

JOB POSTING: Interim Director of Religious Education

Seeking a Partner in Exploration and Change!

Fair Compensation; Full-Time Two-Year Interim Preferred

First Unitarian Church of San José (FUCSJ)

160 N. Third Street, San José, CA 95112

Contact Rob Strong, strong00@pacbell.net

Start Date: June 1, 2018 (negotiable)

Salary: Fair Compensation per UUA guidelines, commensurate with experience

Application Deadline: Sunday, March 18th

Status: Exempt, full-time, two-year interim

Benefits: Eligible

Directly Supervises: Paid Sunday teachers, childcare staff, volunteers

Job Summary: With the partnership and supervision of the Rev. Nancy Palmer Jones, along with a renewed Religious Education Team and committed leadership, FUCSJ's Interim Director of Religious Education will help guide a reflective, experimental interim period focused on developing our Family Ministries across the lifespan. The Interim DRE will help us evaluate our current programs, build on the best of what we already have, and imagine, design, and implement a vision of Family Ministries that meets 21st-century families' needs. The Interim DRE will also sustain and promote the current programs that maintain the ministries of Religious Education throughout the interim period.

Areas of Responsibility:

- Program evaluation and design
- Communication, relationship building, and facilitation necessary for the visioning and reforming process
- Introduction of programs and activities that engage the imagination, develop spiritual and ethical resources, deepen knowledge of the world's religious landscape, and connect participants to an embodied understanding of our Unitarian Universalist faith and of FUCSJ's Mission
- Volunteer inspiration and recruitment
- Instructional oversight
- Administration of current and experimental programs

Desired Skills: Our ideal Interim Director of Religious Education:

- Knows the latest UU Family Ministry philosophy, trends, and curricula
- Brings a vision for faith development for all ages
- Loves children, youth, and family members of all ages
- Has demonstrated success in institutional analysis and transformation

- Has excellent administrative and communication skills
- Has a strong UU identity
- Brings a multicultural, antiracist, antioppressive lens to congregational work
- Collaborates effectively with multiple groups
- Knows how to create and maintain a welcoming space
- Supports the development of lay leaders in creating sustainable Family Ministry programs
- Has good references and relevant experience
- Has UUA RE training (a definite plus); if not, any person hired will be asked to obtain UU RE training, with support from the congregation.

Does this sound like you? Please let us know!

To stay informed: Please send a letter of interest and your resume with references to Rob Strong, co-chair of the Religious Education Transition Planning Team and president of the Board: strong00@pacbell.net.

To apply: contact us with your resume as above **AND write and send responses to the four application questions** (at the bottom of this posting). Application deadline is Sunday March 18th.

Members of groups that have been/are marginalized are especially encouraged to apply.

About our Congregation:

- The First Unitarian Church of San José is a warm, healthy, creative congregation located in the heart of downtown San José. San José is the 10th largest city in the country and among the most ethnically diverse.
- With 245 members and many friends, FUCSJ is a program-size congregation with big dreams and a long history (over 150 years!) of active engagement in the city's and county's most pressing justice issues.
- We have a strong missional identity—to Make Love Visible in all we say and do—and use policy-based governance.
- The congregation called the Rev. Nancy Palmer Jones as Senior Minister in 2005.
- The Rev. Geoff Rimositis retires at the end of this June after serving FUCSJ as its Associate Minister for Religious Education for the past 24 years.
- We are committed participants in OWL and Coming of Age programs.
- We offer a weeklong Peace Camp for elementary-aged children each summer, now in its fifth year.
- We have joined the Soul Matters Sharing Circle of UU congregations, adapting its RE curricula for our children. Our 5th-7th graders have participated in “Crossing Paths,” exploring nearby faiths this year.

- Our 11:00 a.m. worship service on Sundays begins with a Story for All Ages, where children, youth, and adults come together on the labyrinth at the center of our round sanctuary for a story, conversation, or activity. Religious Education classes for children and youth currently run from 11:30-12:30.

<http://www.sanjoseuu.org/AboutUs/index.html>

**Application questions: Interim Director of Religious Education,
First Unitarian Universalist Church of San Jose**

The following questions invite you to share stories from your experience that give us a sense of your approach to this work, as well as your primary strengths and areas for growth. We look forward to beginning to get to know you through this process.

1. Do you consider yourself a Unitarian Universalist? If so, when and how did you become one? What role, if any, have UU religious education or lifespan faith development programs played in your spiritual journey?
2. Please describe your experience working with or participating in multicultural, multigenerational organizations. What training and experience around antiracism and antioppression work will you bring to this position?
3. Please describe your experience working for or with an organization undergoing transition. How did you help the organization conduct evaluations of its existing systems or programs? How did you help the organization assess its needs and create a vision for the future? Are there other skills and methods you used to help with the transition?
4. Please describe your experience creating and/or managing a religious education program. How have you incorporated new trends in UU lifespan faith development? Please describe your process and results.

In fellowship & service,

-- Robert Strong, President
First Unitarian Church of San Jose
strong00@pacbell.net