience in a variety of ministry settings. The chaplain must be ready to serve the wide variety of students who come to receive what Nashotah House has to offer: men and women from any number of jurisdictions, some still exploring Anglo-Catholic practices for the first time and struggling when it comes up against what they were taught in the congregations of their youth, and all learning to live together in a community that understands that “formation” means that, to some extent, those called here need to be bumped together to chip off the rough edges, all while learning to competently and confidently articulate the faith, sharpening each other as iron sharpens iron. Families called to ministry, whether newly-wed or older couples, have the additional challenge of working together in the face of changing dynamics, tighter finances, and new and changing spiritual practices; the ideal candidate can speak to these challenges, working with both students and spouses to provide a compassionate ear and godly counsel. Faculty and staff likewise find themselves in need of a chaplain, and as a servant to those called to the House, the chaplain is ready to help.

Nashotah House prides itself on community. This is largely a ministry of presence. The chaplain is provided a residence in the Peaks, a stall in the chapel, and an office in the Cloister. They (and their spouse) are asked to worship with us, eat with us, and get to know us through social events from regular weekly Common Room nights to barbeques at the beach and evening fires at the Peaks. In addition to the office in the Cloister, the Chaplain’s second office is a patio chair in the Peaks Circle.

Discretion is central to this position, as is a keen pastoral awareness of when a matter should be referred to a psychologist, physician, addictions counsellor, or marriage and family therapist. The gifts of building fast friendships and quickly reading people are also essential, as what individuals need from a chaplain varies from person to person. The age-range of residential students here is among the most varied of all seminaries; you’ll find yourself at once as the surrogate grand-parent or stern voice of reason for seminarians straight out of college, while also ministering to those your own age who have just responded to a vocation to ministry in retirement.

## **Duties:**

The exact nature of duties will vary based on the temperament and skills of the candidate.

Sacramental confession is scheduled weekly, with individual appointments for confession, spiritual direction, or conversation made in consultation with your schedule and the student, spouse, or staff member.

Where possible, the Chaplain will serve as the default official seminary representative to student devotional societies (Confraternity of the Blessed Sacrament, the Society of Mary, the Pusey Guild, Guild of All Souls, etc.), some of which have annual or twice-annual retreats or pilgrimages to a site in driving distance from Chicago to Fond du Lac.

The Chaplain will seek to form close relationships with as wide a cross-section of the Nashotah House community as possible, and be a visible point of contact known for listening and ministering respectfully, even with those with whom there are significant theological differences. As much as possible, the Chaplain will seek to serve Hybrid-Distance and Advanced Degree students during their time on campus.

The Chaplain will play a large role in the ‘informal learning’ that happens in places other than the classroom, offering opinions, suggestions, and corrections to zealous innovations based on years of pastoral experience. This work takes place in the early evenings and at weekend gatherings.

The Chaplain will take part in the regular chapel Celebrant/Preacher rota, per the established Customary of St. Mary’s Chapel.

The Chaplain works together with the Provost and the Director of Residential Life to ensure that students’ spiritual needs are met and that community life, though intense, remains positive and formational. This includes keeping a finger on the pulse of the community and, in rare circumstances, assisting in a proactive manner with matters of student discipline. The Chaplain, with the Director of Residential Life, will maintain a list of area spiritual directors to whom students may be referred for that specific ministry in addition to regular chaplaincy needs.

When referral to a professional service provider is deemed necessary, but financial hardship prevents the student or spouse from seeking that service, the Chaplain will coordinate with the Director of Residential Life to discretely provide that service from the Provost’s budget.

Bound not only by the seal of the confessional, but also to the Family Educational Rights and Privacy Act (FERPA) which encompasses all student data, the Chaplain will protect and uphold the privacy of students as required by law, noting that this requires directing inquiries from bishops and other ecclesiastical parties through the proper channels unless explicit consent has been given from the student.

Other duties may be assigned from time to time.

### **Residency Expectations:**

As the ideal candidate is retired, and as retirement is a well-earned benefit for those who have faithfully served the church, residency expectations are as follows:

- To be present for Orientation in late August
- To be present for **twelve** of fourteen weeks in each of the Fall and Spring residential terms (late August-December / late January-May)
- Of those twelve weeks, to be present and available *at least* **four** days per week, noting that Thursday Solemn Eucharists are a highpoint in community life, and that in the warmer months of August-early October and April-May, much of community life happens outside at the Peaks or at the Beach on Friday, Saturday, and Sunday afternoons and evenings. Wednesdays, being an all-campus study day, are regularly the best day students have to schedule meetings.

The Chaplain would ideally commit to a 2-year period of service, with an initial review at 8 months.

### **Compensation:**

The Chaplain (and their spouse) are provided with a two-bedroom townhouse in the Peaks with basic utilities provided. Cable or satellite TV is at the expense of the Chaplain.

The Chaplain (and their spouse) are provided with refectory meals (breakfast and lunch Monday-Friday when classes are in session, receptions and community dinners as announced).

A modest hospitality budget is provided each term to cover the costs of food and drink required to casually become a visible point of contact in a very social community.

Should it be of interest to the Chaplain, full library access (including inter-library loan and digital collections) can be provided for ongoing study or research.

### **Supervision:**

The Chaplain is part of the Director of Residential Life's team in overseeing campus life and formation.

The Chaplain and Director of Residential Life are both appointed by the Provost.