

Job Announcement/Description
Director of Religious Education
First Unitarian Universalist Society in Newton, MA

The First Unitarian Universalist Society in Newton (FUUSN, www.fusn.org) seeks a full-time Director of Religious Education (DRE) to lead and inspire our active, diverse Religious Education Program. As a leader of our congregation, the DRE will administer the RE program and work collaboratively with the Minister, Music Director, and staff in developing worship and integrating religious education into worship activities.

The DRE provides leadership on all aspects of FUUSN's religious education programming. While the role's primary focus is on the management, growth, and evolution of our religious education program for children, the DRE works collaboratively with other staff and lay-leadership to support a well-regarded Coming of Age Program, Youth Programming for high school students, Our Whole Lives (OWL) courses for various age-groups, and adult Faith Development programming.

Successful candidates will bring strong interpersonal and organizational skills, program management, volunteer coordination, and the ability to work well with people of all ages, backgrounds and abilities. FUUSN is seeking an experienced DRE able to manage, develop, and expand our RE programming during a ministerial transition and beyond. Candidates with experience in program management and leadership are preferred. We expect qualified candidates to have experience in religious or other education, knowledge of education principles and practices, and a strong understanding of and commitment to UU principles. Experience in recruiting, cultivating, and inspiring volunteers is necessary to be successful in this position.

FUUSN's congregation is committed to social justice and the congregation is actively engaged with a variety of social justice initiatives including through our Social Action Committee and Racial Justice Ministry (RJM). Recent initiatives include hosting *The Pledge to End Racism* trainings for the FUUSN community and bringing the 8th Principle for an adoption vote in June of 2022. FUUSN is specifically seeking an DRE with skills and interest in contributing to these initiatives through provision of RE programming which supports and expands our inclusive vision of a beloved community. Successful candidates will bring an intentional and demonstrated commitment to social justice and ending racism, as well as a willingness to engage interpersonally in dialogue and learning related to identity, power, and privilege.

Accountability:

- Reports directly to the Interim and/or Settled Minister
- Directly supervises the Youth Programs Coordinator (10 hours/week) as well as a part-time Program Assistant.

- Recruits and supervises other paid staff including nursery room teachers and youth RE teachers from the congregation.
- Directly supervises adult volunteer teachers.
- Is responsive to the needs of key volunteer stakeholders responsible for implementation of core religious education programs (Children's Religious Education Committee members, Coming of Age Coordinators, Youth Circle members, and Adult Faith Development volunteers)

Responsibilities:

- Lead and manage our Religious Education Programs, including Children's RE (approximately 85 children), Coming of Age (8-12 eighth graders), Youth Group (10-12 high school students), OWL Programs (Grades K/1, 4/5, and 8/9), and Adult Faith Development (as needed).
- Recruit and train volunteer teachers and program leaders and collaborate with the Minister, Music Director and others to organize RE related worship services (RE Sunday Service, Youth Service, Coming of Age Graduation Service, and Children's Chapel Services).
- Oversee RE Program budget and attend regular meetings with the RE Committees, RE staff, church staff, Operations Council, Board of Trustees, and the Interim and/or Settled Minister.
- Co-Chair with lay leadership the Children's Religious Education Committee which provides congregational input and support for Children's RE.
- Foster community within the RE Program and enhance integration across the RE Programs and the larger FUUSN community. This includes developing written materials that communicate information about the RE Program for FUUSN's members, the public website, and others as needed.
- In collaboration with the Minister and Music Director, develop and plan worship services throughout the year, focusing on multigenerational participation and spiritual development.
- Develop curriculum using the resources of the UUA and other sources.
- Consider, lift up, and support the racial identities, sexual orientations, disabilities, differences, and gifts present in our congregation.

Experience, Credentials, and Skills:

In keeping with FUUSN's commitment to diversity, equity and inclusion we invite applicants from a wide range of backgrounds with the following attributes:

- Religious background including knowledge of and enthusiasm for liberal religious education, Unitarian Universalist curricula, and a commitment to Unitarian Universalism.
- Experience as a religious education leader at an active congregation with a lifespan learning program or extensive education experience at the elementary or secondary school level.
- Experience with and understanding of youth and Youth Ministry.
- Ability to identify and support the needs of members and children with marginalized identities. Knowledgeable regarding historical and present-day bias and committed to ongoing assessment of RE programming with the goal of sustaining an inclusive and identity-affirming environment for all participants.
- Bachelor's degree, preferably in a related field (i.e. education, social work, religious studies).

The successful candidate will also demonstrate the following skills and attributes:

- Ability to effectively organize, direct, manage, motivate, and work collaboratively with highly skilled professional staff (paid and volunteer).
- Strong ability to relate to and communicate with children, youth, and adults.
- Conversant with educational methodology for various styles of learning and for all age groups.
- An articulated philosophy of education and congregational life and knowledge of congregational dynamics and commitment to social justice and to diversity, equity and inclusion
- Ability to handle a wide variety of tasks, to determine priorities, and to meet deadlines.
- Strong written and verbal communication skills, including in person, email, and phone.
- Strong detail-orientation, organizational skills, and computer skills, especially with Google Suite.

Salary:

Commensurate with experience and credentials. FUUSN is a fair compensation congregation and will pay within the UUA recommended salary range for a mid-size congregation in Geo Index 5.

Benefits:

- Employer-sponsored health insurance, long-term disability coverage, retirement, and 3-month sabbatical after 5 years, per the terms of the respective plans.
- Twenty days of paid vacation during each calendar year.

- 11 paid holidays.
- Other paid time off as needed including but not limited to paid medical leave, paid parental leave, paid jury duty leave, and paid bereavement leave.

Contact and Due Date:

Email letter of interest and resume to the following name and address by May 1, 2022 to ensure consideration for this position. We will accept applications after that date but do not guarantee consideration.

Email address: dlresearch@fusn.org

www.FUSN.org

Deadline: May 1, 2022

FUUSN is an equal opportunity employer. People with disabilities, people of color, indigenous people, Hispanic/Latinx, and LGBTQ candidates are encouraged to apply. FUUSN is committed to developing a diverse and talented staff team.