

First Unitarian Church in Worcester is an energetic, multigenerational congregation established in 1785. We are a community of 300 members, led by a vibrant minister, a tireless staff, and energized volunteers. Our worship services, service opportunities and programs enrich people of all ages and all stations of life.

Our mission: In loving fellowship, we strive to honor the sacred, connect with each other, and serve justice.

We are a sacred home for the arts. Our worship includes the sound of a majestic choir, and our chapel doubles as an art gallery.

We are engaged in our community. Our programs and service opportunities offer ways to deepen our sense of purpose, and our connection both to others and to the sacred.

We celebrate all ages and stages of life. Our community of parents and lay leaders is engaged, dedicated, and passionate about the spiritual growth of our children, youth and adults.

We offer a full range of faith development programs for children and youth, including Spirit Play, Biblical literacy, engagement with religions in our community, a Coming of Age program, Our Whole Lives, and youth groups for middle school and high school.

We are seeking a dynamic, creative, and visionary leader who can collaborate with our minister, our lay leaders, and our members to enhance and develop a faith development program that helps our children and youth find meaning and connection. We are looking for someone who loves children and youth and is passionate about their spiritual development. Pay is commensurate with UUA guidelines; this position includes benefits. Please see the full job description below. Send cover letters and resumes to [minister@firstunitarian.com](mailto:minister@firstunitarian.com) by May 15.

# **First Unitarian Church in the Second Parish of Worcester, Massachusetts**

## **Director of Faith Development**

Reports to: Minister  
Effective date: April 26, 2018  
Directly supervises: Children's Coordinator  
Status: 0.75 FTE  
FLSA: Exempt

### **Job Summary**

Envision and lead excellent Faith Development ministries which foster spiritual growth in children, youth and families. Together with the Minister and lay leaders, build a multigenerational community equipped to carry out the mission of the church.

### **Essential Functions**

- Provide overall leadership for Faith Development programming for children, youth and families, with a goal of deepening spiritual identity
- Implement curricula for children and youth
- Collaborate with Faith Development teams to build innovative programs and support capable volunteers
- Manage smooth execution of the Sunday morning Faith Development program, including meeting contingencies
- Evaluate current Faith Development programs against the mission of the Church and the best practices within liberal religion
- Supervise the work of the Faith Development volunteers and staff to support children and youth programming
- Ensure robust communication of Faith Development programs throughout the Church community
- Manage the Faith Development budget within limits set by the Minister and the Finance Committee

### **Other Responsibilities**

- Encourage the participation of children and youth in the life of the congregation
- Collaborate with the Minister on multigenerational worship services 6-8 times per year

### **Minimum Qualifications**

- Experience as a professional educator or youth worker, preferably religious education
- Experience administering and organizing volunteers and staff to meet goals
- Demonstrated knowledge of Unitarian Universalist theologies and faith development philosophies
- Strong computer skills, including MS Office, web-based applications and social media
- Strong written and interpersonal communication skills
- Able to speak in a public forum
- Available to work Sundays, weekdays, and occasional evenings

### **Core Competencies**

- **Creativity and Innovation:** Generates new ideas; makes new connections among existing ideas to create fresh approaches; takes acceptable risks in pursuit of innovation; learns from mistakes
- **Strategic Management:** Is future oriented and can visualize the larger picture of where the congregation is heading; identifies and prioritizes strategic objectives that are consistent with the mission of the congregation; creates effective breakthrough objectives to carry out strategies; balances risk with desired outcomes.
- **Safety:** Affirms and follows all recommended safety guidelines for the protection and well-being of children, youth, members, and friends of the church; assesses risk wisely; takes on appropriate responsibility for the safety of those in their care
- **Interpersonal Skills:** Establishes good working relationships with all others who are relevant to the completion of work; works well with people at all levels of the congregation; builds appropriate rapport; considers the impact of their actions on others; uses diplomacy and tact; is approachable; avoids communication triangles.

- People/Volunteer Management: Provides direction, gains commitment, facilitates change and achieves results through the efficient, creative and responsible deployment of volunteers; engages people in their areas of giftedness and passion
- Integrity and Trust: Is seen as trustworthy by others; practices direct, honest and transparent communication; keeps confidences; admits mistakes; doesn't operate with hidden agendas; responds to situations with constancy and reliability.