



# Unitarian Universalist Church of Silver Spring

## Job Posting

**Director of Spiritual Growth** (or Assistant Minister for Spiritual Growth)

**Desired Start Date:** August 15, 2021

### About UUCSS

The Unitarian Universalist Church of Silver Spring (UUCSS) seeks a full-time Director of Spiritual Growth (or Assistant Minister for Spiritual Growth *\*see note below*). This vibrant congregation of 240 adult members and 80 children and youth called a new Minister last year and has a long history of strong religious education for children and youth, excellent music, a 20-year Deaf Access Ministry, and dedicated lay leadership.

### Position Summary

The Director of Spiritual Growth leads and administers welcoming, safe, and engaging opportunities for people of all ages to learn and grow spiritually and ethically. The primary responsibility of the Director of Spiritual Growth is to work collaboratively with the Religious Education Committee to develop strong leaders, recruit and train volunteers, manage the Religious Education program, and build a shared vision for religious education into the future. The Director of Spiritual Growth also works closely with the Minister on deepening UU values, UU identity, and spiritual growth outside of the classroom, including in worship, fellowship, social justice work, and our commitment to becoming an anti-racist, multicultural congregation. The Director of Spiritual Growth demonstrates maturity as a professional and models the values we wish to nurture in our community.

The Director of Spiritual Growth is supervised by the Minister who is chief of staff. The Director of Spiritual Growth serves as the staff lead with both the Religious Education Committee and the Program Council. The Director of Spiritual Growth is supported by and supervises the RE Coordinator (10 hours/week) as well as the Nursery Care staff.

The ideal candidate will bring deep UU faith, personal integrity, experience effectively managing change in congregations, a love of children and youth, a personal and professional commitment to anti-racism, and passion for lifelong learning of all kinds.

### Special Focus for the 2021-2022 Church Year

Pre-pandemic, our Religious Education program included age-specific Sunday morning classes for children, occasional multigenerational worship services, youth group gatherings, OWL for youth, Coming of Age, summer RE for children, and some RE classes for adults offered by staff and congregation members. During the pandemic, we shifted many of these programs and gatherings to Zoom and reimagined others. We hope our Director of Spiritual Growth will

collaborate with the Minister, other staff, and lay leaders as we approach the transition to in-person gatherings together with creativity, open to trying new things.

### **Working Conditions**

Our building is currently closed with all but the most essential, building-specific staff and volunteer functions being done from home. Once the building reopens the Director of Spiritual Growth is expected to work primarily at the church office with some work from home possible. Evening and weekend hours are often required with one Sunday per month and two days per week free of all work-duties. Like most positions in congregations the intensity of work follows weekly, monthly, and yearly rhythms and at times will require work under tight deadlines. The UUCSS Board and Minister support all staff in setting a sustainable schedule and taking their time off.

### **Salary and Benefits**

The salary range for this position is \$54,000-\$60,000 depending on education, experience, and credentialing. This range meets UUA guidelines for our size (mid-size 1) and geo index (5). We also offer the following benefits:

- Health insurance available, with UUCSS sharing in premium costs
- Dental, life and long-term disability insurance available
- UUA retirement plan with UUCSS contributing an amount equal to 10% of salary after a year of UUA employment. Voluntary pre-tax contributions can also be made
- Paid holiday, vacation, and sick days
- Workers' compensation protection for work-related illness or injury

### **Education and Requirements**

- Bachelor's degree or equivalent in education, child development, community development, special work, or ministry-related field experience preferred
- LREDA credentialing, progress toward credentialing, or interest in credentialing
- Leadership and program management skills
- Supervisory experience in a religious organization, school, or other volunteer-management setting
- Compelling storytelling and strong writing, speaking, and other communication skills
- Training in and understanding of anti-racism education and action within congregations
- Knowledge of UU theologies, history, traditions, governance practices, justice work, and current events and concerns
- The ability to engage and build rapport with people of all ages and identities
- Solid computer skills and comfort with learning new technologies
- Understanding of the stages of human development, faith development, and theories of learning

*\* We encourage both ordained and non-ordained religious professionals to apply for this position!*

## **How to Apply**

Please send the following to [Personnel@uucss.org](mailto:Personnel@uucss.org) by May 31:

- Resume
- Cover letter
- One video sample of yourself leading/telling a Time for All Ages/Children's Moment
- One sample workshop or curriculum you have created/tailored and led
- One sample of written communication (weekly RE email, newsletter article, blog post, etc.)
- Please describe how you have worked to break down racism and other systems of oppression through your work as a leader of religious education
- Contact information for three references