



EPISCOPAL CITY MISSION

MANAGER OF LEADERSHIP DEVELOPMENT

Join our team in this urgent moment in our country and exciting time in our organization's life.

Episcopal City Mission (ECM) is a faith-rooted justice organization that works primarily with Episcopal communities (parishes, chaplaincies, missions etc.), grassroots organizations, and faith-rooted organizations that are addressing racial and economic injustice.

Mission of Organization

ECM builds relationships and collective power across the commonwealth for racial and economic justice as the expression of God's transforming love. We do this by developing, convening, mobilizing, and funding prophetic leaders in Episcopal communities, grassroots organizations and faith-rooted organizations.

Role of Manager of Leadership Development

The Manager of Leadership Development will work with ECM staff and partner teams to incorporate leadership development into all aspects of ECM's engagement opportunities in Massachusetts. The Manager of Leadership Development will be supervised by the Director of Programs and Engagement and will work collaboratively with the ECM team to achieve our 2-3 year goals:

- Activate a base of Episcopalians across Massachusetts who work for economic and racial justice in partnership with the Diocese and Episcopalian Communities
- Build a network of faith-rooted and grass-roots leaders working for economic and racial justice in the Bristol region through collaboration with local partners
- Increase resilience of organizations and leaders in ECM's social justice network

Primary Responsibilities

(1) Work with ECM's Strategy Team to design strategy for Prophetic Leadership (faith-rooted social justice leadership practices) and evaluative measures for Prophetic Leadership Development

- Collaborate on Leadership Development strategy so that it aligns with ECM's wider strategy
- Coordinate ECM Advisory committees working on Prophetic Leadership Development

- Design and integrate Measurement and Evaluation collection methods for Prophetic Leadership programs

(2) Design and run Prophetic Leadership Programs for ECM's Episcopal constituents

- Manage the 2019 Prophetic Listening Program (underway)
- Work with a team of staff members to design Prophetic Leadership opportunities (included but not limited to: programs, workshops, and trainings) that develop a commitment to doing social justice
- Develop needed curriculum for Prophetic Leadership Programs - curriculum will be rooted in past work of ECM and the Leadership Development Initiative
- Design and coordinate the Praxis Community (a community or prayer, study, reflection, and action) - includes coaching small group coordinators and leading retreats.
- Serve as the lead trainer and worship coordinator at most of ECM's workshops - this includes but is not limited to the following
 - Coordinate training logistics
 - Develop needed training materials.
 - Manage external co-trainers, coaches, and facilitators
 - Evaluate training and give co-trainers and coaches feedback to support their leadership development.
- Share the work of ECM through preaching and leading discussions in congregations
- Organize and archive ECM's training materials

(3) Partner with the Lead Organizer and Community Organizer to design and execute Prophetic Leadership Programs in the Bristol region

- Work with a team of staff and volunteer leaders to design Prophetic Leadership opportunities that strengthen participation in the Bristol region's network for racial and economic justice - this will include grassroots communities and faith-rooted communities.
- Develop needed curriculum - including a focus on political education - for Prophetic Leadership opportunities- curriculum will be rooted in past work of ECM and the Leadership Development Initiative
- Build relationships with partners who are doing similar training work to ECM and identify ways to experiment with integrating available materials and share training resources with our partners.

(4) Partner with the Program Manager to Develop Prophetic Leadership Opportunities for grassroots constituents

- Work with a team of staff and grassroots leaders to develop, lead, and evaluate experimental models for integrating spirituality, healing, resilience, and action into grassroots organizing
- Partner with the wider staff to develop, run, and evaluate a leadership development program for ECM's grantee cohort

(5) Partner with the Communications Team to share the Prophetic Leadership work with ECM's wider community

- Develop written and visual communications for Prophetic Leadership programs
- Work with communications strategist to share the story of the Prophetic Leadership program through our communication channels.

Job Requirements

We are seeking candidates who have excellent interpersonal skills, excel at managing complicated logistics, skilled at balancing competing priorities and relationships, and are self motivated.

- Minimum of a bachelor's degree from an accredited four-year college/university
- Strong writing and curriculum development skills
- Experience facilitating adult education experiences (particularly participatory training and popular education)
- Familiarity with the Christian tradition and scripture - experience with the Episcopal Church desired but not required
- Parish or congregational leadership experience desirable
- Experience leading spiritual practices
- Experience as a community organizer and/or policy advocate
- Strong organizational and planning skills
- Strong relational and interpersonal skills particularly working in a team context
- Exposure to the material of Interaction Institute for Social Change, Marshall Ganz, Momentum, and/or Contemplative Christianity a plus
- Personal qualities of integrity, credibility, and a commitment to and passion for Episcopal City Mission's mission.
- Travel within Massachusetts
- Requires night and weekend work

Compensation

Salary commensurate with experience. Generous benefits package including health and dental coverage, pension, and vacation.

To Apply

We strongly encourage online applications. Please attach your resume and cover letter and send to info@episcopalcitymission.org.

As an EOE/AA employer, Episcopal City Mission will not discriminate in its employment practices due to an applicant's race, color, religion, sex, national origin, sexual orientation, gender identification and veteran or disability status.