



THE EPISCOPAL DIOCESE OF NORTH CAROLINA

200 West Morgan Street, Suite 300, Raleigh, North Carolina 27601-1563 Telephone 919-834-7474 800-448-8775

Title: Missioner for Black Ministries for the Diocese of North Carolina

The Missioner for Black Ministries (Missioner) is a newly created full-time position for a lay or ordained person.

The Missioner for Black Ministries is a key position in the diocese leadership and management designed to increase the vitality of historically African-American congregations by helping to weave their diversity into a closer bond of inclusion with other parishes and the diocese such that those Black congregations have the best opportunity to make the fullest use of the resources of their parishes and the diocese.

The position will be based in Raleigh and includes extensive travel in the Diocese of North Carolina. The Missioner will report to the Canon for Congregational Mission.

*The team includes three Regional Canons, the Hispanic /Latino Missioner, the Canon for Transition Ministries, the Canon for Congregational Mission, and the Diocesan and Suffragan Bishops.

Priorities: Missioner for Black Ministries will focus on the following areas:

- Engage congregations and their communities, modeling The Way of Love, encouraging truth telling, and honoring stories of faith, and discerning together where the Spirit is leading the Diocese into the future.
- Foster greater relationships with other parishes and missions through collaborative partnerships that reach across ethnic and racial boundaries.
- Connect congregations, in partnership with the Regional Canons, to a variety of resources, including but not limited to Beloved Community, Formation, Stewardship, and Care for Creation & Eco Justice.
- Cultivate new ministries and new vocations for the Jesus Movement.
- Find new and creative ways to use our buildings / properties / churches for the glory of God.

General Duties and Responsibilities: Working closely with the Canon for Congregational Mission —

- Assess the needs of Black congregations.
- Based on identified needs, advise on, pilot and evaluate activities that bring renewed energy to the churches including,
 - Increase the relationship with churches throughout the Diocese across racial and ethnic boundaries.
 - Serve on appropriate committees that affect the growth of the Black church including grant-making committees.

- Identify and bring resources to the churches, including workshops and seminars that encourage Christian formation (e.g., Invite Welcome Connect, Discipleship Matters).
- Work with the Communications Department to publicize the work of Black Church efforts through the *NCDisciple* and other channels of communications – not limited to Social Media.
- Recommend organizational changes and enhancements to assure ongoing support of the Black parishes and missions and their future ministries.
- Identify new initiatives and/or ministries that can be expanded with increased funding through grants. Participate in writing the grant proposals.
- Identify and recommend budgetary needs/priorities for Diocesan Council as part of the budget preparation process of Annual Convention.
- Collaborate as team member to analyze diocesan organizations and structures for the effects of systemic racism and offer recommendations for dismantling systemic racism.

Objectives

Work with the Diocesan Advisory Board for Black Ministries with clergy, laity, and diocesan staff.

- Build a Black Ministries team including at least one member from each congregation
- Develop a 2-year detailed plan around each of the aforementioned areas, including activities, events, budget, timelines, and what organizational capacity is needed to accomplish each goal.
- Participate in activities that are part of the 2-year plan. Activities may include:
 - Conduct a third New Visions Conference with Revival.
 - Collaborate with St Augustine's University on mentoring program.
 - Plan and conduct workshop and/or seminar.
 - Coordinate planning of special worship services, i.e., Blessed Pauli Murray, Blessed Henry B. Delany Day Celebration and Blessed Absalom Jones Day Celebrations.
- Pilot at least one new initiative that lays the groundwork for a new ministry with an existing congregation. Establish measurable milestones to determine success of effort.
- Participate in a team development event to deepen relationships among diocesan committees and communities including the Racial Justice Committee and the Hispanic/Latin-x Communities.

Working Relationships:

- Collaborate with clergy and laity of churches to assess their needs, build relationships and strategic partnerships within the wider community.
- Partnering with with Bishops, Canons, diocesan committees, and Black Ministries team to provide updates on process/progress and receive ongoing guidance and assistance in working toward goals

- Work closely with Diocesan staff and develop a relationship with TEC Office of Black Ministries and TEC staff to learn best practices from across the Church. Network with other mission developers and share knowledge and resources.

Compensation: \$85,000 plus benefits.

Qualities and Qualifications:

- Brings a creative innovative spirit coupled with a deep love and reverence for the traditions of the church.
- Is rooted in an active life of prayer and sees the vital connection between worship and mission.
- Has a passion for the gospel of Jesus, and for the role of congregations in sharing and spreading the gospel.
- Experience addressing the systemic issues of racism, diversity and inclusion.
- Builds relationships and is an evangelist for spreading the mission of the church outward into communities beyond the boundaries of race, ethnicity and cultural backgrounds.
- Awareness of the African Diaspora throughout and beyond the Episcopal Church
- Capacity in strategic, tactical, adaptive leadership.
- Background in organizational, community or congregational development.
- Strong background in relationship development and team building.
- Working familiarity with Episcopal Church polity and theology.
- Is self-motivated and able to work collaboratively, in a team environment.
- Has excellence in written, verbal, interpersonal communications and presentation skills.
- A valid Driver's License is a necessity.
- Employment contingent on successful completion of background check and completion of Diocese NC Safe Church Training and Diocesan Anti-Racism Training.
- Demonstrated experience with Black churches, culture, and communities.
- Preference given to Ordained Clergy in the Episcopal Church, with minimum of 5 years parochial experience leading congregations.
- Lay candidates expected to have a minimum of 5 years (professional or volunteer) experience in the areas of advocacy, antiracism, diversity initiatives in community organizations or professional settings.
- Certificate from College of Congregational Development (Preferred).

Interested applicants should submit the following materials to [Canon Catherine Massey](#)

- A cover letter (letter of interest) addressed to the Search Committee
- Current resume
- OTM Portfolio
- [Deployment questionnaire](#) for clergy positions (*Download and save the form to your computer before filling it out.*)