

Associate Minister for Member and Community Engagement

Membership and Community Engagement: Develop and support innovating programming and events which deepen engagement in congregational life for members of the congregation and potential members. Engage in community outreach. Support the deepening spiritual exploration of those in the congregation.

- Develop programming and events to increase membership engagement
- Coordinate community outreach efforts
- Manage membership renewal and membership growth activities
- Attend Membership Committee and other meetings
- Initiate or carry out welcoming, multigenerational, multicultural, and social justice programming

Pastoral Care: Work with the Lead Minister and other ministers to provide spiritual support, comfort, compassionate listening, and companioning. Facilitate spiritual healing and encourage a sense of connection and belonging to the congregation.

- Provide congregational pastoral care for all ages as needed
- In situations where a minister's presence is important, directly provide pastoral care to members of the UUCSR community, including hospital and other site visits
- Officiate, along with other ministers, at rites of passage ceremonies which mark milestones and transitions

Worship Leadership: Participate in worship services and worship planning. Join with ministers, Music Director, staff, and lay leaders in developing welcoming, vital, and varied worship experiences for all ages.

- Plan worship and preach in Sunday morning worship at least 1 time per month; participate as part of the worship team in a Sunday Worship service at least 1 time a month; participate in Children's/Family worship services as needed; plan and lead a monthly Friday evening worship program
- Collaborate with worship planning team

Governance Participation: Along with other ministers and lay leaders, maintain a presence and provide guidance to advance good governance policies and procedures.

- Attend meetings of the UUCSR Board of Trustees
- Provide information for the monthly Report to the UUCSR Board
- Attend staff meetings, ministers meetings
- Be an accessible and visible presence at congregational meetings, forums, retreats, fellowship activities, and other events in coordination with Lead Minister

Maintain an active learning ministry through relationship with other UU ministers and local ministers. Make a commitment to lifelong growth and learning.

- Be a member of the UU Ministers Association and participate in its activities as appropriate
- Attend UUA General Assembly
- Participate with local ministers groups
- Take part in continuing education **CORE COMPETENCIES:**

1. **Integrity and Spirituality:** Possess and adhere to values consistent with Unitarian Universalism—and have behavior consistent with these values and ethics. Demonstrate personal spiritual grounding and trustworthiness. Be accountable. Build and maintain trust. Articulate clear and consistent theology.
2. **Preaching and Teaching:** Present consistently effective preaching and worship leadership. Communicate a clear message with well-prepared and thoughtful sermons and presentations.
3. **Interpersonal Skills:** Demonstrate compassion and empathy. Use active listening skills. Maintain appropriate professional relationships and boundaries.
4. **Oral and Written Communication Skills:** Comfortable speaking in a variety of settings. Effective in addressing factual and controversial topics. Excellent writing skills.
5. **Program Management Skills:** Manage programs and projects effectively. Understand congregational structures. Design and implement plans with timely and effective outcomes.

6. **Initiative and Creativity:** Demonstrate initiative for self and congregation. Highly motivated and creative thinker.
7. **Teambuilding and Collaboration:** Understand and identify common interests and work as part of a team, with fair and respectful dialog.
8. **Organizational Skills:** Demonstrate effective time-management skills, meet goals, punctual, and dependable.

Specific Prerequisites:

1. Fellowshipped Unitarian Universalist minister
2. Respect for the Unitarian Universalist Principles
3. Support for the UUCSR Mission and Vision
4. Covenantal relationship with other ministers
5. Ability to work onsite and to competently use technology for hybrid work

The Unitarian Universalist Congregation at Shelter Rock is an equal opportunity employer and committed to diversity and inclusion in the workplace. Criminal and financial background checks will be made, and references checked.