

Director of Lifespan Religious Education

The Unitarian Universalist Church of Lancaster (UUCL) and the Unitarian Universalist Congregation of York (UUCYork) seek a Director of Lifespan Religious Education (DLRE) for a full-time (40 hour a week) shared position with a starting salary range of approximately \$52-\$55,000 commensurate with experience, UUA credentialing, and qualifications. An excellent benefits package included. UUCL and UUCYork are vibrant religious communities in south-central Pennsylvania with a long history of being the leading voices of liberal religion and social justice action in their respective communities of Lancaster and York.

Working in partnership with both congregations, the DLRE will support and foster faith development for children, youth, and adults. Please read the **Note** following the job description on the nature of this shared staff position.

Job Description

Principle Responsibilities (at both Congregations)

Programming

- Collaborate with children and youth, and with adult faith development teams to facilitate the mission of religious education.
- Identify desired goals and outcomes for children's, youth, and adult religious faith programming.
- Coordinate and implement curricula of faith development for all ages.
- Work with the Senior Ministers and faith development teams to develop intergenerational programming, including services.
- Support the Coming of Age and Our Whole Lives programs.
- Collaborate with safety and faith development teams to create and implement safe congregation policies and procedures.
- Collaborate with the children and youth faith development teams to welcome new families and to provide yearly orientations on faith development and on safety policies and procedures.
- Collaborate with faith development teams to continually evaluate and revise faith development programming and policies as needed.

Volunteer Recruitment, Development, and Support

- Collaborate with faith development teams to recruit and train volunteers for leading classes and faith development experiences for all ages, as well as provide additional teacher/volunteer training and development.
- Manage, organize, and keep current screening certifications, records, and appropriate assignments for volunteers working with children and youth, in compliance with PA state law and congregational safety policies.
- Hire, train, and supervise nursery, childcare providers, and faith development assistant(s). (Currently, one Faith Development Assistant at UUCL).
- Provide ongoing support to teachers and volunteers through weekly communications and Sunday presence.

Worship Responsibilities

- With the support of the Senior Ministers, plan and lead the Time for All Ages portion of Sunday worship.
- Assist Senior Ministers with rites of passage, such as Child Dedications, Coming of Age, and Bridging ceremonies.

Communication and Administration

- In collaboration with the faith development teams, communicate news of all children, youth, and adult programming to the church community through emails, newsletters, orders of service, and social media.
- Provide information to the Boards as requested.
- Meet regularly with the Senior Ministers to discuss faith development programming.
- Attend staff meetings.
- Attend meetings of faith development teams.
- Collaborate with the Senior Ministers and faith development teams on developing, submitting, and overseeing the annual budget for faith development programming.
- Act as liaison between the Boards and the administrators/teachers of the weekday childcare program on each site. Periodically determine if policies agreed on in current agreements between the congregation and the program are being met.

Professional Development

- Secure membership in LREDA, abiding by the LREDA Code of Professional Practices.

- Attend trainings and events for continued professional development and collegiality.
- Attend regional and national faith development meetings when possible.

Education and Experience

- At least a Bachelor's degree in education or a related field preferred
- Ideal candidate would have 1-2 years' experience as a religious educator, an educator or in a related field, working with children, youth, and adults.
- LREDA credentials preferred or willingness to pursue credentials.

Note:

Hiring a shared Director of Lifespan Religious Education is a new endeavor for UUCL and UUCYork that provides an exciting challenge and opportunity. Through open and frank discussion, the two congregations have understood that there are several areas where programming and experiences can be shared: faith development curricula for all ages, experiential faith initiatives for children and youth, adult programming, worship service components, all-congregation events and occasions, and others. We welcome the possibility for greater fellowship and joint programming between the two congregations that this new shared position may bring.

The DLRE will divide the 40-hr work week between the two congregations, reporting to the respective Senior Ministers. DLRE presence on Sundays, holidays, and at other times throughout the year will be defined in the hiring agreement, as will compensation and benefits, performance review processes, equipment and supplies funding, and professional development expectations. A transition team with the Senior Ministers and members from both congregations will work with the DLRE to ensure a smooth operation between the two sites. The team and the DLRE will monitor and evaluate the position throughout the year, with revisions to the hiring agreement being made when and where appropriate.

To apply:

Please send a cover letter (no more than 2 pages) detailing your interest in the position and how you would meet the responsibilities listed in the posting, a C.V. or resume, 3 references with contact information, and a sample of your teaching practices for children, youth, and/or adult learners. This sample can be ONE of the following:

- A lesson plan you wrote;

- Part of a curriculum you designed;
- A video sample of you providing a lesson, a story time for all ages or other moment in a worship service, or another example of your teaching children, youth, or adult learners.
- Or any other sample that would illustrate your strengths in relation to this position.

Application deadline is Friday, July 14. Please send to DLREsearch@ucy.org