

# Thrive Program Developer/Coordinator

## Request for Proposals

### Thrive Program for BIPOC Youth and Emerging Adults

The UUA Lifespan Faith Engagement Office seeks a program developer and coordinator for the Thrive Program for BIPOC Youth and Emerging Adults for the 2026-27 congregational year.

The Thrive program has nurtured hundreds of BIPOC UU youth and young adults for over a decade. Thrive started as the Multicultural Leadership School and transitioned to an online format in 2020. Since 2023, the UUA has been working to integrate Thrive efforts within DRUUMM as the largest national multigenerational BIPOC community which holds and supports our young people. We are now in the phase of developing training for adults in congregations to support BIPOC young people through Thrive Connections, a program for encouraging intergenerational connections between BIPOC young people and adults/elders.

**We seek a program developer/coordinator to imagine and build a program that will equip and train UU congregations and communities to provide effective ministry to BIPOC UU young people.** This should draw upon experience in congregational contexts, consideration of the recent shifts in needs of BIPOC young people, and an understanding of the historic and systemic anti-racism work in our faith. Grounded in that body of work, you will build resources for activities, workshops, and/or discussion materials that support congregational leaders and/or youth and emerging adults themselves. We imagine this will be grounded in supporting individual racial identity development in the context of their congregation or UUism at large, as well as communal rituals and wisdom sharing around the intersection of our spiritual/cultural identities.

For the 2026-27 congregational year, the Thrive program should include:

- Holding a 90-minute Thrive workshop for BIPOC young people with partner organization, DRUUMM, at GA 2027.
- Create a training for congregational leaders on ministering to and with BIPOC young people, in partnership with Youth and Emerging Adults and Multicultural Affairs offices of the UUA.
- Blog and social media posts as program publicity.

### Resources

- [Thrive Page on uua.org](#)
- [Thrive with DRUUMM YaYA Convening Report 2024 recommendations](#)
- [A Historical Overview of BIPOC Youth and Young Adult Ministry reports and recommendations](#)
- [Youth Engagement: What We're Learning](#) (February 2025)
- Collaborative partnerships with UUA staff and DRUUMM leaders
- Program budget of \$19,000. Breakdown: **\$8,500 for staffing compensation** and remaining funds to go toward event planning, staff travel, non-staff participant travel, and other program expenses.

## Timetable

- The work on this program, including orienting meetings, will begin in July 2026
- July - August 2026: Initial conversations and draft plan for program year
- July 2026 - June 2027: Coordinate program year
- August - October 2026: Contribute to training for congregational leaders
- November 2026 - January 2027: Draft plan for GA 2027

## Compensation

Compensation is \$8,500 for program year at rate of \$50/hr. Average work is 2-5 hours/week with flexibility according to program calendar needs. Payments will be made after meeting agreed-upon deliverables and deadlines as determined in consultation with managing supervisor and program partners.

## Apply by May 30, 2026

To apply, email the UUA Lifespan Faith Engagement office ([faithengagement@uua.org](mailto:faithengagement@uua.org)):

- Subject: Proposal for 2026-27 Thrive Program Developer/Coordinator
- Briefly tell us what interests you about the Thrive Program
- Relevant information on your experience, skills, and qualifications working with BIPOC young people (14-24 year olds), which may include:
  - Work or lived experience centering communities of color or Indigenous peoples.
  - Experience building developmentally appropriate learning and growth experiences for youth and emerging adults, including in-person and multi-platform programming. Understanding of adolescent identity and faith development.
  - Experience in facilitation and public speaking.
  - Understanding of UU identity development and experience developing training for BIPOC and white congregational leaders ministering to diverse identities and needs.
  - Some travel may be necessary for facilitation of workshops and/or team meetings.
- Your proposal for the Thrive program, including your envisioned:
  - **Audience:** congregational leaders and/or youth and emerging adults themselves
  - **Learning Goals:** the aims of your proposed events or resources and how you'll guide young people, congregations, and communities to achieve them
  - **Format:** in-person or online live events, written guides, and/or multimedia
- If you have it, please include a sample or link to your previous work, preferably written session plans or resource curation, and/or descriptions of online or in-person programs/events you have developed and coordinated.