

Massachusetts Conference of the United Church of Christ  
**Exempt Position Description**  
**Associate for Racial Justice Ministries**

This is a full-time position currently funded for two years.

**REPORTS TO:** The Associate Conference Minister responsible for oversight of Justice and Witness Ministries

**CONTEXT:**

The three southern New England Conferences of the United Church of Christ have embarked on a process of regional collaboration toward economic, environmental and racial justice. The Massachusetts Conference has entered into a formal strategic partnership with the Connecticut Conference in the area of Racial Justice Ministries.

**PURPOSE:**

The goal of the Racial Justice Ministry of the Massachusetts Conference of the United Church of Christ is to engage every setting of the Conference in the work of unmasking, dismantling and eradicating racism in its personal, inter-personal, institutional and cultural forms, to make God's love and justice real. The purpose of this position is to implement this goal with regard to local congregations, Associations and their committees, ministry councils, task teams, and clergy and lay leaders.

**NATURE AND SCOPE:**

The Associate for Racial Justice Ministries will provide leadership and training in the area of racial justice ministries; coordinate and guide the work of MACUCC staff, clergy and lay leaders in this area; support and expand networks of racial justice leaders within the Conference; and increase collaboration between the Conference and other organizations working to end racism. This work will be done in collaboration with the Connecticut Conference of the United Church of Christ, and with guidance from the Associate Conference Minister for Leadership and Vitality of the Connecticut Conference.

**PRINCIPAL ACTIVITIES:**

1. Facilitate the development of an array of programs or avenues by which local congregations can engage with the work of ending racism. These will include programs oriented toward spiritual formation, education, and faith-based activism.
2. Work with the Racial Justice Curriculum developed by the Connecticut Conference, United Church of Christ in the following ways:
  - a. Become trained as a Racial Justice Facilitator in this curriculum;
  - b. Facilitate the training of a cadre of Racial Justice Facilitators with the personal gifts and skills to lead anti-racism training in Conference settings, including but not limited to Committees on Ministry, clergy groups, members in discernment and local congregations.
  - c. Coordinate assignment of facilitators to training events; ensure their ongoing support and skill development.
3. Identify additional resources and curricula for local church work on racism and make them available via the Website and other means.

4. Develop relationships with key MACUCC leaders of color and those MACUCC congregations 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 with these persons and congregations.

5. Explore relationships with other grassroots anti-racism organizations and networks to discover opportunities for collaboration and ways that the Conference might build on their work.

6. Staff a Conference task team on racial justice ministries.

7. Support the Board of Directors and staff of the Conference in developing a coordinated and comprehensive strategy for anti-racism work in the Conference setting.

9. Other Justice and Witness projects and other duties as assigned by supervisor.

**FREEDOM TO ACT:** The Associate for Racial Justice Ministries has considerable flexibility in many areas of daily work, but always works within the guidelines established by the Bylaws and the MACUCC Personnel Policies. The Associate for Racial Justice Ministries works under the supervision of the Associate Conference Minister responsible for oversight of Justice and Witness Ministries, and will develop work goals and priorities for the job in collaboration with this Associate Conference Minister. In addition, the Associate for Racial Justice Ministries will receive mentoring and guidance from the Associate Conference Minister for Leadership and Vitality of the Connecticut Conference, who serves as a consultant to the Massachusetts Conference as part of the strategic partnership noted above.

#### **JOB REQUIREMENTS:**

1. Demonstrated commitment to, and experience in, the work of unmasking, dismantling and eradicating racism.
2. Excellent organizational and communications skills.
3. 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.
4. Demonstrated capacity to work with people of many backgrounds, cultures and ancestries and to facilitate bridge-building collaborations.
4. General knowledge of traditions and culture of the United Church of Christ .
5. Facility with Microsoft Word and Outlook; ability to learn to use MACUCC database and Website console.
6. 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.

#### **COMPENSATION:**

Salary \$56,000. Benefits include health, life and disability insurance, employer contribution to pension, and generous paid time off. Start date September 1, 2016.

**People of color and bilingual Spanish/English speakers encouraged to apply.**

*The Massachusetts Conference is an Equal Opportunity Employer and an Open and Affirming Conference.*