

New Communities Fund Program Development Facilitator

PROJECT OVERVIEW

The UUA is creating a New Communities Fund intended to support religious innovators who are developing vibrant new forms of spiritual community designed by and for people from cultures or life-stages, like youth and young adults, that are underserved in our congregations. The Fund imagines creating an intensive support structure for these new community innovators in two forms:

1. **A Collective Support Network** that would provide intentional funding, coaching and cohort support for innovators in the early stages (Stage 1: from idea to prototyping and proof of concept).
2. **New Communities Partnerships** would provide funding and intensive support for new spiritual communities that have shown the potential to be sustainable, are founded in shared, mutually accountable leadership, and have larger movement-building potential. These partnerships would provide more comprehensive team support including funding for some staffing or infrastructure development along with coaching and technical mentoring. (Stage 2: from proof of concept to stabilization and expansion).

Through these programs and others yet to be imagined, we aim to inspire and nurture a collaborative network of innovators who support one another and together foster an organic and growing movement of new community innovation.

FACILITATION ENGAGEMENT

Working alongside a project Design Team comprised of five UUA staff members led by Carey McDonald, UUA Executive Vice President, the project facilitator will be instrumental in developing the Fund's two initial programs through a process of inviting the voices, and incorporating the input of, new community innovators as well as other people and organizations who have a vital stake in this work. Those might include, for example, prospective ministers contemplating new community start-ups, UUA Ministries and Faith Development staff, UUA Mosaic Maker leaders, attendees of the Finding Our Way Home retreat for UU professionals of color, organizations supporting and representing BIPOC communities (e.g., BLUU and DRUUMM), UU professional organizations and UUA leadership.

Our first goal is to develop working descriptions of both initial programs described above including their key elements, requirements, expectations, funding needs and recruiting and selection processes that can be the basis for further program evolution. We anticipate these will be the starting point for a process of prototyping, incorporating input and ongoing iteration. Most immediately, we plan to develop a working version of the Collective Support Network (version 1.0) that can be announced at UUA General Assembly in June and launched in Fiscal Year 23-24.

This engagement can be flexibly constructed in one or two phases:



- **Phase 1: Three-month engagement (April- June 2023).** This phase would include the work described above. Estimated time requirement: Variable week-to-week but averaging 40% FTE or 15 hours/week.
- **Phase 2: Six- month engagement (July - December 2023)** This would extend the Phase 1 work to prepare the Collective Support Network for participant recruitment and start-up in early 2024. Estimated time requirement: Variable week-to-week but averaging 50% FTE or 20 hours/week.

FACILITATOR REQUIREMENTS

We are seeking an experienced facilitator and program developer who can work alongside the Design Team reporting to Carey McDonald, UUA Executive Vice President. The ideal candidate will bring:

- A track record of facilitating and leading multi-faceted organizational innovation or change efforts.
- Lived experienced as a member of a marginalized population (social, political, economic) and be committed to centering the ideas and leadership of those who imagine new forms of spiritual community that meet the differing needs of those who are-underserved in Unitarian Universalism.
- Familiarity with human-centered design principles and their application in ways that center the wisdom, experiences, and ideas of those the Fund intends to serve.
- Knowledge of the changing landscape of spiritual community innovation, both religious and secular.
- Experience in guiding and forming start-ups and familiarity with the challenges innovators face and ways those are addressed in other sectors.
- Awareness of Unitarian Universalist history and values as well as our faith’s renewed commitment to dismantle white supremacy culture and embrace the vision of Beloved Community as detailed in the 2020 UUA Commission on Institutional Change report [Widening the Circle of Concern](#).



HOW TO APPLY

Please send a letter of interest and a resume highlighting your relevant experiences to Carey McDonald, Executive Vice President, Unitarian Universalist Association at cmcdonald@uua.org. We appreciate your interest and will respond promptly.

People with disabilities, people of color, Hispanic/Latinx, and LGBTQ candidates are encouraged to apply. We welcome applicants from any faith tradition or no tradition who appreciate the universal need for vibrant spiritual community.

Expected Engagement Start: April 2023

Compensation: Commensurate with the level of relevant experience. This work could be structured as a consulting engagement or as an employed position depending on the needs of the facilitator and the length of the intended engagement.

ABOUT THE UUA

The Unitarian Universalist Association is a progressive religious denomination headquartered in Boston with associates working from locations across the country. Our faith community of more than 1,000 self-governing congregations brings to the world a vision of religious freedom, tolerance, and social justice.

While it is not generally required or expected that a consultant or employee identify as a Unitarian Universalist (UU) or be a member of a UU congregation to work at the UUA, all UUA staff members are expected to perform their job duties in accordance with the UUA's values, principles, and mission.

