

JOB POSTING: Interim Director of Religious Education at the North Parish of North Andover, Unitarian Universalist

Title: Interim Director of Religious Education (DRE) at the North Parish Unitarian Universalist Congregation, starting Summer 2017 (exact date negotiable).

Status: Full Time *FLSA:* Exempt **Time Frame:** Summer 2017 – Summer 2018 *or* 2019

Salary Range: Geo Index 4, based on Credentialed Master's level Religious Educator recommendations of the UUA, \$50,000 - \$60,000, plus benefits.

Reports to: Parish Minister

Supervises: RE Assistant (10-12 hrs/wk), Nursery Professional and two Youth Nursery Assistants

Some Background:

- North Parish is the 8th largest UU congregation in Massachusetts and the 12th largest in New England.
- North Parish has a current adult membership of 320 members (and another 230 “friends”). We have 115 registered children and youth enrollment, with an average attendance of 50 on Sundays. Our youth programs include Jr. and Sr. youth groups, OWL and COA.
- Our members come from the suburban, urban and rural communities of North Andover, Andover, Methuen, Lawrence, Boxford and Georgetown, MA.
- North Parish is a GBLTQ Welcoming Congregation, a Green Sanctuary, a fully accessible congregation. We are a UUA Fair Share congregation, a UUA Fair Compensation congregation and have been a UUA Teaching Congregation for ministerial interns.
- In October 2014, we moved into a new RE and Office Wing to the Meeting House, funded by a Capital Campaign that raised pledges of \$1.8M. This project also completed our work to provide accessibility to all spaces. Our “sacred space” includes the outdoor grounds near the buildings.
- The congregation is on a Town Common located 3 miles from Lawrence, MA, the “Immigrant City” also known for the Bread and Roses strike of 1912. The current population of Lawrence is approximately 80% Latino/a and there is a growing Sanctuary/immigrant rights movement in the area in which we are involved.
- North Parish was founded in 1645, the 37th church organized by Puritan settlers of the Massachusetts colony. In 1961, North Parish joined the new Unitarian Universalist Association. We have a history of long ministries; our 17th and current minister has served us 18 years.
- We are 20 miles north of Boston, 30 minutes from the ocean and a short 90 minutes from the White Mountains.

Job Summary: We are seeking an interim DRE for a one or two year period from the summer of 2017 until June of 2018 or possibly 2019. We are looking for a dynamic, thoughtful, well-organized and experienced religious educator to lead and facilitate the reflective and developmental tasks of the interim process, while also guiding and supporting the lay leadership of our strong Religious Education program for children and youth. We are interested in someone who can help us discern our future path- whether the traditional DRE model or a new model of an Assistant Minister for Youth and Families, to help generate creative thinking and visioning, and to help us create a template for our “ideal candidate” for the permanent position.

Top Developmental Tasks for the Interim Period: Of the *Five Developmental Tasks for the Interim Period for Professional Interim Religious Educators* (UUA & GIRE, 2013), the following are the highest priority for the Religious Education Committee and the Board of Trustees:

-Commitment to Future Program Vitality- *particularly*, enabling the congregation to renew its vision, strengthen its stewardship, prepare for new professional leadership and engage its future with anticipation and zest; serving as a resource to the congregation’s religious educator- or Assistant Minister for Youth and Families- search process; and developing and implementing a transition strategy for transferring information to next religious educator.

-Leadership Changes During the Interim Period- *particularly*, helping to identify the changes needed in RE program structure and staffing; clarifying the multiple dimensions of leadership and aiding in navigating the shifts in leadership that accompany times of transition; and modeling new approaches, practices and procedures.

-Evolving a Unique Religious Education Program Identity- *particularly*, helping the congregation to gain a new understanding of itself as a lifelong learning community; illuminating the congregation's unique RE program identity: its strengths, its needs, its challenges: and evaluating the RE program and its safe congregations policies and procedures.

DRE Duties: Provide leadership for Children’s and Youth Religious Education programs. Key DRE responsibilities include:

- offer Sunday morning presence, welcome and pastoral care to families; with the worship staff, coordinate Sunday worship “Time for All Ages”, monthly multigen service, and age related children’s milestones; coordinate or lead monthly Children’s Chapel services; review and schedule curricula;
- work closely with the Religious Education Committee and the RE Staff Search Committee; facilitate congregational discernment in cottage meetings or other groups; give feedback to these groups as well as Board of Trustees, Minister and staff;
- Support RE budgeting, teacher recruiting and training; supervise the Youth Religious Education Assistant and Nursery Coordinator; attend staff meetings; communicate with parents and congregation.

Desired skills: The ideal candidate will be a Credentialed Religious Educator with interim training and experience. Our interim religious educator should possess knowledge of church systems theory, UU RE philosophy and curricula, volunteer leadership development, and pastoral care and confidentiality. They will have the initiative and ability to encourage and elicit the creative thinking of others, to lead discernment exercises, and to synthesize various inputs and feed them back to leaders. They will have the ability to observe the status quo, skillfully name places of resistance, and share new ways of thinking or acting. They will have professional and emotional maturity, and a collaborative and self-directed style. They will be willing to work closely with the minister and have a love of church and community life. Interim religious education training will be required for the person we hire if not already trained.

Next Steps: For background information, please send an email request to the Rev. Lee Bluemel at minister@northparish.org . For more information about the congregation, visit our website: www.northparish.org .

To apply for the position, please send a resume, letter of interest and contact info for 2 to 3 references to the Rev. Lee Bluemel at minister@northparish.org

Applications are due by May 1, 2017. The position will be open until filled.