

**Episcopal Ministry Leader – Dakota Community
Church of the Messiah
Prairie Island Parish, Welch, MN**

Position Type: Part-time (up to 20 hours per week)

Compensation: TBD \$25-\$40 per hour DOE

Preferred Start Date and Term: October 1, 2026 through September 30, 2027

To Apply: Submit resume: Church of the Messiah Vestry, 1760 Chakya St., Welch, MN 55089

Application Period: August 3, 2026 and closes August 28, 2026 5pm

Position Summary We seek a faithful, culturally grounded, and community-centered leader to serve as Episcopal Ministry Leader for the Dakota community at Prairie Island. This part-time position will provide pastoral presence, spiritual care, and relational ministry rooted in the traditions of the Episcopal Church while honoring and uplifting Dakota culture, language, and spiritual wisdom.

Preference will be given to enrolled members of a federally recognized tribe, particularly the Prairie Island Indian Community, who bring lived experience, cultural knowledge, and established relationships within the community.

Primary Duties and Responsibilities: The following duties and responsibilities are not meant to be all inclusive and may be adjusted to meet community need.

Pastoral & Community Care

- Provide pastoral care, including hospital visits, home visits, prayer, and spiritual counsel.
- Offer culturally sensitive grief support and ceremonial presence.
- Support individuals and families during times of crisis, transition, or celebration.
- Assist with sacramental preparation and participate in baptisms, funerals, weddings, and other rites as appropriate and in coordination with clergy.

Collaboration with Assigned Deacon

- Work closely with the assigned Episcopal Deacon to coordinate ministry priorities and pastoral outreach.
- Support and complement the Deacon's liturgical and sacramental leadership.
- Participate in shared planning, reflection, and evaluation of ministry efforts.

- Maintain open, consistent communication to ensure alignment with diocesan and community expectations.

Community Engagement

- Build and sustain trusted relationships with tribal leaders, elders, and families.
- Participate in community events when invited.
- Collaborate respectfully with other faith leaders and traditional spiritual practitioners.
- Listen deeply to community needs and help shape ministry accordingly.

Cultural & Spiritual Integration

- Integrate Dakota language, music, storytelling, and cultural expressions into ministry where appropriate and invited.
- Honor traditional values such as kinship, respect for elders, connection to land, and communal responsibility.
- Support intergenerational faith formation and mentorship.

Administration & Coordination

- Coordinate with diocesan leadership and relevant committees.
- Maintain clear communication regarding ministry activities and pastoral needs.
- Manage part-time ministry schedule responsibly and sustainably.

Qualifications

Required

- Practicing Christian with a strong personal faith commitment.
- Demonstrated understanding of and respect for Dakota culture and traditions.
- Experience in pastoral care, ministry leadership, or community spiritual guidance.
- Ability to work collaboratively and cross-culturally.
- Strong communication and relational skills.

Preferred

- Enrolled member of a federally recognized tribe (strong preference for Prairie Island Indian Community members).

- Background in Episcopal theology, liturgy, or prior experience within the Episcopal Church.
- Familiarity with trauma-informed and culturally responsive ministry practices.

Core Competencies

- Cultural humility and deep listening
- Spiritual maturity and integrity
- Community-rooted leadership
- Flexibility and adaptability
- Respect for sovereignty and tribal governance

Work Schedule

This is a part-time position. Hours will be negotiated in collaboration with diocesan leadership and community representatives, with flexibility to meet pastoral needs.

Vision for the Role

This ministry seeks to nurture a living, contextual Episcopal presence that walks alongside the Dakota people — honoring history, strengthening hope, and embodying Christ's love through relationship, justice, and community healing.

Salary

For a part-time **Episcopal Ministry Leader** serving the Prairie Island Community in partnership with the Episcopal Church, compensation should reflect:

- The specialized cultural competency required
- Pastoral care responsibilities
- Collaboration with ordained clergy
- Rural/tribal ministry context
- Equity considerations for Indigenous leadership

If 10–12 hours per week at \$20,000 – \$28,000 annually

Appropriate if:

- Primarily pastoral presence and relationship-building
- Limited administrative duties
- No sacramental leadership responsibility

If 15–20 hours per week at \$30,000 – \$42,000 annually

Appropriate if:

- Significant pastoral care workload
- Regular coordination with assigned Deacon
- Active community engagement
- Program development and spiritual formation involvement

Hourly Equivalent \$25 – \$40 per hour DOE

This reflects:

- Skilled pastoral care work
- Cultural and community leadership
- Comparable nonprofit faith leadership rates in Minnesota

Additional Considerations

- This position may be extended beyond September 30, 2027.
- No fringe benefits provided with this opportunity.
- Clear supervision structure.

If the role is filled by an enrolled tribal member, compensation should reflect the value of cultural knowledge and community trust — not treat this as an entry-level ministry position.