



Episcopal Church in Minnesota

Missioner for Multicultural Ministries
The Episcopal Church in Minnesota

Vision of the Position

The Episcopal Church in Minnesota (ECMN) is home to a diverse array of cultures, with ministry contexts as varied as the expressions of those cultures. God is working in these communities in creative, hopeful ways. Leaders from these congregations have identified a need for culturally-aware and responsive support as they build infrastructure, identify and equip leaders, and seek sustainability. The Missioner for Multicultural Ministries is called to work collaboratively with these leaders to support and nurture systems and resources that help each faith community thrive. This Missioner will also continue to foster connections and collaborative partnerships between these congregations and the diocese as a whole.

Work Environment

As a member of the bishop's staff, this position requires a strong team player who is dedicated to maintaining the strength and vitality of ECMN. This person must be able to effectively communicate and interact with a broad range of individuals and constituencies. This missioner must be committed to supporting the mission and ministry of ECMN in all dimensions of the job.

This person will join with the Bishop and staff in participating in the Holy Spirit's work of racial justice and healing, making it a core of each staff member's area of unique responsibility. They do this work in partnership with and in support of the Racial Justice and Healing Commission, a group of faithful Episcopalians who are focused on building formation resources to help Minnesota Episcopalians make justice-making a central part of their identity as followers of Jesus, and to help individuals and faith communities discern how they can join God's project of justice-making in their own neighborhood.

Essential Duties and Areas of Responsibility

The core responsibility of all diocesan staff is to nurture vital faith communities. This position will focus specifically on faith communities serving multicultural or culturally-specific populations, working collaboratively within the systems, structures, and programs of the diocese, and working to transform them when necessary.

- Building networks of faith communities with similar opportunities, challenges, and goals within and without the ECMN, and encouraging and training leaders to be network builders in their own communities.
- Developing and supporting the creation of culturally competent leadership training and pathways for lay and ordained leaders.
- Building systems, plans, and supports that grow and strengthen existing communities and foster the planting of new worshiping communities across the diocese.
- Supporting and integrating diverse voices and perspectives in faith communities and throughout ECMN.

- Helping multicultural and culturally-specific faith communities develop discernment processes and strategies based in prayer and deep listening to scripture, faith community members, and their neighbors.
- Networking with multicultural and culturally-specific faith communities within the Diocese and around the U.S., as well as national church leaders who can help with access to grant money, worship resources, and other needed resources.
- Overseeing the writing of grants to support the ministries of multicultural and culturally-specific faith communities.

The ideal candidate will:

- Be a person of prayer open to the Holy Spirit's leading and formed by God through daily spiritual practice.
- Be an intercultural expert with the ability to navigate, honor, and successfully work alongside a wide array of cultural groups.
- Have the ability to listen deeply and respectfully.
- Have experience in the congregational and spiritual development of diverse faith communities.
- Be familiar with the realities facing diverse immigrant populations.
- Have a collaborative work model and excellent team-building skills.
- Be able to reflect theologically with faith communities, and to equip others to do this.
- Establish and maintain healthy boundaries.
- Be self-motivated.
- Be available for evening meetings, weekend events, and travel throughout the state.

Experience and Education

- This position is open to both lay and clergy applicants
- Bachelor's degree preferred
- Preference for an individual that is bilingual

Benefits and Compensation

- Salary is commensurate with experience
- Full employee benefit package available, including medical, dental, pension, and paid time off

Resumes and Cover Letters may be submitted to the Canon for Operations, Kelsey Schuster, at kelsey.s@episcopalmn.org. Applications will be accepted until Sunday, March 5th, 2023.