

Director of Spiritual Care

The Fetzer Institute is committed to Equal Employment Opportunity and diversity, equity, and inclusion. Qualified candidates from underrepresented populations are encouraged to apply.

The Fetzer Institute is searching for our next community member to hold the role of Director of Spiritual Care. As part of the Organizational Culture department, the Director of Spiritual Care helps create the conditions and infrastructure for our workplace community of 70 people. We aspire to be together as a diverse and inclusive spiritually-grounded, growth-oriented beloved community, which we call our Community of Freedom (COF). The Director of Spiritual Care oversees and creates inclusive and diverse programming that supports the individual and communal spiritual development of the Institute staff in service to the Institute's mission and work in the world.

Community of Freedom Gatherings: Our Community of Freedom (COF) meets once a week for three hours during the workday. These weekly sessions are called Community of Freedom Gatherings (COFG). Participation in the COFG is a requirement for every staff member each week. The focus of the gatherings is spiritual exploration and growth in a safe environment in which all are welcome (but not required) to share their experiences and opinions. During COFGs, the community engages in a variety of learning experiences and spiritual practices. Activities include workshops, speakers, meditations, conversations in small groups, and facilitated exercises. Topics such as leadership, values, teamwork, community, mindfulness, communication, and other themes are explored. Each session includes shared spiritual practices.

The Director of Spiritual Care will lead the design, coordination, ongoing development, and evaluation of Community of Freedom Gatherings (COFGs) and related activities, that support Institute staff individually and communally in living into the Institute's guiding purpose and values.

Responsibilities

- Provide leadership in creating a diverse and inclusive spiritually-grounded beloved community of freedom that creates the conditions for personal and organizational transformation that reflects the Institute's mission.
- In collaboration with Vice President of Organizational Culture, provide leadership, strategic planning, coordination, and facilitation for COFGs.
- Oversee communications about COFGs and keep internal and external stakeholders informed about the priorities, activities, and impacts of the COFGs as a core commitment and expression of the Organizational Culture department's and Institute's vision and values.
- Oversee the development and implementation of the ongoing trajectory and annual focus for the COFGs aligned with the larger vision for the community and its developmental needs.
- Coordinate and manage the work of the COFG Development Team and Advisory Team.
- Oversee and manage related COF/COFG consultants and their work.
- Oversee the process for development and offering of inclusive and diverse contemplative practices that are integral to spiritual development.
- Provide new employee orientation related to our Community of Freedom initiative to new staff members.
- Serve as COF representative in relevant internal meetings and work groups.

- Lead COFG team in determining the content of COFG sessions and oversee the co-creation of them.
- Proactively identify areas for learning through relationship-building with staff, conversations, and related documents.
- Design and facilitate reflective learning sessions, documenting, synthesizing, and reporting staff feedback and learnings.
- Facilitate learning efforts related to the COF and COFGs, including coordinating data collection, analysis, and reporting to leadership and staff; lead reflective learning sessions and analyze, synthesize, and disseminate learnings as needed to inform COF efforts and/or COFG sessions.
- Stay current regarding trends, movements, ideas, and new learning approaches and philosophies related to the work and mission of the Institute, and around workplace spirituality.
- Represent the Institute externally in key conversations and networks around the creation of spiritually-grounded workplace communities.
- Complete other related duties and special projects as assigned.
- Take regular retreat time to further own personal spiritual development and emotional health and ensure continued alignment with the Institute vision and values.

Qualifications:

Bachelor's degree with ten years' experience; Master's degree in Divinity or Pastoral Studies or equivalent preferred. Other important qualifications include:

- Experience presenting information and facilitating meetings with a range of different audiences.
- Exceptional written and verbal communication skills.
- Creative and analytical thinking skills.
- Ability to handle a complex and varied workload, manage internal and external deadlines, and adjust priorities as needed.
- Strong interest in and familiarity with evaluation and learning models and approaches.
- Ability to work in a team as well as independently, with the proven ability to make decisions efficiently and at the same time knowing when to consult with others.
- Comfort with ambiguity.
- Deep listening skills.
- Comfort with diverse religious and spiritual approaches.
- Comfort with diverse religious and spiritual approaches and multi-cultural environment.
- Commitment to their own personal growth and spiritual path

The incumbent will demonstrate the ability to work effectively in an organization that places a high value on relationships and works in a highly collaborative manner, with an orientation to listening and learning, and an openness and commitment to the Institute's mission and guiding purpose.

Additional preferences:

- Three years of leadership or management experience.
- Additional training preferred such Clinical Pastoral Education, Certificate in Spiritual Direction, or Licensed Chaplain.

- Knowledge of adult learning and/or adult development concepts and theories.

The salary for this role is \$95,000 per year and is eligible for benefits including medical, dental, vision, prescription, 401k, and an extensive wellness package.

This role will remain posted until filled. We will begin reviewing resumes around April 25th, with a target date of May 9th to begin interviews.