



2020 Position Overview for Members of the Commission on Anti-Racism and Equity (CARE)

CARE Strategic Directions for the Presbytery of Chicago:

Building the capacity of CARE to lead the work of antiracism, inclusion, representation and participation in the Presbytery.

Increasing representation and participation of people of color and marginalized communities through the work of inclusion, representation and participation (Committee on Representation).

Building accountable relationships with communities, congregations and fellowships of people of color within the Presbytery.

Engaging Presbytery leadership in antiracist understanding and analysis of our Presbytery.

Equipping congregations with shared antiracist understanding and analysis, and the work of inclusion, representation and participation, to strengthen congregational vitality and mission

CARE Team Member Expectations:

Collaborate and build authentic relationships with members of the CARE team, Presbytery Officers, Pastors, Church Leaders and at large members of the Chicago Presbytery.

Collaborate creatively, honestly and courageously with the diverse group of people on the Commission to move toward the goal of racial justice and equity in the Presbytery of Chicago, including its churches, commissions, committees, work groups and task forces.

Participate in all CARE team meetings and related activities including sub committees, work teams, training, retreats, book studies and identity caucuses. CARE team members are expected to attend all CARE team meetings and activities. Currently, monthly CARE team meetings are held the first Tuesday of each month. At a minimum the CARE team member should attend 60% of all activities. Too many member absences can hinder the work of CARE.

Lead and facilitate educational events and sub committees as appropriate to the CARE Team.

Explore personal complicity with racism and white privilege within institutions and systems in which you participate, including the Chicago Presbytery, the PCUSA, your local church and beyond deeply and honestly.

Continually learn and promote learning within the CARE team through the sharing of educational resources, observations of team dynamics and insights into group behaviors.



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Engage actively in the racial identity caucus meetings following each monthly scheduled team meeting, sharing openly and honestly.

Connect with racial equity and social justice networks for the benefit of CARE and the Chicago Presbytery.

Serve as a champion and visible advocate for race equity and social justice in the Chicago Presbytery.

Willingness to engage in ongoing courageous and transparent conversations regarding race and social justice matters.

Desired Qualities:

Ability to work across racial groups/identities.

Strong communication skills.

Strong public speaking, communication, conflict resolution, and relationship building highly desired.

Comfortableness working across socially constructed and cultural barriers.

Community organizing, program management, volunteer management, leadership development, facilitation, and group process would be helpful, but not required.

Commitment to anti-racism and equity work and how to cultivate authentic partnerships.

Initiative, optimism, enthusiasm, creativity, dependability, and independence traits needed to achieve success.

Equipped with the knowledge, training or prior experience in the areas of diversity, inclusion, race equity and social justice from an institutional, structural and/or systemic view.

Actively contribute to complex problem solving, strategic planning efforts of CARE, decision making and ongoing analysis of bias, racial and social justice issues in the Chicago Presbytery.

Reporting body: Presbytery Assembly

Benefits: Financial assistance for volunteering (i.e., parking, childcare, etc.)