

Latino/Hispanic Missioner Diocese of Newark (1/2 time)

Background

As of 2018 (according to Wikipedia and the US Census), over 20% of the population of New Jersey was Hispanic (nearly 1.8 million people). As of the 2020 census, this number had increased to two million according to northjersey.com, which has also stated that (in 2010) over 1/3 of New Jersey municipalities had Hispanic populations of less than 5%.

The areas where there are significant Hispanic communities include 1/3 of the population of Newark (especially in the Forest Hill, Broadway, and Mount Pleasant neighborhoods). Additionally, the northern part of Hudson County is nicknamed “Havana on the Hudson”. and Paterson has the largest concentration of Peruvians outside of South America (“Little Lima”). Municipalities in the Diocese of Newark with majority Hispanic populations include Paterson, North Bergen, Passaic, Union City, West New York, Dover, and East Newark (Wikipedia).

The Episcopal Church Office of Latino/Hispanic Ministries “yearns for a church that embodies the multiethnic, multilingual and multicultural context we live in today. Our vision is to make the Episcopal Church known to Latino/Hispanic communities that they may experience our church and embrace it as their spiritual home.” The vision for Hispanic Ministries in the Episcopal Diocese of Newark is that the Missioner will share this yearning and desire to make Christ known through the Episcopal Church in this community, connecting people in Christ so that the world may be changed.

Position Description Missioner for Latino/Hispanic Ministries in the Episcopal Diocese of Newark

This position is ½ time (to include two Sundays per month) and represents an average of 20-25 hours per week. It is expected that the person appointed to this role may also serve in a parish ½ time or less. If the person appointed is already serving a parish in this Diocese, they may remain in that role at the request of the Missioner and the Wardens to the Bishop, and with the subsequent approval of the Vestry of a new Letter of Agreement. If the person appointed to this role is new to the Diocese, then every effort will be made to find an appropriate supplemental parish ministry position and for there to be a joint appointment Letter of Agreement.

This position requires ordination as a priest in good standing in the Episcopal Church, is appointed and directed by the Bishop, reports to the Canon to the Ordinary, and is exempt. The use of a personal car and a driver’s license are required, as is permission to work in the United States. This position requires moderate lifting and the ability to do activities such as setting up tables and chairs. This position requires written and oral fluency in both English and Spanish. A familiarity with the variety and characteristics of different Hispanic cultures is a significant plus, as is any additional training or certification in intercultural awareness, diversity, and racial justice work. The successful candidate will have experience in parish ministry, proven leadership capacity, and an open and collegial approach to ministry along with awareness and skill in conflict prevention and resolution.

Pay and benefits will be at least commensurate with the minimum compensation required in the Diocese of Newark at ½ time, which includes full benefits. All efforts will be made to determine a suitable parish ministry appointment to bring the position to ¾ or full-time, if desired.

Areas of Focus (Percentages of time noted below are suggested for illustration purposes of the ½ time position schedule)

The Missioner will serve as the Principal Coach and Developer for (and Pastoral Extension of the Bishop's Ministry with regard to) encouraging growth and full participation in Hispanic Ministry in the Diocese of Newark by all the people of the Diocese. This will be carried out in alignment with the Strategic Vision (2023) of the Diocese of Newark.

- 10 % - Develop and present educational materials in and for Anglo congregations about the content meaning and significance of full inclusion of Hispanic language and culture in the life of the Church.
- 5% - Work with the Director of Communications to regularly cover and feature matters of importance to the Hispanic congregations in the Diocese of Newark, about Hispanic culture in the Episcopal Church and to provide more bi-lingual materials in the Diocese.
- 20% - Support for existing Hispanic congregations, this includes pastoral care, Christian formation, and sacramental support). At this time there are 3 congregations with Spanish language services out of 93 and there are 1-2 congregations that could be adequately described as consciously Hispanic or Latino.
- 10%. - Identifying target areas for planting or developing new Hispanic congregations, developing relationships and identifying potential local lay leaders for such ministry.
- 20%. - Participation in such Commissions, Task Forces, Education projects, and similar bodies in the life of the Diocese of Newark as tasked, to provide a voice and perspective on behalf of Hispanic peoples in the Diocese of Newark and to expand the perspective and work of those bodies.
- 10% -staff meetings and other meetings required of Missioners on the Bishop's Staff. This may also include attendance at Conferences and meetings of the broader Episcopal Church
- 25%. - To develop programming that gathers people from different Hispanic cultures and that celebrates Hispanic presence in the Episcopal Church and the Diocese of Newark with the urgent goal of working to fully incorporate the Spanish language and culture into the life of the Diocese in all activities, and in the representation of persons of Hispanic Heritage in the leadership of all types and levels of service in the Diocese (including identifying and recruiting candidate for discernment as to holy orders). This area would also include developing teaching programs concerning the Episcopal Church and the Book of Common Prayer, and welcome events annually for newer Hispanic members of parishes and congregations in the Diocese.

Contact

Please send resume and cover letter to The Rev. Canon Margaret Peckham Clark at mapclark@dioceseofnewark.org.