

## **LATINX/HISPANIC/LATINO AND MULTICULTURAL MINISTRY COORDINATOR**

### **JOB POSTING**

**Job Title:** Latinx/Hispanic/Latino and Multicultural Ministry Coordinator

**Job Location:** Baltimore-Washington and Peninsula-Delaware Episcopal Area

**Reports to:** Director of Connectional Ministries

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#### **Position Overview:**

The **Latinx/Hispanic/Latino and Multicultural Ministry Coordinator** is a visionary and relationship-driven leader responsible for equipping and resourcing dynamic ministry within the Baltimore-Washington and Peninsula-Delaware Conferences of The United Methodist Church. This role supports the spiritual, cultural, and social needs of Latinx/Hispanic/Latino communities and works across racial, ethnic, and cultural lines to build multicultural ministries, deepen discipleship, and foster community transformation.

Rooted in the mission and theology of The United Methodist Church, this position facilitates community, planning, training, advocacy, and strategic development. The Coordinator works collaboratively with conference teams, clergy, and laity, building on the foundations laid by the BWC's Hispanic/Latino Ministries Committee and the PDC's Advocacy Resource Team. The first year of service will focus on listening deeply, discerning community assets and hopes, and building relationships that engender trust and inform long-term ministry strategies.

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#### **Key Responsibilities:**

##### **Strategic Planning & Ministry Development**

- Facilitate the formation and coordination of an area-wide Latinx/Hispanic/Latino Ministries Committee (LHLM).
- Evaluate and implement an LHLM strategy that currently is organized into three areas: connectional commitment, faithful discipleship, education and advocacy.
- Coordinate events, retreats, education programs, and consultations to advance the LHLM mission.

Plan and support initiatives such as:

- Immigration rights advocacy (local, state, national)
- Area Immigration Border Immersion Trip
- LHLM Annual Camp
- Hispanic Heritage Month programming

## **Congregational & Community Support**

- Resource and strengthen new and existing Latinx/Hispanic/Latino faith communities through contextual planning, consultation, and leadership development.
- Assist non-Latino congregations seeking to launch or support multicultural ministries.
- Ensure all LHL faith communities receiving funding have a strategic vision aligned with area conference and LHLM goals.
- Develop strategies for vitality that reflect deepening discipleship, valuing all people, living and loving like Jesus, community engagement, and sustainable growth through collaboration and partnerships.

## **Multicultural Ministry Innovation**

- Collaborate with congregations that do not reflect the racial-ethnic diversity of their communities to develop inclusive, multicultural ministry plans.
- Create and implement adaptive models of worship, outreach, and leadership training rooted in contextual realities.
- Serve recent immigrant communities and non-English-speaking worshippers with linguistic and cultural sensitivity.

## **Leadership, Advocacy & Relationship Building**

- Serve as liaison to additional committees and projects (e.g., Racial-Ethnic Forum).
- Build and maintain partnerships with LHL institutions and connectional networks.
- Oversee translation services to ensure high-quality Spanish content (written, recorded, live).
- Partner with key advocacy and justice organizations, including Church and Society, Commission on Religion and Race, Just Neighbors and Immigration, Justice and Law Network.

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## **Qualifications and Competencies**

### **Required Skills and Experience**

- Deep experience within and understanding of people who are recent immigrants, Latinx/Hispanic/Latino cultures and multicultural ministry.
- Proven ability to build and lead diverse teams across cultural and linguistic lines.
- Demonstrated experience in faith-based community organizing, strategic planning, and program implementation.
- Strong communication skills in both English and Spanish (written and oral).
- Leadership experience in congregational and/or community development.
- Capacity to hold sacred space, engage in advocacy, and nurture discipleship.

### **Education and Professional Background**

- Bachelor's Degree required; theological education (M.Div., Religious Education, or related field) preferred.

- Minimum 3–5 years experience in ethnic/multicultural ministry within the United Methodist Church or comparable setting.
- Strong understanding of Methodist theology, polity, social principles, and the Book of Discipline.

### **Technical and Logistical Skills**

- Proficient in Microsoft Office and Google Workspace.
  - Experience with budget management and grant writing preferred.
  - Strong organizational skills with the ability to manage multiple priorities in a dynamic, deadline-driven environment.
  - Willingness and ability to travel regularly, including evenings and weekends, throughout the area.
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### **Personal Attributes**

- Deep personal faith and a commitment to the mission of The United Methodist Church. Spiritually grounded and relationally gifted.
  - Adaptable, empathetic, and committed to justice, inclusion, and equity.
  - A servant-leader who can inspire, equip, and empower others.
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**Compensation:** ● Salary commensurate with experience. ● Benefits package provided, including health insurance, pension, and paid time off.

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To apply for this position, send a resume and cover letter detailing your experience and vision for Latinx/Hispanic/Latino and Multicultural Ministry to [HR-BenefitsOffice@pdcabc.org](mailto:HR-BenefitsOffice@pdcabc.org). Applications will be reviewed weekly 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 Area is 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.

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