

**ACTING DIRECTOR OF RELIGIOUS EDUCATION
JOB POSTING
UNITARIAN UNIVERSALIST CHURCH OF VENTURA**

TITLE: Acting Director of Religious Education
REPORTS TO: Senior Minister in the role of Chief of Staff
STATUS: Non-Exempt
PART-TIME/FULL-TIME: ¾ to Full-Time
DURATION: Up to one year with option upon mutual consent for permanent status
COMPENSATION: Annual \$55,000 to \$62,000 depending on qualifications

SUMMARY

The role of the Acting Director of Children's Religious Education (ADRE) for children and youth is to collaborate in providing vision and leadership to the Religious Education program of Unitarian Universalist Church of Ventura (UUCV), especially in re-visioning RE for post-pandemic life. This position could be re-imagined as "Director of Comprehensive Lifespan Faith Formation Ministries" or "Director of Family Ministries." The ADRE strives to create a welcoming, safe, stimulating, and rich educational program for children from birth to age 18 and their families to foster spiritual and religious growth. S/he/they models the values we are seeking to develop and nurture, working in close collaboration with the Senior Minister and lay leaders.

RESPONSIBILITIES

- Work with lay leadership and Senior Minister to re-imagine our RE program.
- Communication with families and congregation
- Worship involvement (e.g., regular time for all ages, multigenerational worship, children's chapel)
- Attend staff meetings and work as a team with other staff members and minister
- General administrative tasks, including record keeping as well as budget development and monitoring
- Hire, train, supervise a paid care-giver staff of three, including a Child Care Coordinator
- Program policy development and implementation
- Occasional facilitation of parent and/or adult education courses
- Function as primary staff person to provide support for families
- Work with lay leaders to select, plan, and adapt curriculum
- Ensure that volunteers are recruited, trained, and supported, either directly by ADRE or by lay teams
- Ensure that materials are ready and RE spaces are prepared, either directly by ADRE or by lay teams
- Work with lay leaders to plan and implement community-building activities for all ages
- Oversee separate programming for youth (OWL, Teen Youth Group, Coming of Age), directly or supporting lay teams
- Take advantage of opportunities for own professional development and service to the wider UU RE community
- Train volunteers and paid staff on all legal requirements, including but not limited to, California Child Abuse and Neglect Reporting Law

QUALIFICATIONS AND SKILLS

An ideal candidate will have the following:

- Bachelor's degree, preferably in Education, Liberal Arts or Social Sciences
- 3 – 5 years of experience working with school-aged children in an educational or spiritual setting
- Proficient in MS Office software
- Familiarity with maintaining content using web-based software

MISCELLANEOUS

- This position is a mandatory reporter as required by the California Child Abuse and Neglect Reporting Law
- The ADRE is encouraged to regularly seek the support of the Children's Religious Education Committee

SUPERVISION

The DRE hires, trains and supervises paid care-giver staff of three.

APPLICATION PROCESS

Please send a cover letter, resume and a document sharing your philosophy of religious education to:
Rev. Dana Worsnop at rev.dana.worsnop@uuventura.org by December 31, 2022

UUCV does not discriminate on account of race, color, gender, sexual orientation, gender expression, age, disability, class or ethnicity. In addition, we take promotion of diversity into account when choosing among well-qualified candidates.



The Unitarian Universalist Church of Ventura

“Where People of Many Beliefs Worship as One Faith”

Rev. Dana Worsnop, Minister

Dear Prospective Religious Educator,

I'm glad that you are considering serving this vibrant and healthy Unitarian Universalist church in Ventura.

On the other side of the pandemic, the leaders of our religious education program are focusing on listening, attending, and responding to what our families need. We are open to emerging models of religious education. We seek a Religious Educator who will re-imagine RE, dreaming and building with us. We are devoted to our children and youth, and there is a core of committed families and teachers.

While serving in 4 congregations over 20 years in ministry, I have found my collegial partnerships with DREs vital to ministry with the whole congregation. I have so much gratitude for the work you do in connecting our children to each other, to the church, and to their understanding of themselves as spiritual beings who can make a difference in the world.

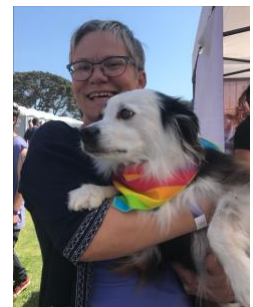
Our next Religious Educator will join a strong staff team – Minister, Music Director, Administrator, Membership Coordinator. We meet weekly and have developed strong collaborative bonds that help us support each other and pull in the same direction.

There are challenges ahead everywhere as we create what church looks like in the not-quite post-pandemic world. I can't think of a better place than UUCV to take on the challenge and opportunities.

I hope you find this congregation and position intriguing in this time of great transitions and transformations. I wish you all the best in your discernment about becoming part of the UU Church of Ventura's ministry team.

Warmly,
Rev. Dana

Rev. Dana Worsnop
Minster, Unitarian Universalist Church of Ventura
rev.dana.worsnop@uuventura.org





The Unitarian Universalist Church of Ventura

“Where People of Many Beliefs Worship as One Faith”

Rev. Dana Worsnop, Senior Minister

Greetings, Potential Acting Director of Religious Education for the Unitarian Universalist Church of Ventura (UUCV),

The surf at your feet, the mountains at your back, small-town charm with big-town amenities – my gosh, I’m writing the Chamber of Commerce brochure. Actually, I am inviting you to consider joining a healthy UUCV faith community as we emerge from the pandemic shutdown and the leaving of our most recent DRE.

I have used the word *healthy*, above, with intent. As a former Board President of the UUA Pacific Southwest District, I know a lot about the wonders of our congregations, and about when those congregations are not working well. At UUCV, I call us healthy because we address potential problems and challenges openly; we don’t bury them. And that’s where you come in. We are looking for someone who can join us in charting a way forward for our children and our families after the double losses of the lockdown and our former DRE’s departure. We have a wide palette before us.

I started this letter with a joke. We are a people of good will who do good work seriously and maintain a sense of mirth. If that works for you, welcome.

Onward,

Jim Merrill, President
UUCV Board of Trustees





The Unitarian Universalist Church of Ventura

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GREETINGS FROM RE ADVISORY COUNCIL

Dear Acting DRE Candidate,

We have recently formed a “Religious Education Advisory Council (REAC)” as a means to help the congregation and specifically the families reunite with one another in response to the challenges of the COVID-19 pandemic. Our reopening has been a gradual process as we have resumed our in-person services. Our most recent DRE decided to leave the position for personal reasons and we were sad to see her go, believing she did so to take care of her own needs. In response to this vacancy, the REAC team is coordinating with volunteer teachers and other members of the congregation to provide programming for the children of all ages. Our focus has been on Play, Connection and Ritual as families start to return on Sundays. We had a well-attended “Kick Off BBQ” in October that included the entire community. We have similar special activities planned for November and December as a way to connect the generations in a loving way.

Religious Education has always been a priority for our community. This is reflected in our budget as we expect to attract, retain and fairly compensated a professional religious educator to serve as a member of our Ministry Team. This team consists of our Senior Minister, the Rev. Dana Worsnop, our UUA Certified Music Director, Carolyn Bjerke, our Membership Coordinator, Jimmy Vasquez and our DRE. Other support staff include our Congregational Administrator, Jennifer Luce and our Audio Visual (Streaming) Technician, Brian Fortune.

We recognize the importance of providing support to the DRE serving our congregation and will continue to do so with our current REAC team or in the form of a reconstituted RE Committee. The entire leadership of the church has made it clear that this is a top priority. Please visit our website for more information on our Children’s Religious Education:

<https://unitarianuniversalistventura.org/childrens-religious-education/>

We look forward to meeting with you as part of the Search process and getting to know you.

Kimberly, David, Francesca, Laurie, Paul, and Erica

Acting DRE Compensation & Benefits

COMPENSATION

The compensation package for the Acting Director of Religious Education will be negotiated by the Personnel Team in coordination with the Finance Committee and the Board of Trustees and approved by the Senior Minister who also serves in the role of Chief of Staff. The rate of pay will be based on the candidate's professional credentials, experience and abilities and will be within the Unitarian Universalist Association's Fair Compensation Salary Recommendations for a congregation of our size (Midsize I) for Geo Index 5 for the period July 2022 – June 2023 (included below). We reimburse for pre-approved out of pocket Professional Expenses up to \$4,000 per year.

BENEFITS

We offer the following benefits (prorated for hours contracted):

Health & Dental Insurance Stipend based on “Silver HMO Plan” as calculated by Covered California (this is treated as taxable wages included in the annual W-2)

UUA Long Term Disability Insurance (100% paid by employer)

UUA Retirement Plan (10% of salary paid by employer once plan entry requirements are met)

9 Paid Holidays

Vacation, Sick and other types of leave as stated in “UUCV Vacation and Sick Leave Policies”

Leave includes 80 hours Vacation and 80 hours Sick Leave accrued per year

Study Leave, Sabbatical, Moving Expenses and Settling-In Expenses will be negotiated prior to the hire date

UUA Salary Recommendations

July 2022 - June 2023

Religious Education Staff

TITLE See capsule job descriptions	Small			Midsize I			Midsize II			Midsize III			Large I			Large II		
	<150 members			150 - 249 members			250 - 349 members			350 - 499 members			500 - 749 members			750+ members		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Credentialed, Master Level	47,900	56,200	64,500	52,600	60,300	68,200	63,600	70,100	76,400	71,800	79,100	86,200	80,100	88,000	96,100	101,600	111,700	121,800
Credentialed, Credentialed Level	45,100	53,100	60,900	49,600	56,900	64,300	60,000	66,100	72,000	67,700	74,500	81,300	75,300	82,900	90,600	95,600	105,200	114,700
Credentialed, Associate Level	42,500	50,000	57,200	47,200	55,500	63,100	57,600	63,200	71,300	63,700	70,000	79,500	69,800	76,800	87,400	82,500	90,800	107,100
Religious Educator	41,500	48,000	56,300	45,800	53,900	61,900	52,400	61,600	70,600	57,300	67,500	77,500	62,300	73,300	84,200	73,800	86,900	99,600
Religious Education Coordinator	31,700	36,700	42,100	35,000	41,200	47,400	40,000	47,000	54,000	43,700	51,500	59,300	47,600	56,100	64,300	56,300	66,200	76,100