



Co-director of Prayer and Program

This part-time position provides spiritual and operational leadership for Pathways Retreat, with particular focus on prayer practices, programs, and administration. This position collaborates with the Co-director of Land and Hospitality.

Pathways is a spiritual retreat center dedicated to rest, reflection, and renewal, nestled on 17 natural acres within the city of Goshen, Indiana. The grounds include walking trails and outdoor meditation spaces, alongside the indoor retreat house and cottage that welcome individuals and groups seeking sacred space and renewal.

Spiritual Leadership

- Be attentive to the spiritual health of the organization.
- Demonstrate personal spiritual maturity, extending to the overall organization direction and decisions.

Prayer Practices

- Discern and implement Christian spiritual prayer practices.
- Tend retreat house and cottage decor so they invite rest, reflection and renewal.
- Nurture the Pathways prayer community.

Program

- Discern and manage the development of Pathways group program offerings.
- Manage the Pathways Transformational Network (PTN) and providers using Pathways' space.

Administration

- Administer contract agreements for programs and the PTN.
- Collaborate with the Co-director, Land and Hospitality on hospitality tasks.
- Serve as ex officio member of the Board and on two board committees.
- Work with the Board Chair to set agendas to meet goals of strategic plan.

Relationship Building

- Connect with current and potential donors and the community as appropriate to further the Pathways vision.

Preferred Experience and Knowledge

- Education and/or training in Christian theological and contemplative spiritual formation
- Experience with spiritual direction and in leading spiritual prayer practices
- Program development and coordination
- Nonprofit governance, operations, and financial acumen
- Collaborative decision making and shared leadership

Key Skills

- Hold spiritual and operational leadership simultaneously
- Dwell in the space of knowing and unknowing, flexibility
- Discern to support organizational direction
- Collaborate with Board and committee structure
- Engage in networking and public speaking
- Experience in sociocratic governance is a plus
- Strong interpersonal, organizational, and communication skills