

Director of Racial Justice and Equity Posting Description

The Minnesota Annual Conference of the United Methodist Church is seeking an experienced professional with proven skills in strategic leadership, compelling visioning, courage to challenge inequities and a collaborative philosophy to lead our work in addressing our racial justice commitments as outlined in the [Cabinet Statement on Racial Justice \(minnesotaumc.org\)](https://www.minnesotaumc.org/cabinet-statement-on-racial-justice) and our Vision and Values [About Us \(minnesotaumc.org\)](https://www.minnesotaumc.org/about-us).

The Minnesota Annual Conference is a small but complex organization, comprised of 350 churches of every size and in every geographical region of Minnesota; 250 active clergy who may be part time or full time, lay assigned, licensed local pastors, clergy from other denominations as well as ordained elders and deacons; 2 camps and its related staff; and 25 conference staff to support the work of our clergy and local churches and care for the administrative functions of the annual conference. It is incorporated as a non-profit (501c3) organization and has an operational budget of 15.7 million dollars. We are a regional judicatory of the world-wide United Methodist Church.

The Director of Racial Justice and Equity is a director level position, and will have authority, responsibility and accountability under the supervision of the Director of Connectional Ministries to achieve our long term vision by:

1. Providing educational opportunities for conference/district level teams and clergy and congregational leaders to grow in anti-racist discipleship and cross-cultural competency;
2. Organizing systems of mutual support for BIPOC clergy;
3. Collaborating with conference teams, and other members of the extended cabinet to evaluate and improve the anti-racism and cross cultural competency of those ministry areas;
4. Providing ongoing coaching for clergy and congregations in cross-racial and cross-cultural appointments.
5. Building spaces and opportunities for the creation of trust-filled relationships that increase our ability to embrace the richness of diversity and embody the beloved community.

Qualifications

- Professional education and experience that demonstrates leadership for advocacy and justice and ability to move systems and organizations towards transformational change. A bachelor's degree with five years relevant experience required. A Master's Degree in a related field with some theological training is preferred. Significant work experience and competency will be considered in lieu of educational requirements.
- Committed to the Christian faith and knowledge of United Methodist beliefs, practices and organizational structure.
- Excellent facilitator and trainer around cross cultural competency and anti-racist practices.
- Ability to think critically, work collaboratively, give attention to detail, manage complex systems and move forward key initiatives in strategic ways.
- Experience in leading teams and working with diverse constituencies to achieve a common goal.

Accountability and Compensation

- Full time, exempt, beginning January 1, 2023.

- Occasional travel throughout Minnesota, and some evening and weekend hours will be expected.
- Salary range is \$75,000-80,000 annually plus benefits including health plan and employer pension contribution. Generous vacation, holidays and sick leave. Flexible work environment.
- A member of the Extended Cabinet of the Minnesota Annual Conference, accountable to the Director of Connectional Ministries for work performance and accomplishment of goals.

A detailed job description is available upon request. Please make all inquiries and submit letters of interest and resumes to jobs@minnesotaumc.org. The application period will close October 15, 2022.