

# Associate Chaplain for Diversity, Equity, and Inclusion Ministries

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<b>Salary</b>	\$48,984.00 - \$51,292.80 Annually	<b>Location</b> ⓘ	Whitworth University Campus
<b>Job Type</b>	Staff positions only	<b>Division</b>	Presidents Office
<b>Department</b>	Campus Ministry	<b>Opening Date</b>	03/06/2024
<b>FLSA</b>	Determined by Position		

<u>DESCRIPTION</u>	<u>BENEFITS</u>
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### Position Summary

Whitworth University has long been an institution that has sought to provide access to and flourishing for students from underrepresented populations in higher education. This meant including women in the college from its founding in 1890, welcoming one of the first African American students to college in the Pacific Northwest in the first decade of the 1900s, and inviting interned Japanese American students to enroll at Whitworth during WWII. Whitworth has taken bold steps to become the kind of Christian community that recognizes God’s heart for equity, justice, and flourishing, particularly for students from underrepresented racial and ethnic groups. This commitment has led to significant developments that include an expanded Office of Student Diversity, Equity, & Inclusion, the establishment of a Chief Diversity Officer who serves on the President’s Cabinet, and this position in Campus Ministry that specifically works for the Christian spiritual flourishing for our Black, Indigenous, & People of Color students. “These developments have helped support our BIPOC population which has expanded from about 11% to 32% over the past 10 years.”

Although Whitworth is an unapologetically Christian institution, honoring the sole Lordship of Jesus Christ as witnessed to in Christian Scripture, students attending Whitworth are not expected or required to be Christians. As a result, we have a diversity of religious beliefs as well. In our pluralistic community, we openly and boldly seek to help all students have as many opportunities as possible to take steps closer to Jesus. We do this while celebrating students’ cultural heritage and each student’s journey of faith.

The Campus Ministry Team is committed to communicating the good news of Jesus in a way that recognizes the cosmic nature of Jesus' redemptive work, that through the blood of the cross, God was pleased to reconcile to himself all things (Colossians 1:19-20). This is demonstrated in our commitment to a gospel that seeks to hold together Jesus *and* justice—the call to love God *and* love neighbor—not as competing pursuits but as ones that cannot be separated. Our faith in Jesus leads us to care about things God cares about. This is exemplified in numerous ways, including the Campus Ministry team's efforts to hire students that reflect our student diversity, our engagement with books and speakers that help us grow in God's heart for racial justice and the flourishing of all, and the hiring of a Graduate Assistant for Diversity, Equity, & Inclusion Ministries to work with the Associate Chaplain.

## **Core Responsibilities**

### Campus Ministry | 30%

- Participating in campus ministry programs and initiatives, including providing a pastoral and relational presence at Tuesday and Thursday Community Worship.
- Supervise (along with the Dean of Spiritual Life) the Graduate Assistant Ministry Intern for Diversity, Equity, and Inclusion Ministries (GAMI).
- As applicable, recruit and oversee student leader(s) for BIPOC Ministry.
- Enable and/or lead small group Bible Studies for BIPOC students.
- Preaching at Tuesday Community Worship, as scheduled, at least once per semester.
- Plan and execute at least one event annually to provide an opportunity for spiritual care and invigoration for BIPOC students at Whitworth.

### Pastoral Care | 30%

- Provide pastoral leadership for the holistic flourishing of BIPOC and International students at Whitworth, particularly pursuing and cultivating a collaborative vision for helping our BIPOC students take steps closer to Jesus.
- Serving as a campus pastor for students and staff, including pastoral care, hospital visits, and pastoral counseling as needed.
- Praying consistently for the Whitworth community.

### Campus Liaison | 30%

- Cultivate relationships and support across campus with others who can help provide Christian spiritual care for BIPOC students.
- Collaborate with the SDEI Office, the Office of Diversity, Equity, and Inclusion, and club advisors regarding programs, spiritual care, and building relationship-building and support.
- Lead an employee Life Group for Christian community and spiritual encouragement for about 8 weeks every fall, spring, and summer.
- Serve on the Whitworth Diversity Cabinet.

### Other | 10%

- Serving as an active member of the Campus Ministry team, including involvement in the design, support, and implementation of campus ministry programs and special worship

services.

- Participate in community multicultural events.
- Provide mentoring for students at local high schools and middle schools.
- Other possibilities include serving on the intercollegiate multicultural committee and serving on the Spokane Police Faith Alliance board.

## **Qualifications | Knowledge, Skills, and Abilities**

### Education

- A bachelor's degree is required, and Whitworth considers candidates with a wide range of educational backgrounds. We value the skills and knowledge candidates bring to Whitworth, regardless of the paths they have taken to acquire them.
- An equivalent combination of education and/or experience may be considered.

### Experience

- Three years of related ministry experience preferred.
- Ordination (or ordination-ready) in a Christian denomination as a pastor.
- Cultivated a life of study and development in the knowledge of God, God's truth, and ministry.
- Cultivated a life of study and development in Christ-centered Intercultural Competence and ministry.

### Whitworth Values

- Demonstrated growth in cultural competence, awareness of societal and structural inequities, and proven experience in effectively establishing relationships and positive communications with students and other constituents across multiple dimensions of diversity including, but not limited to, race, gender, varying abilities, nationality, sexual orientation, gender identity, class or religious perspectives.
- A personal commitment to the Christian faith and to the integration of faith and learning.
- A commitment to the educational mission of Whitworth University as a comprehensive Christian liberal arts university affiliated with the Presbyterian church.

### Skills and Abilities

- Demonstrated effective oral and written communication skills, including Biblical preaching.
- Demonstrated ability to relate with BIPOC students and provide spiritual mentoring.
- Proficiency in navigating and utilizing various Microsoft products such as Word, Excel, PowerPoint, Outlook, and Teams.
- Ability to function as an effective team member.

## **Position Details**

### Schedule

Full time | 12 months | 40 hours per week

A background check and sexual misconduct check will be required of the successful candidate. A resume, cover letter, faith statement, and names, email addresses, and phone numbers of at least three (3) professional references will also be required.

You are on this webpage because a position at Whitworth sparked your curiosity. If you find yourself questioning hitting the apply button because you might not meet 100% of the qualifications, we think you should do it! Research continues to show that women and BIPOC candidates are less likely to hit the apply button unless they meet all the listed qualifications. One way we are working to overcome this trend is every search committee at Whitworth has a trained Equity Advocate (EA) serving on the team. Our EAs are trained to make space for committees to consider each candidate's unique and relevant skills and attributes. So, when you click apply, please know that your application is reviewed by a committee of real, living, and breathing human beings who want to understand your experience and skills to find ways you relate to the key competencies needed for success in the position.

Looking for resources to help with writing a faith statement? Check out our faith statement resource page (<https://www.whitworth.edu/cms/administration/human-resource-services/faith-statement-resources/>) for more information.

Learn more about our shared work to achieve and sustain inclusive excellence [HERE](https://www.whitworth.edu/cms/administration/diversity-equity-and-inclusion/) (<https://www.whitworth.edu/cms/administration/diversity-equity-and-inclusion/>).

*Whitworth complies with all federal, state, and local nondiscrimination laws that are applicable to religious nonprofit institutions and does not engage in unlawful discrimination on the basis of race, color, national origin, age, sexual orientation, sex, or disability. With our Christ-centered commitment to building a diverse and inclusive community, the university encourages applications from populations underrepresented at Whitworth including members of racial/ethnic communities, women, and persons with disabilities.*

**Online applications are stored on a secure site. Only authorized employees and hiring authorities have access to the information submitted.**

It is important that your application show all the relevant education and experience you possess. Applications may be rejected if incomplete.

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**Agency**

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