



CO-DIRECTOR OF ALLIANCE OF BAPTISTS JOB DESCRIPTION

Position: Co-Director of the Alliance of Baptists

Employment Status: Full time

Accountable To: The Board of Directors of the Alliance of Baptists, Inc. in partnership with the other Co-Director

Organizational Background: Founded in 1987, the Alliance of Baptists is a group of progressive Baptists and Christians committed to enacting God's love and justice in the world. Coming out of a long tradition of dissent and historic Baptist freedoms, the mission of the Alliance has been to reimagine the ways Baptists might more fully embrace God's dream for the world. Today we are a faith community comprised of people of diverse sexual orientations, gender identities, theological beliefs, and ministry practices. The lay leadership and clergy in our organization and in our churches reflect that diversity.

The Alliance continues to imagine ways to cultivate beloved community, claiming our prophetic identity within the body of Jesus Christ in the world. In 2018, the Alliance board commissioned a Racial Justice Task Group, composed of a diverse group of Alliance members, to do an analysis of the organization and our way of being in the world. Currently the Alliance is seeking a leader to guide the organization in implementation of the recommendations from the Task Group for dismantling systemic racism within the Alliance and its congregational and ministry partners as well as continuing the growth of the Alliance's ministry.

Responsibilities: The **Co-Directors** will work in a co-equal relationship.

Individual responsibilities

Strategic Leadership

- Providing visionary leadership for and representing the Alliance in ministry settings, with ecumenical, advocacy and ministry partners, partner organizations, congregations, theological schools and students.
- Coordinating the centering of racial justice and implementation of antiracist policies and goals within the Alliance as established by the board and defined by the Racial Justice Task Group.
- Engage with the churches participating in the THRIVE for Racial Justice project, a learning community of 25 Alliance congregations committing to addressing systemic racism in their context, accompanied by three sociologists of religion, and funded by the Lilly Endowment.

- Advance an intersectional vision for the future of the Alliance.

Relationship Building

- Engaging in outreach, ministry, mission and strategic visioning of the Alliance's mission and programs, seeking to link those who have gifts to be shared with where their gifts are needed. This is to be achieved by developing and maintaining meaningful partnerships, both domestically and globally, in order to enhance the Alliance's work for God's justice in our world.
- Traveling one-third to one-half time of the full-time work hours, representing the Alliance by visiting churches, attending meetings, calling on donors, consulting with theological students, ministers and congregations, providing support to congregations, deepening connections with international ministry partners; and preaching.
- Understanding this position to be a calling that supports the Alliance of Baptists and the Body of Christ.
- Working collaboratively with the other Co-Director and staff in a team environment.
- Maintaining accountability to the Covenant of the Alliance, other staff members, the Board of Directors, and the membership of the Alliance.
- Overseeing the contributions of specialists, staff and volunteers.

Public Witness & Advocacy

- Serving as the "face" and "voice" of the Alliance, articulating a vision of the Alliance's work in the world.
- Frequently attending worship services and programs, speaking publicly, and preaching, in an effort to cultivate strong relationships and attract new members for the Alliance.
- Developing and nurturing relationships with ecumenical and interfaith partners of the Alliance and representing the Alliance in such boards/committees as the National Council of Churches.
- Serving as the Alliance liaison for advocacy and justice issues, working with volunteer representatives to address current issues and advancing Alliance priorities related to LGBTQAI+ and racial justice.
- Serving as 'leader of communion' for purposes of signing statements on behalf of Alliance.

Fundraising

- Develop and execute fundraising strategy with support from the Congregational Engagement Team member.
- Guiding the fundraising efforts of the Alliance by nurturing relationships with the board of directors, individual supporters, congregations, and foundations.
- Engage and steward donors by writing thank you notes, participating in strategic visits with donors and making fundraising asks of congregations.

Shared Responsibilities

- Leading the Alliance in addressing systemic racism.
- Working primarily in a virtual workspace with face-to-face meetings on a regular schedule with the other Co-director and staff of five.
- Hire staff, direct the work of and conduct bi-annual reviews with staff.
- Collaborate in setting the agenda for and leading weekly staff meetings.
- Contributing to theme development, writing, and editing of various communications that promote the work and ministry of the Alliance for internal and external publication.
- Serving as a liaison with other leaders as a non-voting member of committees and communities, as assigned by the Alliance President and/or as needed.
- Presenting a semi-annual report to the Board, summarizing activities and accomplishments for the prior six months.
- Participate in organization-wide budgeting along with co-director and staff.
- Serve as a thought partner for co-director.

Qualifications:

- Theological education or equivalent educational background is required. Lived experience that supports our work is a plus.
- Extensive experience in working within the faith community.
- Passion for racial justice along with a strong ability to execute work with a diversity, equity, and inclusion lens.
- Experience in non-profit settings and an understanding of governance structures.
- Experience in community organizing, program direction, fundraising, facilitating meetings, making presentations, volunteer management, mentoring, and preaching.
- Minimum of five years' experience in program management or a similar role.
- Demonstrated awareness of current events and their intersection with the mission and vision of the Alliance.
- Collaborative leadership style.
- Demonstrated ability to build relationships, bringing people together around common concerns.
- Demonstrated success working with the constituency of the Alliance, especially with LGBTQIA+, Black, Indigenous, Latinx, Asian American Pacific Islander (AAPI), and People of Color and people of diverse religious backgrounds.
- Successful experience managing/directing goal-oriented planning and outcomes.
- Demonstrated experience in a variety of communication media, print, broadcast, web, social media.
- Demonstrated success in raising funds to support an organization.
- Organized self-starter and self-directed worker and a good team player.
- High level imagination and possibilities thinker able to manage the work of others.
- Ability to maintain healthy boundaries.
- Valid Driver's license and vehicle insurance.

TO APPLY

The Alliance of Baptists is committed to equity and inclusion. People of color and individuals from diverse backgrounds are encouraged to apply. The Alliance is an equal opportunity employer and does not discriminate on the basis of a person's race, color, religion, sex (including pregnancy, gender identity, and sexual orientation or expression), national origin, ethnic background, citizenship status, age, disability, or genetic information.

The Alliance has retained Elinvar to conduct this search. For confidential consideration, please send your resume and a cover letter to gerri@elinvar.com. The position will be open until filled, and we encourage you to apply promptly.