



First Parish of Norwell
Unitarian Universalist
Celebrating 375 Years

PO Box 152, 24 River Street
Norwell, MA 02061
www.firstparishnorwell.org

Position: Director of Religious Education (DRE), 30 hours/week (starting August 15, 2019), Sunday mornings and some evenings are part of this position. Our RE schedule runs from September through June and is on break in July/August, although worship services continue.

Members of the LGBTQ Community, People of Color and All Genders are encouraged and welcome to apply.

Salary and Benefits:**

- Dependent on experience and competitive with rates provided in the UUA's geo-index 4 guidelines for a Midsize I congregation, for 11 months worked each year. The equivalent of one month off to be taken during the months of July and August each year.
- 15 paid vacation days per year
- Professional Expenses: \$3000/year
- Six Sundays off from professional responsibilities September—June
- The equivalent of three weeks study time per year
- Retirement contributions available after 1000 hours worked.

** We realize all our benefits do not meet LREDA Best Practices. We are working to reach that standard.

Supervision: This position is supervised by the minister.

First Parish of Norwell is located in the town of Norwell and draws congregants from many neighboring communities. Our membership is about 150, plus friends, with 38 children currently registered for religious education classes. Our congregation is presently in the exciting process of working with consultants on our strategic plan. We are a learning congregation, seeking to try new things, to reach out into the wider community in relevant ways, and to honor what we currently love about our congregation. During the last year we began monthly community dinners that have been well received in our area. We also offered our OWL curriculum to those outside our congregation, free of charge, gaining new families in the process. We seek a Director of Religious Education that will collaborate with us in growing spiritually and numerically, advocate for our families and enjoy spending time with our congregation. We are a Welcoming Congregation and engaged in the ongoing process of renewal.

Responsibilities:

Leadership: Leadership for our Religious Education (RE) ministry takes a balance of creativity, administration, and the recruitment, encouragement and nurturing of volunteers. It involves planning and collaborating with the minister, the RE Committee and others, to address the changing needs of families, and creating opportunities for deep spiritual growth that children,

youth, and adults long for in religious community. Our DRE should be willing to innovate, complementing the new with the traditionally relevant, and enjoy engaging people of all ages.

Administration and Program Support: Our RE Program needs administration of its budget, organization of supplies, management of its calendar, coordination of details such as volunteer schedules and public school calendars, and attention to good safety practices. Working collaboratively with our RE Committee, our DRE will choose UU appropriate curricula for Sunday school and nursery care. Lesson planning, including OWL (Our Whole Lives Sexuality Curricula), Coming of Age courses, and strong support (including material and lesson preparation) of Sunday School teachers is vital. Social Action activities are also important in our program. We enjoy multigenerational social and learning gatherings, beyond Sundays, multiple times a year. If time allows, our DRE may also work with our minister on adult RE classes. The DRE attends at least bi-weekly meetings with the minister and monthly staff meetings.

Communication and Advocacy: The DRE advocates for spiritual growth and learning through the church newsletter, website, social media pages and other communication channels as needed. The DRE writes a monthly report for and attends Parish Committee meetings. The DRE also communicates with the minister and congregational leaders about pastoral care and support of families, their youth and children.

Worship: The DRE collaborates with the minister to integrate children and youth into the worship life of the church by leading “A Time for All Ages” during most Sunday services, and periodic children’s chapels. This year we began having multi-generation services once a month during the regular church year. Our multi-gen lite services offered themed activities for busy hands without changing the structure of the service in significant ways. Other multi-gen services, offered about four times a year, are more participatory and creative in their liturgy. Our DRE is responsible for leading a RE Sunday every spring. Other worship opportunities are promoted through regular RE classes as appropriate in the curricula.

Professional Development: The church provides funding and time for professional-development, and for collegial support with other UU Religious Educators.

Necessary Qualifications: Bachelor’s Degree; experience and comfort working independently, and collaboratively in teams; demonstrated ability to supervise and support volunteers; effective communication skills, including public speaking and use of social media; familiarity and appreciation for liberal religion; computer skills; creativity; willingness to learn.

Ideal Qualifications: BA in education, counseling or ministry-related field. Education leadership and management experience. Experience in teaching, in administration, and in supervision of staff and volunteers. Knowledge of Unitarian Universalist religious education philosophy.

Members of the LGBTQ Community, People of Color and All Genders are encouraged and welcome to apply. Candidates may submit a cover letter, resume and references by June 21 to:

Rev. Lise Adams Sherry
lsherry@uuma.org

Please include “DRE Position” in the subject heading of your email.