



## **Racial Justice and Equality Staff Position**

### **Job Description**

#### **Draft #2**

**September 10, 2020**

Conference Council and the Faith and Life Commission affirmed the necessity of an Anti-Racism Task Force in order to assist our Conference leaders, faith and life commission members, pastors and congregations experience transformation on racial justice. In order to achieve the work of the Anti-Racism Task Force, a quarter time staff position is being proposed.

**Title: Racial Justice and Equality Leader** (Minister – if person holds credentials)

**Job Function:** The Racial Justice and Equality Leader shall lead and facilitate Virginia Mennonite Conference's Anti-Racism mandates.

**Accountability:** Racial Justice and Equality Leader is supervised by the Executive Conference Minister.

#### **Qualifications:**

1. Education shall include a bachelor's degree. Training in social justice is preferred.
2. Applicant shall be a member of Virginia Mennonite Conference.
3. Experience shall include participation in social justice activities, a leadership role with an organization, and administrative and interpersonal skills.

#### **Requirements:**

1. Adherence to the principles of the *Confession of Faith in a Mennonite Perspective*, 1995, is expected.
2. Adherence to the principles of pastoral ethics, as stated in *A Shared Understanding of Ministerial Leadership*, 2017, is expected.
3. The Racial Justice and Equality Leader shall be available for travel for conference work, to include weekends.

**Term of Service:** The term of service is a two year assignment. The Executive Conference Minister in consultation with Conference Council will evaluate progress of transformation on racial justice and equality within the Conference and determine next steps for the position.

**Compensation:** Compensation will be determined by Executive Conference Minister in consultation with Conference Council based on regional salary indices and/or MC USA Guidelines for Pastoral Compensation.

**Responsibilities:**

1. Provide leadership to fulfill the mandates of the Anti-Racism Task Force below by utilizing committees within the Conference and creating working groups that utilize members of our Conference.
  - a. Assess VMC's history concerning race relationships and provide a written report of their findings to Conference Council and the Delegate Assembly. There are stories of positive and negative actions by leaders and members concerning race relationships. These need to be heard. This may be where deep listening occurs by a group of people, but these stories can also be recorded and shared with our constituency.
  - b. Make specific recommendations to Conference Council to eliminate racist language from Conference documents and policies at all levels of the organization.
  - c. Provide advocacy to include non-White members on Conference planning committees on personnel selection for all committee appointments.
  - d. Make recommendations concerning governance practice within VMC to incorporate non-White leaders.
  - e. Facilitate training programs in racial sensitivity, racial consciousness, and anti-racism and inclusion for Conference Staff, Conference Council members, and members of the Congregational Life and Faith and Life Commissions.
  - f. Require all key leaders of Conference, Conference Staff, and credentialed leaders to take the Intercultural Cultural Development Inventory - <http://mennoniteusa.org/what-we-do/undoing-racism/intercultural-development-inventory/>
  - g. Facilitate the development of a mandatory training program for all credentialed leaders in racial sensitivity, racial consciousness, and anti-racism and inclusion.
  - h. Ask each congregation to provide training on racial sensitivity, racial consciousness, anti-racism, and inclusion, using materials and training programs recommended by the Task Force.
2. Participate on the Anti-racism Task Force.
3. Document Strategic Progress to the Executive Conference Minister.
4. Provide progress reports to Conference Council on regular bases.

This is the second draft of a potential job description

Shalom,



Clyde G. Kratz  
Executive Conference Minister