

SOUTHEAST CONFERENCE



Southeast Conference United Church of Christ Conference Minister Position Description October 2020

POSITION SUMMARY:

The Conference Minister provides direction and leadership for the achievement of the Conference's Mission, especially regarding development and implementation of strategic initiatives. The Conference Minister serves as a visionary, passionate communicator grounded in a deep understanding of the Christian theological faith. This position oversees the Conference ministry team and uses a team leadership approach based on collegiality, partnership, mutual accountability and trust. The Conference Minister serves as the chief executive officer of the Conference while giving general oversight and direction to the program and operation of the Conference.

Required Qualifications:

- Be an ordained minister with current standing in the UCC
- Must be able to demonstrate knowledge of and involvement at the conference or national setting
- Possess management and administrative skills
- An ability to communicate well using the written and spoken word, including being conversant with existing and emerging technologies, online meeting platforms and social media
- Understanding of UCC polity, history and theology, especially the nature and role of Conferences and Associations
- Habitually practices self-care and spiritual disciplines, and exhibits healthy management of emotions and stress
- Be willing to relocate to the Southeast Conference

Preferred Characteristics:

- Commitment to operate in an ethical manner
- The ability to motivate others.
- Energy/Stamina
- Ability to manage travel well.
- Demonstrated ability to delegate responsibility
- Demonstrate an adequate grasp of technology to function within a virtual office
- Appreciate ecumenical and interfaith relationships
- Awareness of cultures and contexts in the southeastern United States

- Understand and appreciate diversity in race, theology, congregational size and gender identity.
- Passion and leadership for social and environmental justice
- Experience in facilitating new-to-UCC congregation assimilation
- Effective conflict resolution skills
- Commitment to UCC
- Ability to communicate effectively
- Advanced proficiency in public presentations and extemporaneous communications
- Exhibit a pastoral nature

Accountability:

The Conference Minister will be called by the Southeast Conference and will be accountable to the Conference through the Conference Board of Directors.

Working with the Conference Board, Staff, Clergy, and Lay Leaders, you will ...

- Acknowledge and commit to the UCC Ministerial Code of Ethics.
- Serve as the administrator of the Conference. This includes recruiting & supervising the Conference contracted staff, as well as managing & strengthening the finances and financial assets of the Conference.
- Serve as the registrar for the Conference
- Increase the commitment of our local congregations to Our Church's Wider Mission (OCWM) and explore additional sources of funding for the Conference
- Help congregations discern the strategies that are likely to bear fruit for the realm of God in their local setting.
- Provide guidance and encouragement for authorized ministers and those preparing for authorized ministry
- Oversee the search and call process of congregations searching for new ministers.
- Cultivate trust, hospitality, and cooperation between the local congregations and the Conference, the region and the national setting of the UCC.
- Consult with and provide support to Conference Commission on Ministry and its teams, as well as the other committees
- Provide resources and pastoral care to congregations and authorized ministers in situations of conflict and refer to the Commission on Ministry as appropriate.
- Remain in communication with other conferences in the region to explore alternative organizational & ministerial models that meet the visions and practical needs of the region.
- Represent the Conference in Local, Regional and National Settings.

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Conference Profile for Seeking a Conference Minister October 2020

Who We Are and Where We Have Been:

The Southeast Conference (SEC) of the United Church of Christ (UCC) is the regional body of the UCC within the states of Alabama, Georgia, Mississippi, South Carolina, and parts of Tennessee. We are incorporated in the state of Georgia, and we have a virtual office. This means that our new Conference Minister need not live in Atlanta but may reside within our large geographic region!

The SEC has left its indelible footprint on the development of the progressive church in the South. The Conference represents the coming together of congregations whose separate histories were reconciled in the new body, resulting in a vibrant, diverse entity that bridges our histories and our future. We are grounded in the strong heritages of several missionary efforts, dating back to the postbellum period of the late 19th century, although one church was founded as early as 1681. Almost half of the cumulative membership of the Conference's churches is African American, reflecting the mission work of the American Missionary Association, as well as more recent church planting efforts. The conference is not stagnant. In the past 20 years, we have added 21 new or newly affiliated churches, and we currently have two newly proposed communities of faith.

Over the years, the Conference identified the need for an alternative path for ordination to fill ministerial positions. The result was the cutting-edge PATHWAYS Program, an educational, theological program that continues to serve the Southeast Conference, as well as the wider UCC and ecumenical bodies.

The Southeast Conference remains committed to our identification with the National Church; in 2005, for example, Atlanta was host to UCC General Synod 25, at which the historic resolution was passed supporting same-gender marriage equality.

To adapt to a changing landscape, difficult decisions were made that included cutting an administrative staff position and closing the brick-and-mortar office. Since that time, the office has been virtual. The Conference was last served by a permanent Conference Minister in 2013 and is currently served by a half-time Transitional Conference Minister and full-time Associate Conference Minister/Administrator.

The Board of Directors strategically analyzed in prayerful discernment to identify the most viable options for moving the Conference forward. The SEC maintains a vision toward our future, embodying a willingness to change, adapt, and embrace new models of ministry. The Southeast Conference places an increasing emphasis on peace and justice witness programs as we experience growth. We remain faithful to God's call to listen, proclaim, act, and serve.

We are now moving toward a full-time conference minister with part-time support staff. In addition, there are two contracted positions: Generosity Coordinator and Communications Director.

For a snapshot of Who We Are, please see our Conference Fact Sheet, below.

Where We Are Heading:

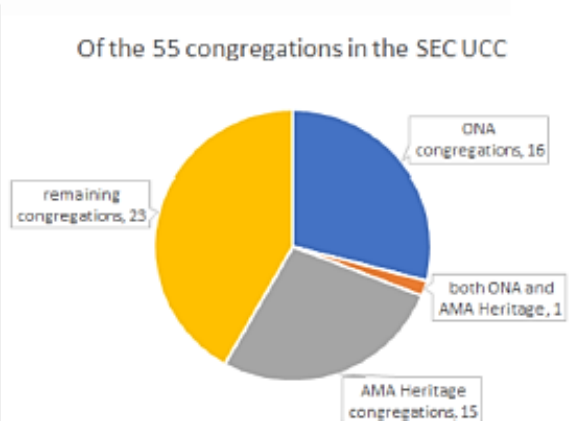
Looking forward, the Southeast Conference reimagines a world of radical hospitality. We strive to be the beloved community where no one is excluded, but where all are intentionally included. Through the guidance of the Holy Spirit, we will work toward a perfect union by opening wide the doors of the church to those who have been marginalized and ignored. Our strategic vision will be inculcated at every level of ministry throughout the conference as we move to implement the following objectives:

Analyze our Strengths, Weaknesses, Opportunities, and Threats (SWOT) and develop a Strategic Plan of overall goals and action plans to achieve them through calendar year 2027. We anticipate this plan will be completed and implemented by end of calendar year 2021.

- Create viable Conference Young Adult and Youth Ministries.
- Actively lead and participate in efforts to move us toward a more perfect union by eliminating racism, sexism, xenophobia, misogyny, homophobia, and transphobia.
- Continue efforts to start new churches; continue providing the resources to promote the revitalization of existing churches.
- Provide Pastoral Care for the overburdened Clergy and Lay leadership.

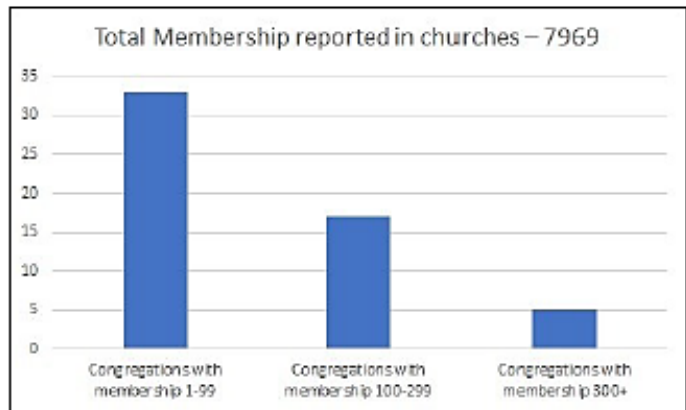
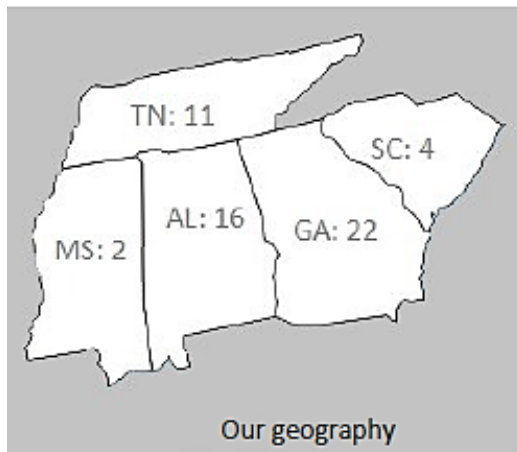
James Baldwin said, "It is certain, in any case, that ignorance, allied with power, is the most ferocious enemy justice can have." Our vision is to form a more just society by creating ministries that comfort the afflicted and afflict the comfortable by educating the uninformed and speaking truth to power. So let it be.

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	Actual	Budget	Proposed
	\$306,320.81	325,250.00	\$283,700.00
Income	\$282,191.12	\$303,500.00	\$262,700.00
Expenses	\$225,234.29	\$303,518.00	\$262,700.00
OCWM	\$24,129.69	\$21,750.00	\$21,000.00
NET	\$56,740.47	(\$18.00)	

American Missionary Association planted numerous academies and colleges for those African-Americans freed from slavery. Many of the teachers, who were often Congregational pastors, founded churches for the freed people.



204 Authorized Ministers

