



Creating opportunities for adults with and without developmental disabilities to experience belonging, kinship and the life-changing reality of Christ's love.

Reality Community Leader Job Description

A Reality Community Leader (CL) engages in relational ministry with people of all abilities, nurturing community and fostering friendships marked by mutuality and authenticity.

I. Offers a pastoral presence to members of their community group (about 70 people with and without Intellectual and Developmental Disabilities (I/DD)).

- Attending to the spiritual and social flourishing of members of the community as they experience the love and welcome of Jesus—through prayer, engagement with Scripture in various programs, and friendships of mutuality.
- Visiting people in their homes and in the community, offering presence for significant life events, praying for and with participants, providing encouragement and support.
- Welcoming new participants and volunteers, getting to know them and connecting them with groups and friends with shared interests.
- Growing in understanding of the gifts and vulnerabilities of participants, integrating new participants into the community and responding to needs as they arise at Reality programs and in the lives of individuals.

II. Communicates with members of their community group.

- CLs dedicate a significant portion of their time to communication about Reality programs, significant life events, and relevant events in Durham. This communication happens via email, phone calls, mailings, and in-person contact with volunteers, participants, and their caregivers.
- It's essential for the CL to see this communication piece as connected to their pastoral role. Excellent and consistent communication with our participants and their families is vital for their experience of belonging within RM.

III. Coordinates and leads Reality programming.

The responsibilities for coordinating programs include:

- Planning:** CLs cast a broad vision for all of our programs and carry that vision forward. We design the groups, create a schedule and find group leaders. CLs consider the ways that our programs invite us to encounter Jesus in Scripture and through one another.
- Registration:** CLs coordinate sign-ups with participants, and volunteers, assigning people to groups and communicate those assignments.
- Oversight:** CLs equip leaders with advice on relational dynamics in their group and ideas for activities. CLs support, check-in, and troubleshoot regularly.
- Leading:** CLs plan and execute several groups.
- Equipping:** CLs empower staff, volunteers, and participants – to lead programs and be good friends. This includes orienting Fellows and interns to the Reality community and supervising their work.

The programs that CLs coordinate include:

1. **Evening Gatherings** - Once weekly gatherings of about 70 people, which center around singing, sharing food and

news, engaging with Scripture, and deepening in friendship.

2. **“Morning Mingles”** - Weekly gatherings at the Reality Center with ~30 participants, volunteers, and caregivers, including various activities and a shared meal.
3. **Interest Groups** - Small, interest-based group meetings with topics running the gamut (cooking, karaoke, current events, coloring, songwriting, etc.).
4. **Special Events** - Several yearly large-group events, including a winter dance, drive-in movies, flag football, and bowling, etc.
5. **Summer Retreats** - Annual overnight trips where friends at Reality get the rare chance to vacation together.
6. **The Talent Show** - Once-yearly celebration of our community’s gifts, on center stage at DPAC or DAP.

In addition to the above roles, all Reality staff, including CLs, commit to:

- Weekly staff meetings and staff development
- Monthly leadership team meetings
- Focused action teams with 1-2 other staff members
- Biannual staff retreats
- Fill-in as needed for other staff members who are out on vacation, maternity/paternity leave, etc.
- Two overnight group trips (two nights each)
- Fundraising support (attending events, writing thank-you notes to donors, etc.)
- Support of the Reality Fellows

Core Competencies:

1. Pastoral skills within diverse communities
2. Strong administrative skills
3. Excellence in communication
4. Program coordination and leadership skills
5. Initiative and creativity
6. Energy and enthusiasm

Core Commitments:

1. Beloved community amongst people with and without developmental disabilities
2. Racial equity and anti-racism
3. The Christ-centered focus of Reality Ministries
4. A relational team culture that values collaboration

Persons of color encouraged to apply

Benefits and Compensation:

Starting salary \$45,000

Individual insurance benefits (at no cost to employee)

CLs work on average 40 hours/week, including at least one evening/week, some weekend responsibilities.

Generous personal and vacation policy

Statement of Inclusion:

Reality Ministries is rooted in the all-inclusive love of Jesus and the belovedness of every person. Our community includes all sorts of difference...ability, race, ethnicity, faith, culture, sexual orientation, gender identity, theological perspective, socioeconomic status, citizenship, language. Committed to fostering a community of respect and standing against all forms of discrimination, we seek to be a community of welcome where inherent dignity is affirmed, diverse gifts are celebrated, and sacredness of every person is valued.

Please send cover letter and resume to: julie@realityministries.org