

# 2026

# CONFERENCE MINISTER PROFILE



**FLORIDA**  
CONFERENCE  
UNITED CHURCH OF CHRIST

# SEEKING OUR NEXT CONFERENCE MINISTER

To serve as their next Conference Minister, the Florida Conference seeks an Authorized Minister who sees opportunity in challenges; who thrives in cultural, geographic, and theological diversity; who embraces congregants, clergy, Conference Staff, and Conference Board members as co-workers in the quest to connect, empower, and engage; whose financial acumen reflects not only a balanced budget, but also the stewardship of human and monetary resources; and whose passion for the Gospel of Jesus Christ and vision of a Just World for All empowers his/her ministry.



# A CONFERENCE LIKE NO OTHER

The Florida Conference of the United Church of Christ is a Conference like no other. As it seeks its next Conference Minister, the Conference is looking for an authorized minister who sees opportunity in challenges, thrives amid cultural, geographic, and theological diversity, and embraces congregants, clergy, Conference staff, and Conference Board members as co-workers in connecting, empowering, and engaging our churches. The Conference seeks a leader whose financial acumen reflects faithful stewardship of human and monetary resources and whose passion for the Gospel of Jesus Christ empowers ministry in pursuit of God's vision of a Just World for All.

That leader will serve a Conference as diverse and dynamic as the state we call home. Our congregations stretch from the Panhandle to the Keys, representing one of the nation's fastest-growing and most culturally diverse states. We are young and old, lifelong Floridians and recent arrivals, united in many expressions of faith and our shared commitment to building a Just World for All.

In a state where progressive Christian voices are often in the minority, the Florida Conference is a faithful witness for inclusion, justice, and extravagant welcome. More than sixty percent of our congregations are Open and Affirming, and through ministries such as Standing with Our Siblings (SOS), REDI, WISE, climate justice advocacy, immigrant support, and disaster response, we put faith into action alongside those too often marginalized or overlooked. We value a faith that welcomes questions, embraces diversity, and trusts that God is still speaking.

The Florida Conference is realistic and hopeful, recognizing the challenges facing the church while embracing opportunities for growth, innovation, and faithful witness. Together, we are building a Conference that is connected, empowered, and engaged, ready to meet this moment with courage, compassion, and conviction.



# OUR SHARED PURPOSE

## MISSION

"Connecting and empowering local ministries to live out the inclusive teachings of Jesus Christ, toward a Just World for All."

## VISION

"Uniting in God's love to create a Just World for All."



## EMPOWER

Equipping leaders, congregations, and ministries



## CONNECT

Building relationships and strengthening covenant



## ENGAGE

Living the Gospel through justice, witness, and service

# CONFERENCE SNAPSHOT

The Florida Conference reflects the diversity and complexity of the state it serves. Our congregations range from large churches of more than 1,000 members to small congregations with fewer than 100 members, including some with fewer than a dozen active participants. Together, they represent a broad spectrum of ages, backgrounds, experiences, and communities throughout Florida.

The Conference includes congregations with young families, aging memberships, and every generation in between. Our churches are made up of grandparents and grandchildren, parents and children, married and single individuals, longtime residents and recent arrivals. Across our congregations, we celebrate the diversity of God's people and seek to live into the UCC's vision that "they may all be one."

More than 60 percent of Florida Conference congregations are Open and Affirming. Others have embraced ministries such as WISE for Mental Health, Just Peace, and Creation Justice. The Conference is enriched by bilingual ministries, as well as Spanish-speaking and Haitian-speaking congregations that broaden our shared witness and ministry.

The Florida Conference functions as a single association with one Committee on Ministry, serving 354 Authorized Ministers and 13 members in discernment. Conference-wide ministries include Florida UCC Women, Youth and Faith Formation, Disaster Response, and Grants Ministries. Justice, advocacy, and affinity ministries include Standing with Our Siblings (SOS), Racial Equality Diversity and Inclusion (REDI) ministry, LGBTQ+ Advocacy, Justice and Witness, Climate Justice, Seminars in Diversity Education (SIDE), and Immigrant Detention Center Advocacy.

Following the ministry of Jesus Christ, we welcome into our church community persons of every gender, sexual orientation, gender identity and expression, mental and physical ability, age, race, nationality, economic and social status, faith background, marital standing, and family structure. We invite all to share fully in the life, leadership, ministry, worship, sacraments, responsibilities, blessings, and joys of our Conference and its congregations. We believe in and support ministries that focus on building strong youth programs while growing and strengthening our interfaith relationships. As a Conference in the South, we live in a region regularly impacted by natural disasters, requiring us to remain prepared to support our churches and the communities they serve when disaster strikes.



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a just world for all

# EQUIPPED FOR MISSION

Our greatest asset is our people. Across Florida, our congregations embody God's love, compassion, and justice through ministries that serve their communities and extend far beyond their church walls. Through worship, outreach, advocacy, and service, the people of the Florida Conference bring the mission of the United Church of Christ to life each day.

Our identity as the United Church of Christ is also among our greatest strengths. Grounded in the values of Extravagant Welcome, Changing Lives, and Continuing Testament, we seek to extend Christ's welcome while faithfully proclaiming the Gospel in our communities.

The Florida Conference is strengthened by dedicated leaders, volunteers, and congregations who contribute their gifts in support of the wider church. Together, they sustain the ministries, relationships, and shared mission that connect our churches across the state.

We are also blessed with financial and material resources that support our ministry. Like many Conferences throughout the United Church of Christ, we have experienced financial challenges, including declines in OCWM giving. These realities underscore the importance of strong stewardship, sound financial management, and a commitment to cultivating resources that will sustain and strengthen the mission of the Florida Conference for generations to come.

## Current Staffing

The ministry of the Florida Conference is supported by a dedicated staff committed to serving congregations, clergy, and communities throughout the state. Current staffing includes:

- Conference Minister
- Associate Conference Ministers (2)
- Minister of Vision and Church Vitality
- Disaster Response Ministry Coordinator, Volunteer Staff
- Administrative Specialist
- Financial Administrator



# THE MISSION, UNFOLDING

Living into the United Church of Christ's promise that "No matter who you are, or where you are on life's journey, you are welcome here," Florida Conference congregations strive to embody an extravagant welcome in both word and deed. Across the state, our churches provide food, shelter, school supplies, healthcare assistance, and other essential resources to those in need, while creating spaces where individuals can gather in community, engage in meaningful conversation, and deepen relationships with one another. Through ecumenical and interfaith partnerships, our congregations build bridges of understanding and collaboration both within and beyond the Conference.

Our commitment to mission and justice is reflected in active support of ministries and organizations such as CROP Hunger Walks, Habitat for Humanity, Pride events, and the Florida Conference Disaster Ministry, which serves as a vital resource for congregations and communities throughout hurricane season and times of crisis. In communities large and small, Florida Conference churches seek to put faith into action, bearing witness to God's love and working toward a Just World for All.



# THE VISION, REVEALED

Because the congregations of the Florida Conference are persistently aspirational and believe we should "never place a period where God has placed a comma," we trust that God is still speaking and still calling us forward. United in God's love, we seek to fulfill not only the vision we can imagine today, but also the possibilities God has yet to reveal.

Being a prophetic voice in Florida during increasingly polarized times requires both honesty and hope. We recognize that some congregations face challenges associated with aging memberships, declining participation, and the stewardship of longstanding buildings and ministries. Yet we believe these realities invite us to embrace a vision rooted not in scarcity, but in abundant opportunity. We are called to reimagine ministry, strengthen relationships, and discover new ways of living out the Gospel in changing communities.

The Florida Conference envisions a future where congregations are connected, equipped, and inspired for ministry. Through faith formation, lifelong learning, leadership development, and intergenerational programming, especially for children and youth, we seek to nurture disciples of all ages. By expanding technology and strengthening infrastructure, we strive to connect congregations across our geographically diverse state and with the wider United Church of Christ. In doing so, we create new opportunities for learning, service, and faithful witness as we continue working toward a Just World for All.



# THE PRIORITIES, ANNOTATED

The priorities of the Florida Conference center on three core commitments: *Connect, Empower, and Engage*. Through adaptive leadership, our next Conference Minister will help strengthen relationships, equip leaders, and amplify the Conference's witness in the world.

## **Connect: Collaborative Pastoring**

Our next Conference Minister will foster covenantal relationships among congregations, clergy, and the wider Conference through a ministry of presence, support, and pastoral care. Working as a collaborative partner, this leader will provide guidance, advocacy, and encouragement while helping congregations navigate opportunities, challenges, and times of transition.

## **Empower: Administrative Leadership**

As a servant leader, our next Conference Minister will provide clear vision, responsible stewardship, and effective organizational leadership. Financially literate and strategically minded, this leader will oversee Conference resources, staff, and operations while equipping congregations with the tools, technology, and support needed for faithful ministry.

## **Engage: Branding and Marketing the Florida Conference and the United Church of Christ**

With passion and authenticity, our next Conference Minister will serve as the prophetic witness, voice, and public face of the Florida Conference. This leader will champion the values of the United Church of Christ, engage issues of justice and inclusion, and elevate the visibility of both the Florida Conference and the wider church. Recognizing the diversity that exists among and within our congregations, this leader will appreciate our churches, red, blue, and of rainbow hue, while inspiring and strengthening our shared ministry.



# THE INVITATION, EXTENDED

The people of the Florida Conference invite into collaborative ministry a candidate who will embrace both the opportunities and challenges of leading a diverse, dynamic, and faithful Conference. Grounded in the priorities of connecting, empowering, and engaging, our next Conference Minister will join a covenantal community committed to proclaiming the inclusive Gospel of Jesus Christ and working toward a Just World for All.

Florida is a place of remarkable diversity and opportunity. From the Panhandle to the Keys, our state is home to thriving cities and rural communities, citrus groves and cattle ranches, world-renowned attractions and cultural institutions, professional sports teams and space exploration. It is a place where people from across the nation and around the world come to live, work, retire, and seek new beginnings.

Life and ministry in Florida are shaped by both geography and climate. Snowbird season brings seasonal residents who enrich congregational life, while hurricane season reminds us of the importance of preparation, resilience, and community. Surrounded by oceans, rivers, lakes, wetlands, and coastlines, Floridians enjoy a deep connection to the natural beauty that defines our state.

The Florida Conference seeks a leader who will embrace the richness, diversity, and complexity of this unique setting while helping our churches faithfully respond to the opportunities of the future. We invite candidates who are inspired by collaborative ministry, energized by prophetic witness, and eager to join us in God's continuing work throughout Florida.



# CONFERENCE MINISTER JOB DESCRIPTION

**POSITION TITLE:** Conference Minister

**HOURS:** Full time

**REPORTS TO:** Covenantal Relationship with Board of Directors

**FLSA STATUS:** Exempt

**POSITION DESCRIPTION:** The Conference Minister (CM) serves as the spiritual leader, the chief executive, and administrative officer of the Florida Conference of the United Church of Christ ("Conference"), according to Conference policies and bylaws. The position is to enrich the ministry of the Conference in implementation of its mission and vision.

**AS SPIRITUAL VISIONARY LEADER OF THE CONFERENCE** the CM shall provide Visionary and Pastoral Leadership to the Conference:

1. In collaboration with the BOD and Conference staff, the CM will serve as the visionary leader focusing on strategic goals, driving innovation, inspiring the conference to embrace transformative ministry, ensuring that annually the vision and the mission of the conference are reviewed and kept relevant to the times.
2. In collaboration with the BOD, develop a culture of covenant and trust, nurturing meaningful and collaborative relationships with churches, members, authorized ministers, staff; and encouraging connection, empowerment and engagement.
3. In accordance with the United Church of Christ's Ministerial Code, lead with a Spirit- lifestyle, practicing spiritual renewal and disciplines, seeking continued spiritual growth, pastoral self-care, commitment to theological and continuing education through which ministers and lay leaders develop skills to effectively serve in rapidly changing contexts of the church and society.
4. Represent the Conference to the wider church and community and build relationships within the greater United Church of Christ, the Council of Churches, and other ecumenical and interfaith, state and national institutions and settings, sacred and secular.
5. Serve as a spiritual, prophetic and progressive voice in the state of Florida, representing the Conference and the United Church of Christ to the general public.



# CONFERENCE MINISTER JOB DESCRIPTION (CONT.)

6. Serve as the primary staff for the Justice Ministry of the Conference encouraging the Conference's prophetic ministry teams, birthing new ones and educating our congregations about the justice designations of the UCC such as Just Peace, Open and Affirming, WISE, creation justice, accessible to all, etc.

**AS CHIEF EXECUTIVE OF THE CONFERENCE**, the CM shall, in conjunction with the BOD, exercise supervision over the business of the Conference. The CM shall have authority to sign all certificates and deeds, mortgages, bonds, agreements, notes, and other instruments requiring signature and shall have all powers and duties that the BOD may assign.

**AS CHIEF ADMINISTRATIVE OFFICER OF THE CONFERENCE** the CM shall provide management, leadership, and organization to the Conference Staff to include:

1. Supervise the overall operations of the Conference including establishing operating goals, objectives for each area of work, periodic evaluation of outcomes/impacts, and revision based on evaluation ensuring that the structure of staffing and work align with the vision and the mission of the Conference.
2. Nurture a collaborative spirit and care within the staff team, and ensure proper coordination of activities, effective decision making and systems of accountability. In collaboration with Human Resources Committee conduct annual evaluation of performance for staff. In Conjunction with the BOD, hire, supervise and make personnel employment decisions.
3. Develop and maintain an understanding of the financial needs of the Conference. In collaboration with the BOD Budget and Finance Committee, practice sustainable management of the Conference's resources, and develop stewardship practices based on a theology of abundance and generosity.

## REQUIRED QUALIFICATIONS

An Ordained and Authorized Minister of the United Church of Christ

Excellent communicator

Proven fund raiser

Strategic and Visionary thinker

Connector of people

Seeker of common ground

Well versed in UCC history / polity / governance

Proven track record of leadership

Spanish speaking would be a plus

Proficient in technology and media



# A CALL TO FLORIDA



[@unitedchurchofchristfl](https://www.instagram.com/unitedchurchofchristfl)

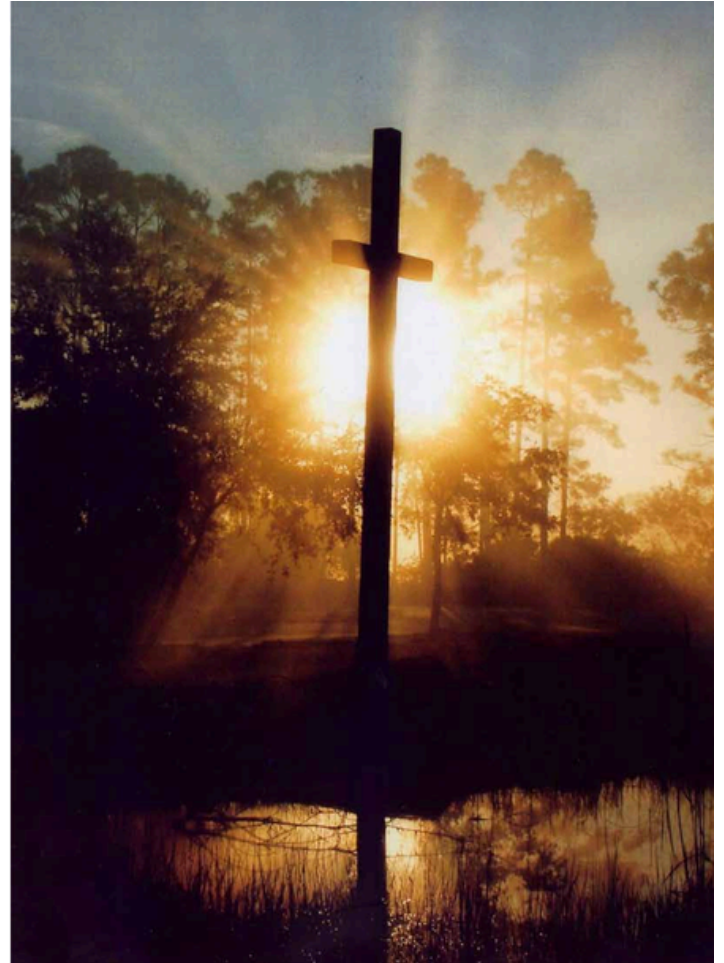


<https://www.facebook.com/UnitedChurchOfChristFL/>

From Jacksonville to Naples,  
Miami to Orlando,  
Apalachicola to Immokalee,  
Tampa to Tallahassee,  
Fort Myers to Fort Lauderdale,  
The Villages to Hard Rock,  
The Panhandle to the Keys,  
The Everglades to Walt Disney World,  
and Lake Okeechobee to the Indian  
River Lagoon,  
the Florida Conference seeks a  
Conference Minister with:

**the heart of a pastor,  
the mind of a strategic leader,  
the voice of a prophet,  
and the soul of a passionate advocate for God's justice and love.**

We seek a leader who will embrace the opportunities and challenges of ministry in one of the nation's most diverse and dynamic states. A leader who will connect, empower, and engage our churches. A leader who will boldly and joyfully proclaim the progressive and inclusive message of the United Church of Christ while helping the Florida Conference continue its work toward a Just World for All.



"The Florida Conference United Church of Christ is a community of congregations around Florida that partner in covenant to engage in the ministry of Jesus Christ in the 21st Century.

In the power of the Holy Spirit, the congregations of the Florida Conference UCC join together to be a prophetic voice of the Good News of God's love for all and to work for peace and justice for all."

<https://www.uccfla.org>

## **Letter from Florida Conference Board of Directors:**

### **A Time of Transition and Hope**

Our Conference is currently in a season of leadership transition. In recent months, several members of our leadership team have resigned, creating both challenges and opportunities for reflection, growth, and renewal. While this has been a season of unexpected change for our Conference, our Board remains united in its commitment to providing stable leadership, fostering healthy relationships, and discerning God's direction for our future.

To help guide us during this transition, we have called a Bridge Conference Minister who is providing interim leadership and support as we prepare to welcome our next Conference Minister. We believe this intentional approach will strengthen our Conference and position us well for the future.

We recognize that many conferences experience seasons of change, and we are committed to navigating this one with honesty, transparency, prayer, and hope. We are seeking a Conference Minister who is energized by the opportunity to walk alongside us in a spirit of collaboration, helping to build trust and lead with wisdom, humility, and compassion.

We believe this season presents a unique opportunity for a gifted leader to help shape a healthy, faithful, and hope-filled future alongside our churches and Conference. Together, we look forward with confidence to the next chapter of our shared ministry and to the opportunities God has before us.

God is still speaking,  
Sheila

***Rev. Dr. Sheila Harvey***

Moderator, Board of Directors

Florida Conference of the United Church of Christ

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