

# **Job Description**

## **Canon Missioner for Diocesan Reparations and Restitution Ministry**

**Position Title:** Canon Missioner for Diocesan Reparations and Restitution Ministry

**Reports to:** Diocesan Bishop

**Expected Duration of Position:** Four years from date of hire.

### **Job Summary**

The Episcopal Diocese of North Carolina seeks a Canon Missioner for Diocesan Reparations and Restitution Ministry to organize and facilitate our commitment to racial justice restitutions. Building on existing research and preliminary conversations sponsored by our diocesan Restitutions Committee, this person will play a key role as we (1) acknowledge the destructive legacy of slavery and white supremacy in our diocese and (2) seek justice, restitution, and healing expressed as *metanoia*, i.e., sorrow for sin and transformation of life. So that we may better embody Christ's beloved community, this process will involve spiritual conversion as well as material and financial amends to those most directly harmed.

### **Core Responsibilities**

The Canon for Diocesan Restitution Ministry will work with diocesan organizations, congregations, ministries, and others participating in similar work, engaging and empowering them to create and implement a plan for diocesan restitutions. The Canon will:

- Together with the diocesan bishop and related parties guide this work to effect substantive, material, and lasting change in diocesan systems and structures.
- Establish benchmarks and goals for various facets of this work, including budgetary and financial investment goals, and develop a process for evaluating the outcomes of these efforts.
- In collaboration with the Missioner for Black Ministries, engage, encourage, and empower our clergy and congregations in the ministry of truth-telling, restitution, healing, and reconciliation.
- Consult with diocesan spiritual formation staff and committees to develop the necessary theological foundation for conversations about faith, racial justice, restitution, and healing.
- Develop a pastoral care plan for all participants engaged in this process who are affected by our legacy and practice of institutionalized racism, with particular attention to the needs of people of color while also providing opportunities for empowerment for white congregations seeking to examine their own history of racism.
- Work with the Restitution Committee and diocesan communications staff to publicize these efforts among diocesan congregations and ministries.

- In partnership with the diocesan archivist and historiographer, help produce written and multimedia materials about our history and collaborate with related community and social justice organizations in this work.
- Stay apprised of Episcopal, ecumenical, and other non-governmental efforts toward restitution, cooperating with other entities in this work as appropriate.
- Engage in responsibilities related to the larger context of racial justice work, including governmental reparations efforts, as needed.

### **Demonstrated Skills/Experience**

- Personal grounding in the Christian faith, discipleship, and Jesus' Way of Love.
- Commitment and passion for the work of equity, justice, and anti-racism in all its manifestations.
- Community organizing and bridge-building experience among diverse communities.
- Training, facilitation, and leadership experience among diverse populations, especially in the context of racial justice and intercultural cooperation.
- Experience with historical research methods, documentary studies, and/or American religious history preferred.

### **Desired Qualifications**

- Knowledge of Episcopal Church history, particularly as it relates to race, racism, and white supremacy.
- Strong interpersonal skills, spiritual maturity, and the ability to engage constructively with disagreement.
- Demonstrated history of completing projects of varying complexities involving collaboration with a wide range of stakeholders.
- Strong written and oral communication skills across various platforms.
- Capable of working both independently and collaboratively; able to request and offer support when needed.

### **Preferred Qualifications**

- Demonstrated organizational and grant-writing experience.
- Minimum B.A., B.S., or equivalent degree from an accredited college or university.
- Valid driver's license and the ability to drive to diocesan meetings and events.

- **Compensation and benefits:**

This position offers a cash salary of \$95,000 plus pension benefits, life insurance and also the option of health and dental insurance.

- To apply: Send resume and cover letter to [Canon Catherine Massey](#); application deadline is: December 15, 2022. If you are a member of the clergy, please include your OTM portfolio as well.