



Job Opening, posted November 2020

Faith Leader Engagement: Training interested clergy in how to help parents reconcile their faith with their love for an LGBT child

20 hours per week for 18–22 months

Reports to the Lambert House LGBTQ Youth Center Executive Director

Funded by a grant from Plymouth United Church of Christ

Compensation: \$26–\$35/hour DOQ; no benefits

Open until filled

Preferred qualification: Master's or doctorate in divinity, worship, rabbinical or Islamic studies, comparative religion, or the equivalent

Position Summary

Lambert House LGBTQ Youth Center in Seattle, Washington, has been a national leader in programming for LGBTQ+ youth since 1981. We offer over 40 programs in ten locations in Western Washington State.

Lambert House is hiring a part-time staffer to educate interested faith leaders of any religious tradition in how to help parents reconcile their faith with their love for their LGBTQ child. The position is funded for 20 hours weekly for 18–22 months. There are no benefits. At present, this work is being done virtually due to the COVID-19 pandemic.

The program goal is to educate faith leaders in *how to prevent or minimize family conflict between parents and their LGBTQ children*. Family conflict over a child's sexual orientation or gender identity too often contributes to family failure, LGBTQ youth homelessness, depression, substance abuse, HIV, or suicide. This program intends to reduce those risks.

Faith leaders have requested this training since parents often turn to them when their child comes out. You may also be invited to educate congregations and/or parents directly. *This job does not work directly with youth.*

A master's or doctorate in divinity, worship, rabbinical or Islamic studies, comparative religion, or the equivalent, will be highly beneficial.

Your work will only be by invitation from faith leaders. You will be responsible for outreach communications (*e.g.*, mail, email, social media, phone) to alert them that you are available to train, coach, and be a good listener if they are interested. The response to this program has been strong during its first two years.

Responsibilities

You will train faith leaders in how to diminish family conflict when LGBTQ youth come out. You must be culturally competent in LGBTQ youth issues and the related struggles of some parents, especially at the intersection of faith with sexual orientation or gender identity. You must also be comfortable working with faith leaders in communities that are diverse racially, ethnically, economically, educationally, politically, and in other ways.

You must enjoy—and have demonstrated success—working comfortably with religious leaders who expresses interest, including, but not limited to, conservative evangelical, Jewish, Southern Baptist, Muslim, Catholic, or Mormon leaders; and clergy ministering to immigrants from Africa, Asia, Mexico, and other locales.

You will schedule meetings and trainings with interested religious leaders and, when invited, with members of congregations. The trainings you deliver will occur either once or in a series of meetings with a religious leader or a group of religious leaders. Faith leaders may sometimes ask you to train congregants.

You will produce a one-day continuing education conference for religious leaders (or possibly for parents) on the theme of Supporting LGBTQ+ Youth with Parents of Faith & Supporting Parents of Faith with LGBTQ+ Children. With direction from the Lambert House executive director, as needed, you will: establish the conference curriculum; identify, contract, and schedule presenters; choose and contract the conference facility; manage the conference budget; set the conference fee schedule; successfully advertise the conference to meet attendance and fiscal goals; and coordinate all aspects of the conference.

You will educate religious leaders about community resources for LGBTQ youth and their parents. You will compile, vet, and recommend books and websites; LGBTQ-affirming community, mental health, and medical resources, and information about churches, synagogues, and other faith organizations with LGBTQ-affirming policies and teen youth groups.

You will develop a one-page post-training survey for those who attend the conference. You will compile the survey data and write brief intermediate (2021) and final (2022) reports summarizing program outcomes and findings.

Timeline

Once hired, you will: review the prior 24 months of work done under this grant to train religious leaders; develop training curricula; procure direct mail and email lists for religious leaders and parent organizations; produce hard copy and emailings; follow up by phone or email; and respond to inquiries and training requests. You will schedule trainings and conduct church and other outreach visits. You will: continue outreach to elicit invitations; conduct trainings; administer surveys to participants; plan and produce a one-day conference and; write brief reports.

Qualifications

This job requires passion, skills, and knowledge. The ideal candidate will:

- Be excited to teach religious leaders how to support parents who are trying to reconcile their faith with their love for their LGBTQ child
- Be knowledgeable, and have extensive experience communicating in detail with religious leaders, about the intersections of homosexuality, gender identity, and religion; formal knowledge in this field, even if it was acquired through extensive self-education, is essential
- Be fully accepting and able to work well with religious leaders and parents of all faiths and belief systems as well as atheism, agnosticism, and secular humanism
- Have a deeply informed understanding of the challenges sometimes experienced by devout parents when an LGBTQ child comes out
- Personally understand the journey that parents go on when they have to reconcile their faith with their love for an LGBTQ child
- Hold the conviction that religious faith can be fully compatible with homosexuality, bisexuality, and transgender or non-binary identity
- Be able to convey hope and LGBTQ-affirming guidance to devout parents of LGBTQ youth
- Be able to write, design, and conduct direct mail, social media, telephone, email, and other outreach to religious leaders in order to elicit invitations to work with them
- Be able to drive to meet with religious leaders and other program constituents within an approximately 50-mile radius of Seattle dozens of times annually (mileage will be reimbursed or Lambert House will pay for a rental car) Note: At this time, travel is not required as the job is being done virtually due to the COVID-19 pandemic.

- Have experience organizing professional continuing education conferences, or equivalent events, including: social media, print, email, and direct mail outreach; registration; contracting of speakers/presenters; facility selection and contracting; and on-site event coordination
- Have experience developing continuing education conference curricula
- Be able to work collaboratively on a small, busy team
- Be able to work independently
- Be able to work with limited resources and no administrative assistant
- Enjoy being part of a small, effective, well-established social social service nonprofit
- Be able to provide one-page written status reports periodically to the executive director and program funder
- Have a minimum of a four-year bachelor's degree. A graduate degree is preferred. Part-time active, or retired, religious leaders, graduate students, or others who can consistently work half-time are encouraged to apply
- Have a current driver's license and, if you own a vehicle, personal auto insurance
- Understand that this is a relatively new program and there will be surprises, happy moments, and unforeseen challenges
- Be a creative problem solver
- Be open to taking on other responsibilities related to the program as they emerge
- Be knowledgeable, or able to quickly learn, about community-based supports for religious parents of LGBTQ youth, including LGBTQ-inclusive congregations and LGBTQ-affirming medical and mental health resources
- Be able to procure well-targeted mailing and email lists for religious leaders in greater Seattle and use them successfully to elicit invitations to deliver training
- Facilitate distance-learning technologies such as video conferencing and webinars.

Working Conditions

Due to the need to physically distance during the COVID-19 pandemic, you will conduct your work by phone, video conferencing, and other technologies such as webinars for now. You may work from home or use a desk in our Capitol Hill, Seattle facility. Lambert House will loan you a laptop for home use, if needed. If and when Lambert House deems it safe to work in-person again, based on public health information, then you will deliver training and consultation in person.

To ask questions or apply:

Email a cover letter and résumé, or questions, to jobs@lamberthouse.org