



OPEN POSITION

Date Posted: March 27, 2020

Updated: March 27, 2020
Title: Congregational Life Field Staff
Staff Group: Congregational Life, Pacific Western Region
Reports To: Regional Lead
Location: Pacific Western Region
Grade: 13, full-time with benefits
Start Date: July 6, 2020 (expected)

Purpose

To provide coaching, connection, companionship and challenge through support and resources for congregations and Unitarian Universalist (UU) communities, UU religious professionals, and organizational development and expansion of our faith for the Pacific Western Region of the Unitarian Universalist Association.

Principal Responsibilities

1. As a member of the regional Congregational Life staff group, serves the Unitarian Universalist faith and values, our congregations, members, and other constituencies in the Pacific Western Region of Unitarian Universalist Association (UUA). With the staff group, determines service priorities consistent with our UUA and missional priorities.
2. Works in covenant as a team member of the Pacific Western Region of the UUA.
3. Provides direct consultation to congregational and regional leaders.
4. Supports healthy, innovative, covenantal, purposeful congregational and cross-congregational ministries by providing or arranging for appropriate consultation and programming.
5. Guides congregational leadership toward training in a variety of skills conducive to healthy, vibrant ministries.
6. Assists/coaches/teaches new, emerging and existing congregations and clusters through appropriate workshops, webinars and conferences.
7. Along with other regional staff, actively encourages collaboration among congregations to share resources and strategies; helps to organize cross-congregational learning communities both by geography and affinity; Facilitates and advocates covenantal support and accountability between congregations.
8. Organizes resources from the region and the UUA to meet congregational, cluster and "beyond congregations" needs. Draws on congregational, cluster, regional, and national resources to provide a predictable and valued set of learning opportunities.
9. With the regional staff team, identifies growth opportunities and encourages within and beyond congregational efforts toward growth in numbers, organizational health, associational connectivity, depth of faith, and outreach to extend and promote Unitarian Universalism.
10. Serves as or ensures a representative of the region and/or the UUA will be present for ceremonial functions, interfaith efforts, and to ancillary organizations.
11. Participates actively in the UUA Congregational Life and regional staff teams, including retreats or other staff meetings.
12. Performs additional duties as requested by the supervisor, the Director of Congregational Life, the Executive Vice President, or the President.

Qualifications

This is a Grade 13 position (expected hiring range \$56,000-\$71,500 commensurate with experience). Note that qualifications may be met as a result of lived experience, volunteer work, professional experience, and/or formal or informal training. Requirements include:

- Bachelor's degree or equivalent.
- Commitment to our Unitarian Universalist Association.
- In-depth knowledge and understanding of Unitarian Universalism; ability to speak and write confidently about Unitarian Universalism.
- 5-10+ years' active involvement with Unitarian Universalist congregations and organizations, with a preference for multiple settings.
- Personal religious depth and comfort acting publicly as a UU faith leader. Status as an ordained minister is not required.
- Ability to work flexibly and collaboratively as part of a regional staff team.
- Ability to take initiative, to be self-directing, to set priorities and to manage time well.
- Experience with countering systems of oppression and cultural marginalization and leading with intercultural

fluency and humility. Work or lived experience with communities of color or indigenous peoples is of particular value. Eagerness to work in an organization in which the dismantling of white supremacy is a high priority.

- A commitment to and understanding of organizational development. Knowledge and experience of group and organizational change dynamics and systems.
- Ability to act with judgment and discretion on a wide range of sensitive topics, including personnel matters.
- Excellent communications and public speaking skills, including use of presentation technologies and social media. Knowledge or willingness to learn the use of emerging communications and remote learning technologies.
- Experience with volunteer organizations.
- Ability to work remotely from a home office.
- Ability to perform work that involves significant travel and weekends commitments.
- Must live in or be willing to relocate to the Pacific Western Region.

How to Apply

People with disabilities, people of color, 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 “Congregational Life Field Staff—Pacific Western Region” in the subject line—via e-mail to careers@uua.org, via fax to (617) 948-6467, or to Human Resources, UUA, 24 Farnsworth Street, Boston, MA 02210. E-mail submissions preferred.

About the UUA

The Unitarian Universalist Association is a progressive religious denomination headquartered in Boston’s waterfront Fort Point Innovation District with offices in Washington, DC and at the United Nations in New York City. Our faith community of more than 1,000 self-governing congregations brings to the world a vision of religious freedom, tolerance, and social justice. Our normal workweek is 35 hours, we pay 80% contribution towards health insurance premiums, 11% towards retirement (after one year), and have generous paid time-off policies. 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.

About the Congregational Life Staff Group

The Congregational Life staff group is made up of our UUA’s field staff teams divided into five collaborative regional teams (www.uua.org/directory/staff/congregationallife). The core purpose of the Congregational Life staff team is to coach and support leaders, companion during times of change, connect congregations to one another and their Association and challenge our congregations and UU communities to deeper justice and witness.

About the Pacific Western Region

The Pacific Western Region (<https://www.uua.org/pacific-western>) includes 184 UU congregations in parts or all of 15 states (Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nebraska, Nevada, New Mexico, Oregon, Texas, Utah, Washington, and Wyoming.). It is made up of four districts: Pacific Southwest, Pacific Northwest, Pacific Central, and Mountain Desert.

Our regional staff team serves the mission of our Unitarian Universalist Association:

- To equip congregations for greater health and vitality.
- To train and equip leaders, lay and professional, for the ministry needed today.
- To advance our UU values in the larger world.

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.