Title: Mosaic Learning/Practice Community Facilitator
Staff Group: Congregational Life
Reports To: Dr. Melissa James, Congregational Life Field Staff
Location: Remote; open in the United States
Grade: volunteer with stipend of $600**

Purpose
Facilitate remote Learning/Practice communities focused on supporting congregations’ long-term commitment and mutual support to dismantling white supremacy culture and carry out the recommendations from the COIC report, Widening the Circle of Concern.

Principal Responsibilities
1. Attend Facilitator training and ongoing facilitator check-ins.
2. Provide facilitation for assigned small group using safe, best practice methodologies, and Learning/Practice community materials.
3. Understand confidentiality—when to keep and when to break safety concerns.
4. Maintain appropriate personal boundaries.
5. Perceive and respond to the needs of the Learning/Practice Communities as a whole.
6. Work as a team with other facilitators, volunteers, and UUA staff.
7. Approximate time commitment: 28 hours over 6 months

Qualifications
Note that qualifications may be met as a result of lived experience, volunteer work, professional experience, and/or formal or informal training. Requirements include:

- Commitment to personal, communal, and institutional work toward dismantling white supremacy culture and building Beloved Community.
- Member in good standing of an UUA member congregation or covenanting community.
- Comprehensive understanding of Unitarian Universalist as a living tradition including Unitarian Universalist principles and values.
- Excellent written and spoken English communication skills.
- Strong interpersonal skills and experience with group facilitation, motivation, coaching and appreciation.
- 2 years or more experience working in congregational leadership, anti-racism/anti-oppression facilitation, or equivalent experience.
- Demonstrated knowledge of group dynamics
- Proficiency in Google Drive, Google Docs, Google Sheets, Microsoft Office Excel and Microsoft Office compatible email and word processing. Facility in using Facebook, appropriate social media and video communications, or ability to learn. Must provide own equipment and internet connection for email and web-based programs necessary to the position.
- Ability to deal with diverse personalities and model boundaried leadership and relationship with authority.
- Self-motivated, able to work independently and as part of a team, well-organized and able to set priorities within realistic time limitations.

** Recognizing individuals face various barriers to sustained participation in the work of ARAOMC transformation, additional non-financial support may be available to reduce barriers and support overall well-being of facilitators.

How to Apply
People with disabilities, people of color, Indigenous people, Hispanic/Latinx, and LGBTQ candidates are encouraged to apply. The UUA is committed to developing a diverse and talented staff team. If you are excited about this role but are unsure whether you meet 100% of the requirements, we encourage you to inquire and/or apply. Send cover letter and résumé—indicating “Mosaic Learning & Practice Facilitator” in the subject line—via e-mail to mjames@uua.org

About the UUA
The Unitarian Universalist Association is a progressive religious denomination headquartered in Boston’s seaport Fort
Point Innovation District with staff based throughout the United States. Our faith community of more than 1,000 self governing congregations brings to the world a vision of religious freedom, tolerance, and social justice. We are a great place to work and we value diversity. The UUA is an Equal Opportunity Employer and is committed to the full inclusion of all. As part of this commitment, the UUA will ensure that applicants and staff with disabilities are provided reasonable accommodations. If reasonable accommodation is needed to participate in the job application or interview process, to perform essential job functions, and/or to receive other benefits and privileges of employment, please contact the Office of Human Resources at (617) 948-4648 or humanresources@uua.org. For more information on the UUA, visit us online at UUA.org and uuworld.org.

For more information about Congregational Life please visit: https://www.uua.org/offices/staff/congregationallife

Support for the Mission and Values of the Association
The Unitarian Universalist Association is a progressive and historic religious denomination. While it is not generally required or expected that an applicant/employee identify as a Unitarian Universalist (UU) or be a member of a UU congregation in order 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. In particular the following points, drawn from the Seven UU Principles, are of particular importance for the UUA’s work environment and staff culture:

• The inherent worth and dignity of every human being: We affirm the need for a human-centered workplace that allows our diverse staff to flourish. We also understand that our wider culture and society oppresses and denies human dignity, and we seek to counter the effects of that oppression in our hiring and workplace culture so that each person feels whole and valued.

• Justice, equity and compassion in human relations, and the goal of world community with peace, liberty and justice for all: We speak openly and publicly of our support for social and political issues, including LGBTQ equity, racial justice, climate justice, gender equity, and reproductive justice.

• The interdependent web of existence: We recognize that the liberation of all people is interwoven, and we work to counter patriarchy, white supremacy, colonialism, homophobia, transphobia, ableism, environmental exploitation, and other interrelated systems of marginalization.