

# **Area Director of Beloved Community & Community Engagement**

## **Baltimore-Washington & Peninsula-Delaware Episcopal Area**

Reports To: Chief Program Officer

Status: Full-Time | Exempt

Salary: \$100,000–\$115,000

Location: Hybrid (Episcopal Area Office with regional travel)

Cabinet Relationship: Member of the Extended Cabinet

## **Position Purpose**

The Area Director of Beloved Community & Community Engagement provides strategic leadership to embed justice formation, intercultural competency, mission engagement, and practices of deep listening, trust-building, and shared discernment that lead to collective action within the congregational vitality systems of the Baltimore-Washington and Peninsula-Delaware Conferences of The United Methodist Church.

The role aligns advocacy, multicultural ministries, accessibility initiatives, and mission engagement with discipleship, leadership development, and congregational vitality.

The Director cultivates advocacy networks within and across the Area, aligns justice-oriented ministries with the Episcopal Area's vitality framework, and equips congregations to engage their communities through Missional Action Planning (MAP) in ways consistent with Wesleyan theology and the Social Principles of The United Methodist Church.

## **Key Responsibilities**

### **Justice & Intercultural Formation Integration**

Embed justice formation and intercultural competency within congregational vitality pathways and leadership systems.

This includes aligning ministries such as Cross-Racial Cross-Cultural Ministry (CRCC), Strengthening the Black Church for the 21st Century (SBC21), multicultural ministry development, and accessibility initiatives with the Episcopal Area's vitality framework.

Partner with the Center for Vital Leadership, Board of Ordained Ministry, dCOM and Lay Servant Ministries to integrate justice formation into clergy and lay leadership development.

### **Community Organizing & Community Partnerships**

Strengthen the Episcopal Area's capacity for relational organizing and community engagement.

Responsibilities include equipping congregations and hubs in organizing practices that support Missional Action Planning (MAP), cultivating partnerships with community and advocacy organizations, and helping congregations center the voices of neighbors—especially those who have been historically underrepresented or excluded—when engaging community challenges.

Serve as a liaison with governmental advocacy partners and community organizations in ways consistent with the Social Principles of The United Methodist Church.

## Supervision & Ministry Alignment

Provide supervision and strategic alignment for ministries connected to justice formation, multicultural engagement, accessibility, wellness, and mission.

Direct supervision includes:

- Hispanic/Latine & Multicultural Ministries Coordinator
- Accessibility and Deaf Ministries staff
- Wellness & Missions Coordinator
- Justice Ministries Coordinator

The Director ensures these ministries collaborate effectively and strengthen the vitality priorities of the Episcopal Area.

## Strategic Public Witness

Support advocacy and public witness grounded in relational organizing and congregational formation.

This includes working with the Episcopal Office and conference leadership to align advocacy with United Methodist Social Principles and supporting collaboration among the Advocacy & Action Board, Wellness & Missions Board, and district justice teams.

Public witness is understood as an expression of discipleship and organizing rather than a stand-alone activity.

## Connectional Partnerships

Maintain collaborative relationships with relevant general church agencies including:

- General Board of Church and Society
- General Board of Global Ministries
- General Commission on Religion and Race
- General Commission on the Status and Role of Women
- General Commission of Christian Unity and Interreligious Concerns (GCCUIC)

These partnerships support connectional learning, resource sharing, and mission collaboration.

# Minimum Qualifications

Education: Master of Divinity or equivalent theological education.

## Experience

- Five to seven years of leadership experience in congregational, denominational, or community-based ministry contexts
- Demonstrated fruitfulness in multicultural ministry, community engagement, justice-focused ministry, or relational organizing
- Experience supervising staff or ministry leaders

## Knowledge and Skills

- Knowledge of United Methodist theology, polity, and connectional structure
- Experience integrating justice and intercultural competency within congregational ministry contexts
- Demonstrates effective community organizing and collaborative leadership
- Strong facilitation, leadership development, and systems-thinking skills

To apply for this position, send a resume and cover letter outlining how you meet the specific requirements of the position to [HR-BenefitsOffice@pdcabc.org](mailto:HR-BenefitsOffice@pdcabc.org). Applications will be reviewed until the right candidate is identified.

While we sincerely appreciate all applications, only those candidates selected for interviews will be contacted.

Baltimore-Washington and Peninsula-Delaware Episcopal are committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.