



# The Synod of the Covenant

## Presbyterian Church (U.S.A.)

**Position Description:** Organizer of Synod Communities of Color

### **Purpose**

The purpose of the Organizer of Synod Communities of Color is to (re)develop connections between the communities of color within the Synod of the Covenant, so that these communities can determine the presence and shape of their own ministries, as well as any group ministries that might occur among more than one or all of the Synod's communities of color. This term position will conclude when the communities have gained consensus on their missions and purposes (approximately one year).

### **Responsibilities**

1. Develop a database of BIPOC churches, leaders, and individuals within the Synod.
2. Discover individuals' interest, capacities, and leanings (via interviews, surveys, etc.) with respect to collective ministry for each racial ethnic group as well as joint ministry across groups.
3. At the right time, invite individuals to join in larger conversations about these ministries.
4. Facilitate decision-making among participants to give short- and medium-term direction for ministry for each group as well as joint ministries across groups.
5. Develop leadership along the way within each racial ethnic group, and contract with part-time organizers among these leaders for possible project work.
6. Report to Steering Team at least quarterly and to each stated meeting of the Synod Assembly on progress.
7. Conclude role having facilitated next steps for continued success among ministries developed.
8. Other duties as required to reach the expected outcomes (below).

### **Expected Outcomes**

- Create a comprehensive directory of congregations, ministries, leaders, and individuals of color (including capacities and desires), easily accessible to participants for networking purposes.
- Develop leadership for each racial ethnic group with critical mass within the Synod.
- Propose formalized structure for Synod leadership such that the Assembly learns from and supports communities of color.
- Identify initial purposes, goals, and next steps for the ongoing development of Synod communities of color and Synod's anti-racism ministries.

### **Relationships**

The Organizer of Synod Communities of Color primarily communicates with the Synod Executive, receives guidance from this ministry's Steering Committee, and regularly interacts with churches, ministries, leaders, and individuals of color. The organizer will supervise any contracted part-time organizers for each racial ethnic group and volunteers involved in this ministry.



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### **Meetings**

The Organizer will attend assembly, steering committee, and staff meetings.

### **Resources**

The Synod provides a computer, software, and other requirements to accomplish the job duties. If necessary, the Synod will fund continuing education for community organizing.

### **Qualifications, Skills and Experiences**

- Community organizing experience and passion
- Familiarity with church settings/ministries (Presbyterian Church (USA) experience a plus)
- Excellent initiative and networking, organizational, verbal & written communication skills
- Background check

### **Compensation**

This is a fifteen-hour-a-week salaried position for one year, with three-month extensions if necessary. Compensation is based on current market conditions commensurate with the candidate's qualifications and experience. Weekly work schedule can be flexible and determined with the Executive.

### **Evaluation**

Candidate's progress toward expected outcomes will be reported to the Executive monthly and evaluated every six months by the Executive, with input from the Communities of Color Steering Committee

### **Application Information**

Please send resume and cover letter to Executive Chip Hardwick, at [chip@synodofthecovenant.org](mailto:chip@synodofthecovenant.org). Questions? Call Chip at 309-530-4578. For information about the Synod, visit [www.synodofthecovenant.org](http://www.synodofthecovenant.org).

*Finalized by Human Resources Committee on 6/21/22.*