



Southern New England Conference

United Church of Christ

Living the Love & Justice of Jesus

Position Description

Position Title: **Minister for Racial & Relational Justice Team Leader**

FTE: 1

Exemption: Exempt

Reports to: Executive for Missional Implementation

Department/Area: Justice and Witness

Summary

The Minister for Racial & Relational Justice Team Leader serves the God we know in Jesus Christ through the United Church of Christ by providing an environment and a culture that embodies the 4-part vision of the Southern New England Conference to: Make disciples of Jesus Christ; Make God's love and justice real; Bring new life as agents of change; and form covenant partnerships with an emphasis on making God's love and justice real.

The goal of the Minister for Racial & Relational Justice Team Leader is to engage every setting of the Conference in the work of unmasking, dismantling and eradicating racism and heterosexism in its personal, inter-personal, institutional and cultural forms, to make God's love and justice real. The Minister for Racial & Relational Justice Team Leader will develop and implement strategy for racial and LGBTQ+ justice and have a working knowledge of the concepts and impact of individual and systemic discrimination. The incumbent in this position will seek to move the conference, the clergy and the congregations of the Conference beyond seeking to keep what we have and toward a giving back for what we have taken.

Key Responsibilities

- Develops a comprehensive and strategic approach and curriculum for racial and LGBTQ+ justice that includes a short-term and long-range plan that seeks to unmask, dismantle and eradicate
- For the work of Anti-Racism:
 - Engage development and research of an array of programs, tools, curriculums or avenues by which local congregations, clergy and communities can engage with the work of ending racism. These will include programs oriented toward spiritual formation, education, and faith-based activism. Develop a repository of resources on the SNEUCC website and other media.
 - Oversee the training of a cadre of facilitators with the personal gifts and skills to lead anti-racism training in Conference settings, including but not limited to Conference

staff and leaderships, Committees on Ministry, clergy groups, members in discernment and local congregations.

- Ensure their ongoing support and skill development of trainers and facilitators.
- Oversee coordination of assignment of facilitators to training events.
- Resource, coordination/communication and support other UCC Conferences, SNEUCC partners and national UCC based on the research and insights learned here.
- Develop relationships with key SNEUCC leaders of color, and those congregations in the conference which consist primarily of people of color, to continue to listen and learn about how the Board, staff, and other clergy and churches of the Conference can be in solidarity and advocacy with these persons and congregations.
- Explore partnerships with other grassroots anti-racism organizations and networks to discover opportunities for collaboration and ways that the conferences might build on their work.
- Support any SNEUCC task teams, councils or committees (etc.) related to racial justice.
- Support the Board of Directors and staff of the Conference in developing a coordinated and comprehensive strategy for anti-racism work in the Conference settings.
- For ministry related to ONA and LGBTQ+:
 - Oversee development and research of an array of programs, tools, curriculums or avenues by which local congregations, clergy and communities can engage with the work of ending heterosexism. These will include programs oriented toward spiritual formation, education, and faith-based activism. Develop a repository of resources on the SNEUCC website and other media.
 - Oversee the training of a cadre of facilitators with the personal gifts and skills to lead ONA training in Conference settings, including but not limited to Conference staff and leaderships, Committees on Ministry, clergy groups, members in discernment and local congregations.
 - Ensure their ongoing support and skill development of trainers and facilitators.
 - Oversee coordination of assignment of facilitators to training events.
 - Resource, coordination/communication and support other UCC Conferences, SNEUCC partners and national UCC based on the research and insights learned here.
 - Develop relationships with key SNEUCC leaders of LGBTQ+ orientation, to continue to listen and learn about how the Board, staff, and other clergy and churches of the Conference can be in solidarity and advocacy with these persons and congregations.
 - Explore partnerships with other grassroots ONA organizations and networks to discover opportunities for collaboration and ways that the conferences might build on their work.
 - Support any SNEUCC task teams, councils or committees (etc.) related to ONA efforts.
 - Support the Board of Directors and staff of the Conference in developing a coordinated and comprehensive strategy for ONA work in the Conference settings.

As Team Leader this position will

- Supervise the staff team related to justice ministries of the Conference ensuring their performance evaluation and development and the effectiveness of their strategies and research.
- Coordinate and collaborate the justice team together towards the goals of the Conference

- Coordinate and collaborate with other team leaders and the Executive for Missional Implementation in the overall strategies of the Conference.
- Ensure that all justice related task teams, committees or working groups (etc) have proper staff support and Conference resourcing.
- Oversee budgeted funds related to justice ministries.
- Other duties as assigned

Qualifications

- BA degree, or equivalent work experience
- Demonstrated commitment to, and experience in, the work of unmasking, dismantling and eradicating racism.
- Excellent organizational and communications skills.
- Ability to identify gifts of staff, clergy and lay leaders and invite their participation in the aspects of this work for which they seem gifted and called.
- Demonstrated capacity to work with people of many backgrounds, cultures and ancestries and to facilitate bridge-building collaborations.
- General knowledge of traditions and culture of the United Church of Christ.
- Facility with Microsoft Word and Outlook; ability to learn to use MACUCC and CTUCC databases and Website console.
- Given that the position requires travel throughout the region, adequate transportation is expected.
- This position does not require seminary education or ordination; however, we are looking for a person of deep Christian faith who is able to speak to congregations about justice from a Christian perspective.

Physical Requirements

Data Utilization - Requires the ability to review, classify, categorize, prioritize, and/or analyze data and/or information. Includes exercising discretion in determining data classification, and in referencing such analysis to established standards for the purpose of recognizing actual or probable interactive effects and relationships.

Human Interaction - Requires the ability to apply principles of persuasion and/or influence.

Equipment, Machinery, Tools, and Materials Utilization - Requires the ability to use computer hardware and software and database systems in the regular performing of job duties.

Verbal Aptitude - Requires the ability to utilize a wide variety of reference, descriptive, and/or advisory data and information.

Mathematical Aptitude - Requires the ability to perform addition, subtraction, multiplication, and division; ability to calculate decimals and percentages; may require ability to utilize principles of fractions and/or interpret graphs.

Functional Reasoning - Requires the ability to apply principles of influence systems, such as motivation, incentive, and leadership. Ability to exercise independent judgment to apply facts and principles for developing approaches and techniques to problem resolution.

Situational Reasoning - Requires the ability to exercise the judgment, decisiveness and creativity required in situations involving the evaluation of information against sensory, judgmental, or subjective criteria, as opposed to that which is clearly measurable or verifiable.

ADA Compliant

Physical Ability - Tasks involve the ability to travel to meetings outside office, exert moderate physical effort, and may involve some lifting, carrying, pushing and/or pulling of objects and materials up to 20 pounds. Tasks may involve extended periods of time at a keyboard or workstation and/or repetitive motion.

Sensory Requirements - Some tasks require visual perception and discrimination. Requires oral communications ability.

Environmental Factors - Tasks are occasionally performed with exposure to adverse environmental conditions, such as dirt, dust, pollen, odors, wetness, humidity, rain, fumes, temperature and noise extremes, machinery, vibrations, electric currents, traffic hazards, animals/wildlife, toxic/poisonous agents, or pathogenic substances.