Minister/Director of Faith Formation - First Parish in Sherborn, MA (Unitarian Universalist Area Church)

Congregation and Position Information

Congregation: First Parish in Sherborn, MA (UU Area Church, or UUAC)

Address: 11 Washington Street, Sherborn, MA 01770

Position Title: Minister or Director of Faith Formation

Type of Position: Full Time (40 hours a week for 12 months Exempt) Exempt & Benefits Eligible

Supervision: The Minister/Director of Faith Formation will report to the Senior Minister, Reverend Nathan Detering.

Overview: UUAC seeks a full-time Minister/Director of Faith Formation to partner with our congregation in continuing to grow our faith formation program (currently serving seventy children and youth) guided by our Faith Formation Mission Statement and Strategic Priorities. Rooted in trust, connection, and shared ministry, the individual filling this role nurtures a cooperative community of lifelong learning where Unitarian Universalist values are explored, practiced, and lived. Working closely with the Faith Formation Committee and Senior Minister, the Minister/Director will develop, implement and lead programming that integrates children and youth into the full life of the congregation, deepens relationships across generations, and supports families in developing their own spiritual paths. The Minister/Director is both a program leader and a community builder, strengthening the long-term vitality of UUAC through meaningful engagement with people of all ages.

Responsibilities:

Program Administration:

1. Collaborate with the Faith Formation Committee in developing annual goals and programming direction that aligns with UUAC's Faith Formation Strategic Priorities.
2. Plan, lead and shape Faith Formation programming including curriculum selection and adaptation that will serve a diverse community of individuals.
3. Collaborate with staff and lay leadership to incorporate Faith Formation into the fabric of the UUAC community.
4. Manage the operational logistics of Faith Formation including: coordinating Faith Formation teachers and volunteers, organizing special programs/events throughout the

church year, and overseeing setup, care and staffing of Faith Formation spaces and activities.
5. Maintain program records including enrollment, attendance, and calendar of events.
6. Develop and manage the Faith Formation program budget.

Community/Congregational Engagement:

1. Recruit, train, and support predominantly volunteer teaching teams, fostering a culture of shared ministry where volunteering is experienced as spiritually meaningful and relationally rich rather than transactional.
2. Build and sustain relationships with families to meet them where they are, welcoming new and returning households and ensuring that parents feel informed, supported, and connected to the program and to each other.
3. Champion the integration of children and youth into the broader life of the congregation, collaborating with other ministries and committees to create meaningful opportunities for participation beyond Faith Formation programming.
4. Design and support multigenerational experiences that deepen relationships across ages and strengthen congregational cohesion.
5. Work collaboratively with the Community Coordinator to build opportunities for Faith Formation programming for all ages.
6. Participate in worship planning and participation in worship services, support and attend Faith Formation Committee meetings, staff meetings, and regular check-ins with the Senior Minister.
7. Use inclusive and creative methods to provide support and engagement for children and youth fostering an environment that meets all learning styles including those with varying neurotypical behaviors and diverse learning needs.

Qualifications:

Required:
FOR MINISTER TRACK: UUA fellowship or fellowship in process. MDiv or equivalent theological degree. Focus on faith formation of children, youth a plus.

FOR DIRECTOR TRACK: At least five years experience serving as a religious educator in a position of at least twenty hours per week. UUA credentialing or comparable training/certification highly desirable. Active engagement with (or leadership of) faith formation professional organizations highly desirable.

- Experience in faith formation, religious education, special education or related programming with children, youth, and families.
- Genuine joy in working with children and youth.

- Familiarity with Unitarian Universalist values and principles.
- Experience recruiting, training, and supporting volunteers in a collaborative, team-based model.
- Strong relational and communication skills, with the ability to build trust across generations and work effectively with families, volunteers, staff, and lay leaders.
- Experience working collaboratively with committees and lay leaders on program development.
- Excellent work ethic and passion for working in a team-focused environment
- Self-motivated, detail oriented
- Professional demeanor, team player, positive attitude
- Strong organizational skills with attention to detail

Preferred:

- Experience designing or leading multigenerational and intergenerational programming.
- Familiarity with UUA curricula and resources as well as materials from other faith traditions or learning organizations that are supportive of Unitarian Universalist learning goals and values
- Experience working in a congregational setting or with a faith community.
- Demonstrated commitment to anti-oppression work and experience working with families of diverse backgrounds.

Compensation

Between the Range of $80,000-$85,000 commensurate with experience and credentialing.

Benefits are commensurate with UUA and LREDA Guidelines and include:

- Medical and Dental Benefits
- Retirement Contribution after one year of service
- Dedicated annual budget and paid leave for professional development, continuing education, and credentialing.
- Paid time off

To apply for this role, please send a Cover Letter and CV to personnel@uuac.org. This is a rolling application process; it will be open until filled.

UUAC Faith Formation Mission Statement:UUAC Faith Formation nurtures a cooperative community of trust and connection where Unitarian Universalist values are learned, practiced, and lived. Through shared learning, service, and transformative experiences, we support children, families, and congregants of all ages in developing their own spiritual paths and engaging thoughtfully with the world. In doing so, Faith Formation strengthens the congregation and supports the long-term vitality of UUAC.