

JOB POSTING: Director of Family Ministries (DFM)
A Real Change Agent Sought!
Fair Compensation; Full-Time available;
Other arrangements possible* -
Unitarian Universalist Congregation at Montclair (UUCM)
[67 Church Street, Montclair, New Jersey, 07042](http://67ChurchStreet.Montclair.NewJersey.07042)
[973 744-6276; revscott@uumontclair.org](http://973744-6276;revscott@uumontclair.org)

Job Description: Under the supervision of Co-Minister Scott Sammler-Michael, the Director of Family Ministries (DFM) will provide leadership for the Family Ministry for all ages, with a focus on the Spiritual Development of Children. Our program needs to be revised, so we will ask our new DFM to assist us with the institutional transformation required to dream, design, staff, socialize, run, evaluate and reform all our Family Ministries, with a focus on our ministries to children and their families. Major areas of responsibility: program evaluation and design, administration, curriculum selection and development, volunteer inspiration and recruitment, and instructional oversight. The DFM will have some responsibilities providing pastoral and worship support, as agreed upon by the DFM and Minister in relationship. Additionally, the DFM will be tasked with championing the congregation's unique family ministry (FM) identity and mission. A Director who serves from a distance as a 'top-level consultant and change agent' is one possibility we will consider, so long as some 'on-site presence' is part of the package. We ask for a commitment of 2-4 years to really get our program transformed and running with power. There is a potential for the right candidate to stick around beyond that time as well.

Desired Skills: An ideal candidate for our Director will possess knowledge of the latest UU Family Ministry philosophy, trends and curricula. As much of our need can be described as "Interim Work," the ideal candidate will have demonstrated success in Institutional Analysis and Transformation, and will have good references and relevant experience. UUA RE Credentialing is a plus but not required; any person hired will be asked to obtain UU RE Credentialing, with support from the congregation. Our DFM should have excellent administrative and communication skills, a strong UU identity, the ability to collaborate effectively with multiple groups, know how to create and maintain a welcoming space, a willingness to support lay leaders to create sustainable Family programs, a vision for faith development for all ages, and the willingness to challenge the status quo within established boundaries.

Our Congregation:

- UUCM is a healthy congregation located in Essex County, New Jersey: Montclair is a vibrant, multicultural suburb of New York City with excellent schools, public transportation and cultural opportunities. This is a great place to serve as a UU professional; nearby there are lots of professional colleagues, large congregations, multi-staff settings, training opportunities, etc. UUCM has a reputation for being supportive and loving to its staff, and this year has moved to pay all qualifying staff in line with UUA's Geo Index 5 Fair Compensation Guidelines.
- Just 16 miles from NYC, UU Montclair has approximately 358 members and 50 friends. We are a Welcoming Congregation and are becoming a Greener Sanctuary. We boast a strong music program and award-winning social justice programming. The congregation called Co-Ministers Scott and Anya Sammler-Michael in 2017.
- UUCM offers Sunday morning RE for youth of all ages (nursery – 12th grade) during our two services, with average weekly attendance of 65. We are eager participants in OWL. Multiple adult classes are offered each season with average attendance of 5 to 15 per class. Recent Adult offerings from our Co-Ministers have included *Bhagavad Gita*, *The Spirituality of Food*, *Bible Study*, *Evil*, *The Souls of Black Folk*, *UU History*, and *Building Your Own Theology*.
- The DFM is supported by a strong Children's Religious Education Committee, with goals that include helping the congregation embrace lifelong learning, developing a strong UU identity, and deepening enthusiasm for shared ministry to children, youth, and adults.

Conditions of Employment: We hope to have our new, settled DFM join our community of faith on July 1st, 2018 (if at all possible). Our new staffer could also begin before that, if available, and if special arrangements are made. UUCM is a Fair Compensation Congregation dedicated to paying its staff in accordance with UUA's Fair Compensation guidelines. The right candidate (i.e., a *Credentialed Religious Educator or someone with similar experience or promise*) is eligible for a total compensation package in line with UUA Fair Compensation Guidelines for our region (Geo Index 5). Exact amounts for DFM pay will be clarified by our Personnel Team during hiring negotiations. Some modest relocation expenses are also available to the right candidate. The DFM will have one Sunday off a month.

To apply for this position: Please send a resume, letter of interest and references to: DFM Search Team - revscott@uumontclair.org. Applications are due by **Monday, April 9, 2018**. For more information regarding our congregation please visit our website at www.uumontclair.org. (973) 744-6276.

Interviews will hopefully happen April 21, Tuesday, April 24 and April 28, with a decision made by May 1