



EPISCOPAL FARMWORKER MINISTRY

**Executive Director  
Position Announcement  
August 2022**



**Episcopal Farmworker Ministry**  
2989 Easy Street  
Dunn, NC 28334

<https://episcopalfarmworkerministry.org/>

# Episcopal Farmworker Ministry

Position Profile: Executive Director

Hiring Range: \$60,000+ dependent upon experience (plus a full benefit package)

Applications will be accepted until position is filled

## The Opportunity

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Episcopal Farmworker Ministry (EFWM) seeks a creative and energetic Executive Director (ED), who is fluent in Spanish and English and can build and heal relationships across cultural lines, advocate for and empower agricultural migrant workers, and work with a Board of Directors to continue to build and shape the ministry to meet the changing demands on the immigrant population. The successful candidate will be a proven decision-maker, experienced with fundraising and grant management, and someone who can inspire the staff and be the face of the EFWM throughout the community and the Episcopal Churches that support the ministry. The Board of Directors is looking for a leader who is sensitive to the nuances of the Latino cultures, can coach the staff, and creates new and vibrant ways of ministering to the agricultural community. The vision for EFWM is to continue to create sustainable ways of providing ministry and responding to natural disasters and health issues while advocating for the fair treatment of immigrant workers in the state of North Carolina.

## Episcopal Farmworker Ministry Today

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Episcopal Farmworker Ministry (EFWM) is a joint ministry of the Diocese of East Carolina and the Diocese of North Carolina that responds to the physical, emotional, and spiritual needs of permanent, migrant and seasonal farmworkers and their families, and actively supports opportunities for them to become self-directive. Since 1982, we seek to minister to farmworkers in three principal ways: through direct services; through development and support of programs that work towards the empowerment of farmworkers; and by encouraging leadership development, advocacy, and education aimed toward a systemic change in agricultural policy at local and state levels.

Today, EFWM offers more than 12 services and programs to the community. In addition to working with Latino migrant workers (from other states and abroad), we also work with Latino agricultural workers who live in NC year-round, including workers from meat processing plants, nurseries, packing houses, animal farms, and field workers.

## Episcopal Farmworker Ministry History

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EFWM started in 1982 with just one outreach worker who provided transportation to service agencies, translation, English classes, and recreational activities to mostly Haitian migrant workers. In 1986 we started providing immigration services, which began in response to the Immigration Reform and Control Act.

In the early 1990's, we built a daycare facility that would eventually become Saint Martin's Migrant Head Start. In 1996 we welcomed our first Sacramental Minister to develop a religious congregation of migrant workers. In 1998 we opened our permanent facility, which has allowed us to expand our programs and services even further.

Throughout the 2000s and 2010s EFWM grew a strong community of agricultural workers and others who passionately defended agricultural workers to support their needs. We have consistently provided quality services to community members while expanding our efforts to assist every need and ensure a safe and inviting community.

## Approach and Core Values

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### SPIRITUAL ASPECT

God teaches us that we are called to respond for the dignity and justice for all human beings and we are working with such principles to ensure a better future for farmworkers and their families. We respect the worth, dignity, and rights of all people.

### EDUCATIONAL ASPECT

Our programs recognize that all voices are equally important and that we all need to learn from each other. We share information and skills that will allow us to create an impact in the world.

### LEADERSHIP DEVELOPMENT ASPECT

We lift each other's voices, and support each other in order to improve our lives. We celebrate and support leaders in the community.

### ADVOCACY ASPECT

We support community members who want to raise their voices for justice, and we join their voices.

### CULTURAL ASPECT

We value the importance of the community's ethnic and cultural heritage. We rejoice as a community acknowledging and celebrating our differences.

## Position Summary

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The ED is responsible for overseeing day-to-day operations, capacity building, and programs. The ED is the ultimate internal decision-maker on operational decisions (consulting with senior staff in thoughtful consideration of the institutional memory and knowledge they hold) and checking with the Board of Directors on any decisions with larger policy implications for EFWM. The ED will work closely with the Board of Directors to support and facilitate effective oversight and direction setting.

The ED will be a manager, coach, guide and partner in problem-solving the major work that is being led by the staff of 12 and the local community leaders. The ED will need to be an external face for (EFWM) in the community and in the supporting churches. The ED supports and enhances the core beliefs and mission of EFWM.

## Current Priorities

- Build strong relationships with the churches in the Diocese of East Carolina and the Diocese of North Carolina to promote the values and mission of the ministry.
- Closely work with the Board of Directors Finance Committee, Treasurer, and Bookkeeper.
- Oversee grant management.
- Continue to empower the ministry's diverse staff.
- Create and integrate new positions into the culture of EFWM and its staff as needed.
- Work in concert with the Sustainability, Finance, Personnel and Executive Committees of the Board of Directors.
- Provide feedback to the Board of Directors on matters of governance and administration.

## Specific Responsibilities

- Human Resources: Overall responsibility for development, support, and retention of staff and volunteers, including specific responsibility for working in collaboration with the Personnel Committee of the Board of Directors.
- Fund Development: oversee implementation of strategies to build productive relationships and generate continuing support from foundations, churches, and individual donors in collaboration with the Sustainability Committee of the Board of Directors.
- Financial Management in collaboration with the Treasurer and Finance Committee of the Board of Directors.
- Community and Partner Relationships: Build awareness of the impact of EFWM's work and role in the community. Sustain relationships with Iglesia La Sagrada Familia (the local Episcopal congregation) as well as key nonprofit, business, and community partners to better serve the needs of EFWM's mission.
- Oversee the growth and maintenance of the physical properties.
- Board Support: Engage regularly with the Executive Committee and participate in monthly Board of Directors meetings.

## Minimum Requirements

- Bachelor's Degree or Equivalent
- Previous experience leading a nonprofit or church ministry: Seasoned manager with successful senior-level experience, including fundraising
- Understand and able to work in a Church-operated ministry
- Excellent oral and written communication skills in English and Spanish
- Knowledge and sensitivity to Latino cultures
- Ability to immerse in the community in and near the location of the ministry
- Proficient knowledge of internet, email, G Suite, Microsoft Office, QuickBooks, and web-design platforms. Proficiency in Donor Perfect is a plus.
- Team builder who strives effectively to bring staff to their full potential
- Strong interpersonal and communication skills
- Strong budgeting skills
- Good understanding of the operational and back-office systems and infrastructure of a nonprofit

## Compensation

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The Episcopal Farmworker Ministry is committed to attracting and retaining outstanding employees through a comprehensive package that includes a competitive salary and an outstanding employee benefits package that includes health & medical, dental & vision, holidays and paid vacation. A retirement account will be held by the Church Pension Group. Salaries are reviewed annually by the Board of Directors. The Episcopal Diocese of East Carolina makes a provision for annual cost of living increases.

## Equal Employment Opportunity

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The Episcopal Farmworker Ministry is an Equal Employment Opportunity Employer. As reflected in our equity statement, the EFWM recognizes structural racism and other forms of oppression have contributed to persistent disparities which we seek to dismantle. Our network strives to engage and center community members, especially those whose voices have traditionally been marginalized. As an equal opportunity employer, we value the benefits that a diverse culture brings.

## Applications

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In one document, please submit a cover letter, resume and references.

Applications will be reviewed beginning August 6 and accepted until the position is filled. Anticipated start date is September 2022.

Send applications via email to:

The Board of Directors

Subject line: ED APPLICANT

[info@efwm.org](mailto:info@efwm.org)

Questions may be directed to:

The Rev. Daniel Robayo

Chair of the Board of Directors

919-244-4114

