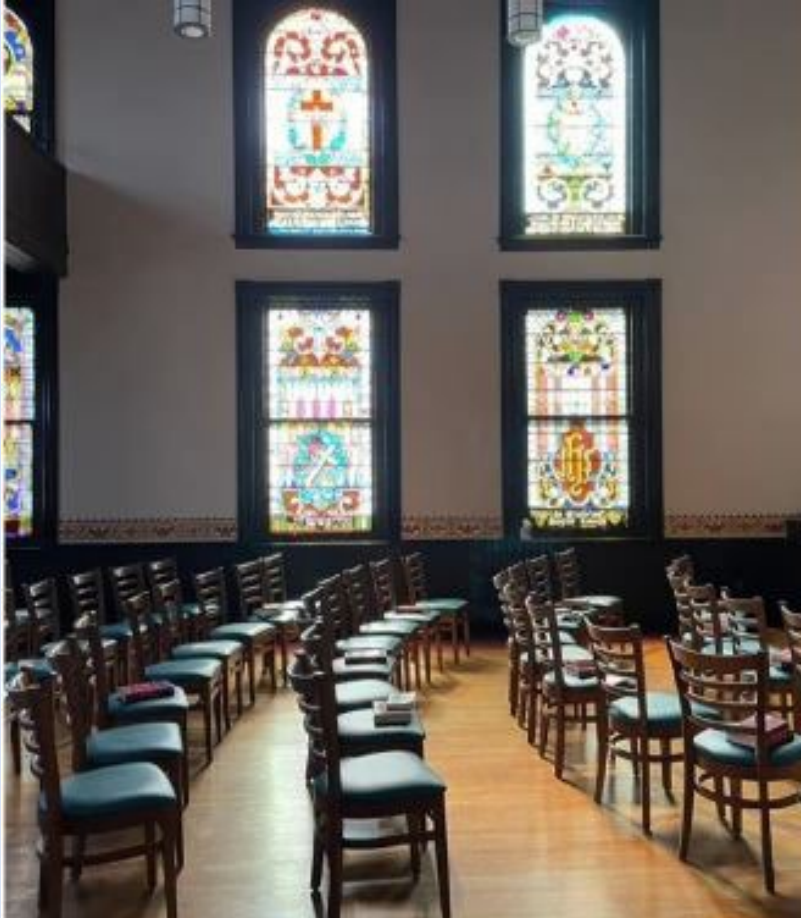


Opportunity Profile 2025

PASTORAL DIRECTOR



www.RichmondHillVA.org/apply

Richmond Hill
2209 East Grace Street
Richmond, Virginia 23223
804-783-7903

The Opportunity



Richmond Hill

in Richmond, Virginia

Located in the heart of Richmond, Virginia on the city's highest hill, Richmond Hill is a unique blend of a spiritual retreat center, residential community, and ecumenical Christian fellowship. Our mission is to actively seek God's transformation of our metropolitan city through prayer, hospitality, racial healing, and spiritual development.

The new Pastoral Director will participate in the residential community and will oversee the administrative and ministerial activities of Richmond Hill. In addition, the Director will set a vision for the future as they shepherd the new strategic plan. It is anticipated that the Pastoral Director will identify and hire one or two assistant/associate pastoral directors in its new organizational structure.

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. Almost 40 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. Our residential community consists of 10 to 15 individuals at any given time.

PRAYER: It's at the heart of everything we do. Public services are held in our on-site chapel at 7 am, noon, and 5:30 pm daily, 365 days a year.

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 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

The Pastoral Director (Director) serves as the chief administrative officer and pastoral leader for Richmond Hill and reports to a board of directors, the Council. The Director is expected to actively interact with Richmond Hill's racially diverse and inclusive Christian community and lead the residential community in maintaining the community's daily prayer cycle, caring for the historic building and grounds, offering hospitality to retreat groups and visitors, and providing spiritual formation and growth for the community and for guests. The Director oversees the day-to-day operations of Richmond Hill and provides leadership and vision for the current and long-range strategies for the sustainable operation of the organization.

Required Qualifications:

- A bachelor's degree
- Be an individual of strong Christian faith
- A residency requirement to stay at Richmond Hill which will be negotiated at the time of hiring.
- At least 5 years' experience in a leadership role at a non-profit organization or as a minister of a Christian church
- Management experience that includes some or all of the following duties: hiring, supervision, and evaluation of staff; facilities management; financial oversight and budgeting; fund raising; and conflict management.
- Evidence of a proven commitment to social justice and racial healing and an understanding of the history of racial struggles
- High emotional intelligence and a warm and welcoming spirit

Preferred Qualifications and Characteristics:

- Graduate coursework and/or an advanced degree
- Credentials as a Christian minister
- Experience in and/or a strong commitment to a residential faith community
- Ability to successfully work in an ecumenical environment with people from different and diverse backgrounds
- Willingness to pitch in when necessary to assist staff in their duties when there are instances of being temporarily short-handed
- Passion for ministries/programs like those offered by Richmond Hill
- Ability to inspire commitment to an organization's mission
- Strong and effective written and verbal communication skills

Compensation includes a modest salary, health and dental insurance, contributions to a retirement plan, paid time off, and a sacred workplace.

THE POSITION: Duties and Responsibilities

The responsibilities of the Pastoral Director include, but are not necessarily limited to, the following:

- Serve as the official spokesperson for Richmond Hill and represent it to the greater Richmond community.
- Guide the effective and smooth operation of Richmond Hill by providing leadership in staffing, budgeting, and organizational development activities.
- Provide leadership for implementing the strategic plan and for possible restructuring of staff responsibilities and evaluation of sustainability of all programs.
- Lead the staff and hold them responsible for effectively carrying out their assigned duties.
- Oversee the successful implementation of the program and outreach ministries.
- Provide worship leadership and oversight
- Support and collaborate in the spiritual development and well-being of the members of the residential community and of others in the broader Richmond Hill community.



The Application Process

The process to fill Richmond Hill's Pastoral Director position is a deliberate one, bathed in mutual discernment by the applicant, the search committee, and by the whole Richmond Hill community.

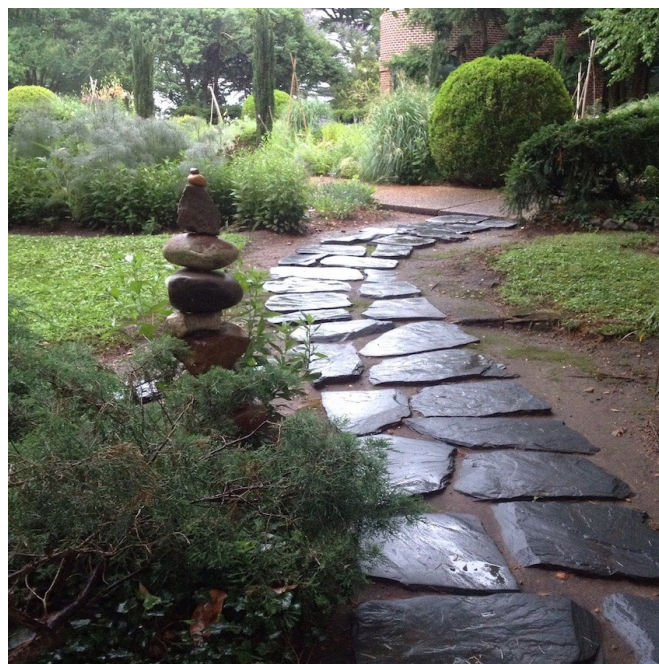
To explore this unique position and learn more about Richmond Hill, please visit our website at:

www.RichmondHillVA.org

TO APPLY:

Interested individuals should submit an application letter, resume, and names of three professional references to the Richmond Hill Search Committee at the following email address: **applyPD@RichmondHillVA.org**

You may also address any questions to the search committee at the email address above. The position will remain open until filled, however Richmond Hill will provide priority consideration to applications received by **March 15, 2025**.



The City: 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.





Richmond Hill

for the spirit of the city



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