

Position Description
for the
Executive Conference Minister
of the
Southern New England Conference, United Church of Christ

Title: Executive Conference Minister

The Executive Conference Minister of the Southern New England Conference (SNEC) shall serve this Conference as the standard bearer for our core vision, mission and identity to lead the United Church of Christ in Southern New England to:

- Empower local churches of the Conference to make disciples of Jesus;
- Make God's love and justice real by living the love and justice of Jesus;
- Encourage adaptive and transformational leadership that is faithful to our still creating God;
- Form covenant partnerships with all who work for the common good in their local communities and throughout the world.

in accordance with the policies established by the Conference and its Board of Directors.

Authority and Accountability:

- Derives spiritual authority from the call of God in Jesus Christ, and the Holy Scriptures.
- Derives ecclesiastical authority from the Bylaws of the SNE UCC, the actions of meetings of the Conference, and the decisions of the Board of Directors.
- Accounts to the Board of Directors and the meeting of the Conference, and thus to the member churches.
- Reports at least once annually to the Conference and regularly to the Board of Directors.

Responsibilities with the Southern New England Conference include:

- Serving as the chief vision keeper, such that both within and outside the Conference, it will be clear who we are and why we exist as the United Church of Christ in southern New England;
- Serving as the chief communicator of the Conference, articulating and leading the Conference toward a theologically-informed, gospel-centered vision of God's call for our time and place, as articulated in the Together, As One Vision Statement (attached);
- Serving as the chief strategist of the Conference, assuring that the Board of Directors and lead staff continue to use the vision of the Conference to direct the activities of the Conference now and in years to come;

- Working with Conference staff, the SNEC Board of Directors to give witness to issues of Christian concern;
- Embodying the spirit and ethos of the United Church of Christ in all working relationships.
- Ensuring processes by which fiscal soundness and administrative effectiveness can be achieved and maintained in the Conference;
- Performing such work as mandated by the Bylaws, by the actions of the Conference, and by the decisions of the Board of Directors;

Responsibilities beyond the Southern New England Conference include:

- Serving as the chief philanthropy officer, cultivating individuals and organizations at the CEO level to become major donors to SNEC;
- Providing a shaping presence in the United Church of Christ at regional and national settings, providing liaison with national agencies and ministries of the United Church of Christ.
- Representing the Southern New England Conference in ecumenical, interfaith, and public gatherings as appropriate, and providing leadership as needed;
- Developing ecumenical, interfaith and secular covenant partnerships with all who work for the common good in their local communities and throughout the world;
- Serving as the public face of the Conference to the state, region, and nation in the media and in the public square;
- Cultivating understanding, trust, hospitality and cooperation with all our mission and ministry partners to strengthen our collective outreach to the world that God in Christ calls us to be.

Required qualifications

- Excellent communicator
- Proven fund raiser
- Strategic thinker
- Connector of people
- Seeker of common ground
- Well versed in UCC history / polity / governance
- Proven track record of leadership

Qualified candidate:

- May be ordained in the United Church of Christ or ordained to one of the UCC covenant partners OR may be a lay person who must be an active member of a UCC church
- Graduate degree or equivalent experience



The Conference Vision

- **Making Disciples of Jesus**
- **Making God's Love and Justice Real**
- **Bringing new Life as Agents of Change**
- **Forming Covenant Partnerships**

In Isaiah 43, we hear God say, *I am about to do a new thing... Do you not perceive it?* The creation of the new Southern New England Conference was born out of our drive to respond to God's need for a new church and we are striving to create something uniquely NEW. We believe that neither the Church nor the Conference will survive unless we do.

The Vision of the Southern New England Conference

Following Jesus' call to discipleship, and bound by the covenant we share as siblings in Christ, we – the members of the United Church of Christ in southern New England – declare these values essential to our shared ministry together:

We understand the **local church exists to make disciples of Jesus** and we welcome all people unconditionally to share in this calling.

We commit to **making God's love and justice real** by loving our neighbors, children, and all of creation through our collective work, such as seeking racial, economic, environmental, and LGBTQ justice.

We believe God calls us to **bring new life as agents of change** and so we embrace and encourage adaptive and transformative leadership wherever the Body of Christ is gathered.

We encourage local congregations and varied ministry settings, inspired and guided by the Holy Spirit, to **form covenant partnerships** with all who work for the common good in their local communities and throughout the world.

*In union with the entire United Church of Christ,
we respond to Jesus' call and strive to live our faith by:*

God's Vision:

United in Christ's love, a just world for all.

The Church's Mission:

United in Spirit and inspired by God's grace, we welcome all, love all, and seek justice for all.

Our Purpose:

To love God with all our heart, mind, soul, and strength and our neighbor as ourselves.

Our United Covenant:

Living the Love and Justice of Jesus.

THE BOARD OF DIRECTORS

The Rev. Angie Menke Ballou

The Rev. Hanna Brown

Ms. Sandra Dickson

The Rev. Lynne Dolan

The Rev. Bridget Fidler

The Rev. Rebecca Floyd
Marshall

The Rev. Jocelyn Gardner-
Spencer

Ms. Persephone Hall

Mr, Chip Hamblet, Jr.

The Rev. Philomena Hare

Mr. Tracy Keene

Mr. Larry Kellam

The Rev. Lauren Lorincz

Ms. Frances Munro

The Rev. Kari Nicewander

The Rev. Bob Nolan

The Rev. Edwin Perez, Jr.

Mr. Calvin Price

Ms. Linda Sable



Making Disciples

The Conference offers a wide variety of resources and tools for church leaders to assist them in their endeavors to make disciples. Our dreamed of future hopes to find new ways to make disciples who follow God of Love.

**To Cultivate,
Encourage & Equip
Christian
Formation Leaders
in shaping faith
and discipleship
with people of all
generations**

Faith Formation - a wealth of resources for professional Christian Educators, clergy and lay leaders, and people who want to deepen faith in their own homes.

Outdoor Ministries - information about Outdoor Ministry opportunities available through the Conference

Youth & Young Adult Discipleship - service opportunities available to young people, and resources for those who work with youth and young adults



Making God's Love and Justice Real

We believe that it is our call to “live the love and justice of Jesus.” Based on both the established commitments of our three historic Conferences and our aspirational priorities as a new Conference, the Southern New England Conference of the United Church of Christ pledges in covenant:

At our first Annual Meeting as the Southern New England Conference, the board presented 7 suggested Justice Commitments to the delegates for approval.. The delegates added 3 more and approved all.

- To be an Open and Affirming Conference;
- To be a Just Peace Conference;
- To be an Accessible to All Conference;
- To be an Immigrant Welcoming Conference;
- To work for climate justice and the restoration of God's creation on which all life depends;
- To advocate for economic and restorative justice;
- To be a multi-cultural multi-racial church working to eradicate racism in all of its forms, both within the church and in the structures of our society and world;
- To advance immigrant justice and human rights for all people;
- To oppose all forms of sexism and violence against women, especially women of color.

Bringing New Life as Agents of ...

Workshop & Webinar Recordings

Upcoming Events & Ongoing Programs

Churches Alive:

A program that utilizes leadership development, trainings, coaching, online and outside resources to accompany a church through a discernment journey.



Super Saturdays:

A twice-annual event devoted to skill building, networking and discussing best practices.

SNEUCC Leadership Forum on Facebook:

An online place for church leaders to collaborate.

Forming Covenant Partnerships

The new SNE Conference Bylaws is unique in that it provides an opportunity to add "Associate Members" - any group who wants to work with us for the common good.

Some of our legacy partners:

HAITI TASK FORCE

The Haiti Task Force was founded 25 years ago, *and has provided education, quality health care, orphan relief, and community-based services for the people of Haiti. We do this through student and school sponsorship's, financial support for medical clinics, sustained friendship and joint advocacy for positive change .*

KOREAN PARTNERSHIP

The historic Connecticut Conference has had an ecumenical partnership with the Kyung-Ki Presbytery of the Presbyterian Church in South Korea since 1994. The churches are committed to build a relationship with each other, learn about each other's culture, and grow in faith together.

The Korean Partnership Committee sponsors opportunities to travel to South Korea to visit our partner churches.

- Each April we send delegates to the Kyung-Ki Presbytery's Annual Meeting.
- Every four years the Conference sponsors the Sacred Journey program in which youth in grades 9-12 have the opportunity to visit their partner churches.

Our New Partners:

VIBRANT FAITH MINISTRIES - a Lilly Endowment Funded Project in partnership with the Episcopal Diocese of Western Massachusetts and the New England Synod of the Evangelical Lutheran Church in America.

OUR GOAL: Ten new partnerships in 2020.





SHARON, CT



Making Disciples through Outdoor Ministries

Silver Lake is a place where young people experience nature, make new friends, and explore their faith. With more than 60 acres of wooded land on lakeside shores, Silver Lake offers many opportunities for young people to take risks and try new things with the support of an intentional Christian community.

We are on the Web!

SilverLakeCT.org

Summer Camp

Silver Lake Conference Center, a United Church of Christ summer camp and retreat center of the Southern New England Conference, has earned accreditation from the American Camp Association (ACA)

Retreats

From January through May and from September until December Silver Lake hosts retreats in our five winterized buildings and sometimes even in our non-winterized cabins! We host all kinds of groups, from church groups to school groups, youth groups to hobbyists, looking for space in which to hold their own weekend or weekday retreat program are welcome at Silver Lake Conference Center.



GLOCESTER, RI

Our Mission is to make a positive impact on the world by honoring each person's integrity and worth, while providing a nurturing, safe and challenging environment for them to grow socially and spiritually. We use gracious & generous hospitality and purposeful community to share God's love and grace.

Irons Homestead Camp and Retreat is 70 acres located in the northwest corner of Rhode Island where you can see the stars at night. We welcome religious and educational groups to enjoy our facilities. We have several walking trails, a woodland labyrinth, outdoor chapel, large pavilion, outdoor fire circles, a huge field and waterfront for swimming, boating and fishing. Our four seasons lodge sleeps 32 people in 9 bedrooms and offers a fully equipped kitchen, private showers, large meeting room, fireplace, and screened in porch. We also have other meeting spaces in the Barn and Quaker building.

We are on the Web!

SNEUCC.org/ironshomestead

PILGRIM DAY CAMP

SUMMER THE WAY YOU REMEMBER IT

FRAMINGHAM, MA

We are on the Web!

PilgrimDayCamp.org

Pilgrim Day Camp is a traditional summer day camp with over 50 years of experience in providing children safe, summer fun. We are located on 113 acres of sprawling fields and woods in Framingham, MA. In addition to ensuring fun, we emphasize a warm welcome for each child, care for the natural world, and respect for the differences among us. Pilgrim Day Camp offers children an opportunity to be challenged, to learn new skills, and to make life-long friendships.



Edwards House

FRAMINGHAM, MA

Edwards House offers fully-equipped meeting space for working gatherings both large and small as well as a warm, intimate setting for small overnight

We are on the Web!

EdwardsHouseFramingham.org



SNEUCC 2020 BUDGET SNAPSHOT

OPERATING REVENUE

Contributions and Gifts	\$ 3,106,857
Total Program and Facilities	\$ 2,452,399
Total Investment Income	\$ 1,303,970
Total Fees and Miscellaneous	\$ 353,285
TOTAL OPERATING REVENUE	\$ 7,216,511

OPERATING EXPENSES

Salaries & Benefits - General	\$ 3,787,212
Salaries & Benefits - Outdoor Ministries & Retreat Ctrs	\$ 1,243,829
Program & Ministry Expense - Outdoor Ministries & Retreat Ctrs	\$ 1,034,877
Other Program and Ministry Expenses	\$ 560,405
Grants & Gifts Given	\$ 66,150
Support & Institutional Costs	\$ 669,905
Fundraising Costs	\$ 11,000
TOTAL OPERATING EXPENSE	\$ 7,373,378

SNEUCC 2020 BUDGETED EXPENSE BY VISION AREA

MAKING DISCIPLES			COVENANT PARTNERSHIPS		
Lay Development	Youth Ministries	Outdoor Ministries	Covenant Partnerships		
\$ 465,962	\$ 288,601	\$ 2,355,426	\$ 63,494		
JUSTICE & WITNESS			LEADING ADAPTIVE CHANGE		
Justice & Witness			Regional Ministries	Church Development	Clergy Development
\$ 449,213			\$ 1,529,840	\$ 241,488	\$ 292,478

The SNE Conference has a staff of over 50 people dedicated to living the love and justice of Jesus.

Southern New England Board Decides on New Giving Structure

PROPORTIONAL GIVING – A NEW APPROACH TO WIDER CHURCH GIVING FOR A NEW CONFERENCE

The Southern New England Conference of the United Church of Christ (SNEUCC) is rooted in the firm conviction that we are called to “live the love and justice of Jesus.” At this important moment of our coming together the SNEUCCC Board embraces Proportional Giving as the giving model for providing the resources that will equip our mission and ministry as disciples of Jesus.

What is Proportional Giving?

Proportional giving is based on an understanding of generosity rooted in scripture. Our sacred texts remind us that all we have is a gift from God and they invite us to give joyfully in proportion to these gifts. The financial expression of proportional giving is sharing a percentage of income as a grateful response to what God has given us.

In the context of the new Southern New England Conference, Proportional Giving (PG) is a financial expression of covenant commitment by local churches to support the Conference and National UCC through sharing a percentage of local church income. It invites each of our churches to become faithful participants in a movement to make Southern New England a more just and loving part of the world.

The SNEUCC is adopting this approach because it is faithful, covenantal, and aligned with our mission and core commitments. PG gifts will be shared by the Conference with National UCC just as Our Church’s Wider Mission (OCWM) Basic Support have been shared previously. With the establishment of PG, OCWM Basic Support and Conference Membership Dues – called Fellowship dues in MA and RI and Per Capita Contributions in CT – are replaced by a single way of giving.



ANNUAL MEETING

November 1 & 2, 2019

DCU Center Worcester, MA

Delegates
vote on New
Name for
Conference



Highlights from the Annual Meeting

<https://www.sneucc.org/videodetail/2019-sneucc-annual-meeting-highlights-13106669>



Keynote Speaker Valarie Kaur

Founder of

REVOLUTIONARY LOVE

Watch her TED Talk at

<https://revolutionarylove.net/ted/>

Check out our website, still under construction

www.SNEUCC.Org

Commissioning of the
Executive Conference Minister
Search Committee
At the Annual Meeting



**Celebrating 25 years
of Partnership with
the Kyung-Ki Presby-
tery of the Presbyteri-
an Church in South
Korea**