



**Director of Mission Integration and Formation
Duluth Benedictine Ministries**

Position Summary

The Director of Mission Integration and Formation of Duluth Benedictine Corporation (DBC) assists the ministries within Duluth Benedictine Ministries (DBM) , in collaboration with each ministry's senior mission leader, to sustain, deepen awareness of and fully realize the ministry's identity as a ministry of the Catholic Church and a legacy to the Benedictine Sisters of the St. Scholastica Monastery. As service done on behalf of the Catholic Church in Jesus' name, this role assists the ministries in ensuring the full integration of Catholic identity in all aspects of their strategic and operational activities. This role reports to the Executive Director of Duluth Benedictine Ministries.

Essential Functions

Theological and Spiritual Formation:

- Brings expertise in theology, the hallmarks of Catholic identity, and Catholic social teaching into the development of programs for the spiritual and ministerial formation of governance and executive leaders in each ministry. This can include formal programming, retreats and other similar activities.
- Creates multiple and engaging ways to help the ministries cultivate authentic spiritual maturing and values; to foster theological understandings of the human person, vocation, community and ministry; and to promote practices of reflection, servant leadership and solidarity with those most vulnerable.

Benedictine Legacy and Sponsorship:

- Fosters the understanding of Sponsorship, each ministry's origins, relationship to the other ministries within DBM, and shared responsibility for shaping the transformational legacy of the future.
- Assists the Executive Director to continually identify a pool of lay leaders who are passionate about and committed to preserving the Benedictine legacy well into the future.
- Leads the continuing formation and engagement processes for this evolving pool of leaders.
- Collaborates with each ministry's senior mission leader to prepare the coordinated mission-related materials, activities and resources.
- Develops and provides education activities, presentations and resources supporting the DBM mission and core values.

Catholic Identity:

- Insures the ongoing maturation of Catholic Identity within each ministry.
- Collaborates with senior mission leaders of each ministry to integrate and steward ministry identity within all facets of strategic, operational and cultural activities. Identifies and communicates the theological, ecclesial, moral/ethical and social justice implications.
- Develops and maintains effective relationships with various community and religious organizations and individuals so as to advance the understanding of DBM's mission and the Benedictine values.
- Serves as a resource to each ministry's Mission Committee of the Board.
- Actively participates as a member of the Catholic Health Association (CHA).

Qualifications

Required education and experience includes the following:

- Professional preparatory training (Masters level or equivalency) in theology, spirituality, and ministry formation within the Roman Catholic tradition.
- A background in the Benedictine Tradition is preferred.
- At least 5 – 8 years of progressive experience in a leadership role with strategic decision-making responsibilities. Preference for experience in healthcare or higher education.
- Theological understanding of ministry: ability to explain theological concepts required to understand mission and organizational values.
- Evidence of collaborative, inspirational, influential and engaging servant leadership style.
- Well formed in the Catholic tradition, or experience working in a Catholic ministry. A Roman Catholic in faith tradition and in good standing, preferred. Familiarity with the plurality of religious beliefs.
- Evidence of authentic and mature personal spirituality.
- Effective verbal and written communication skills. Able to adapt communication style to suit different audiences.
- Experience in adult learning methodologies and facilitating adult spiritual formation.
- Ability to initiate and maintain strategic relationships with ministry governance and leaders to advance shared goals.
- Consulting skills and organizational teamwork skills.
- Knowledge of and ability to use personal computers and related software for communication and work-related tasks and responsibilities such as the Microsoft office Suite.
- Ability to express thoughts clearly both written and orally.
- Ability to work independently or in a group or team.
- Driver's license and the ability to travel for DBM as needed.

The estimated salary range for this position is \$100,000 to \$130,000, dependent upon experience.

This individual would be employed by Duluth Benedictine Corporation, the civil corporation associated with Duluth Benedictine Ministries.

To apply, send cover letter and resume to janbarrett@duluthosb.org.