



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

Residential Life Coordinator

Reality currently owns and supports three homes, each providing intentional opportunities for friends of all abilities to share ordinary life together and to deepen in friendship. The Residential Life Coordinator is responsible for nurturing the common life of these homes and shepherding the process of launching new expressions of Reality home-life.

1. Nurturing three current home-life expressions in alignment with Reality's long-term residential vision:

- **Friendship House** - In the two FH buildings there are 4 core residents and 12 student residents. The mission of FH-Durham is to create space for persons with intellectual and developmental disabilities to live together with divinity school students in an atmosphere of mutuality, friendship, and welcome. We are committed to the slow work of cultivating a common life, rooted in God's love revealed in Jesus, in which each resident receives a place to belong and to grow.
 - *Providing consistent, attentive, relational support for all residents; sharing intentional time with 4 core residents and relational availability for 12 student residents*
 - *Supporting and supervising two in-home student Resident Advisors (RAs), including weekly meetings*
 - *Leading FH Council: This advisory board consists of representatives from Reality, core residents, RAs, FH parents and Divinity school*
 - *Overseeing discernment processes for incoming core residents and incoming student residents; includes recruitment, sending out applications, communication with applicants and FH Council, interviews, preparing new residents for FH life, etc.*
 - *Welcoming in new residents each August, in collaboration with RAs*
 - *Planning and leading orientation each August, in collaboration with RAs*
 - *Cultivating connections with Duke Divinity School, including regular visits with core residents to chapel services*
 - *Planning and leading regular gatherings of guided reflection all residents*
 - *Collaborating with Reality maintenance staff person to ensure care for buildings*
 - *Responding to dynamics in the homes; including entering into conflict resolution as necessary*
- **Corner House** - The CH is a familial community with 3 core residents, 4 accompanying residents and 2 children. The mission is to be a community of friends with diverse abilities, gifts, limitations and challenges, seeking to participate in the beauty of the Gospel of Jesus through a shared life anchored in daily practices of mercy, care, prayer and welcome.
 - *Supporting and supervising 1 in-home Resident Advisor, including regular meetings*
 - *Accompanying current residents in discernment processes, farewells, and welcoming practices related to transitional seasons*
 - *Sharing intentional time with 3 core residents and relational availability to 4 accompanying residents*
- **Other general home-life support involving all current (and future) homes, including:**
 - *Maintaining the missional memory of each home throughout the natural transitions of community life, consistently reminding communities of their gravitational heart at the center - core residents.*
 - *Communicating the beauty of Reality home-life to wider the community as opportunities arise, including hosting "come-and-see" tours, and responding to housing inquiries*
 - *Establishing and maintaining good communication and relationships with all residents as well as families/caregivers of all core residents on behalf of RM; Including annual check-ins to re-establish commitments and expectations with core residents and families/caregivers*

2. Shepherding the launch of new expressions of Reality home-life

* Guiding the discernment process, in collaboration with the Executive Director and Reality Board, related to Reality's small- and large-scale decision-making in alignment with the long-term residential vision as unknown opportunities for growth arise

* Researching and learning the local landscape of residential options for persons living with I/DD as well as growing in understanding of the state of residential life for Reality's community of participants

- **Isaac House** - set to begin construction in late 2022, the Isaac House project will be another home of 6 residents with and without disabilities living together and growing in friendship
 - *Supporting and supervising IH Project Coordinator, including weekly meetings*
 - *Engaging in IH committee meetings, including monthly meetings*
 - *Creating and executing discernment process for future residents*
 - *Establishing networks of varied supports to welcome in and to tend well to the incoming new community, including circles of support, sister families, volunteer/staff care, etc.*
- **New Friendship House Community** - this next iteration of FH life will be a next step in community life for some current FH residents, with hopes to initiate transitions in summer 2024
 - *Creating and executing discernment process related to what this expression of home-life will look like, including consistent communication with FH families and residents*
 - *Establishing networks of varied supports to welcome and to tend well to the incoming new community, including circles of support, sister families, volunteer/staff care, etc.*

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

Weekly staff meetings/staff development/team building/racial equity work
Focused action team with 1-2 other staff members
Biannual staff retreats
Support of occasional special events as needed
Fundraising support (attending events, writing thank-you notes to donors, etc.)

Core Competencies:

1. Pastoral skills within diverse communities
2. High capacity for listening and responding to dynamic interpersonal situations
3. Strong administrative skills and excellence in communication
4. Strong leadership qualities, particularly involving the bringing together of a variety of voices towards a common goal
6. Confidence in supervisory roles and wisdom in supporting others in leadership positions
7. Flexibility and openness to the beauty and particularities of working with adults of varying abilities

Core Commitments:

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

Persons of color encouraged to apply

Benefits and Compensation:

Starting salary \$45,000 plus Individual insurance benefits (at no cost to employee.)

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

