

Updated: March 14, 2024
Title: Hope for Us Regional Coach (National Team)
Staff Group: Congregational Life
Reports To: Conflict Engagement Team Director
Location: Open*
Grade: Adjunct Part-time staff
Hours/Week: Up to 40 hours per year

Purpose

To support our congregations and covenanting communities to engage with productive and transformative conflict.

Principal Responsibilities

1. As part of a dynamic, diverse team, supports congregations and covenanting communities to engage in constructive conflict. congregations will have a variety of ways to work with coaches, from one-time virtual consultations to facilitation of restorative circles to long-term sessions face-to-face in the congregation.
2. Completes all required trainings.
3. Approaches the work as praxis; team members will commit to meet monthly for reflection, consultation and continuous learning about the theory, art, and practice of working toward right relationship.
4. Assists congregations and covenanting communities seeking to create conflict engagement teams in their community.
5. Collaborates with Congregational Life staff already in relationship with the congregation.
6. Responds to inquiries requesting support in a timely manner and engages in discernment about their own capacity before accepting any referral.
7. Submits required contact reports and accurate timecards in a timely manner.
8. Takes part in monthly team meetings.
9. Attends regular supervisory meetings.
10. Performs other duties as requested by supervisor, the Director of Congregational Life, the Executive Vice President, the Vice President for Programs and Ministries, or the President.

Qualifications

This is a non-exempt, hourly adjunct staff position at \$75/hour. Note that qualifications may be met as a result of lived experience, volunteer work, professional experience, and/or formal or informal training. Requirements include:

- Unitarian Universalists are invited to apply to be part of this ministry of supporting covenantal practices and faithful conflict engagement. We encourage applications from members who are committed to the values of justice, integrity, and healing, as well as members who have skills and experience that will prepare them to go deeper in their learning as part of a community of practice in these areas:
 - Unitarian Universalist theology
 - Unitarian Universalist polity
 - Restorative practices
 - Trauma informed care
 - Anti-racist, anti-oppressive practices
 - Power dynamics and power analysis
 - Identity development theory
 - Stages of faith
 - Family systems theory
 - Conflict transformation
- Emotional Intelligence skills: compassion, non-anxious presence, deep listening, empathy, relational curiosity, courage, humility, eagerness to learn and deepen skills, collaboration, team-player. Ability to maintain confidential information.
- Professional credentials, licenses, or certifications (i.e., UU minister in Final Fellowship, Credentialed Religious Educator, CPA) are welcome, but not required. Two or more years of experience in a related field will be taken into consideration.
- A minimum of three years' experience in Unitarian Universalist spaces. Knowledgeable of the theology and polity of Unitarian Universalism. Understanding and supportive of the direction and missional priorities of the UUA.
- Attention to detail. Proficiency in Microsoft Office applications (Excel, PowerPoint, Word, Google Suites) and Zoom video technology.
- Proficiently in addressing issues around anti-racism, anti-oppression, and multiculturalism
- Work or lived experience with BIPOC communities is of particular value

- Eagerness to work in an organization in which the dismantling of white supremacy is a high priority
- Travel may be required, either locally or throughout the United States.
- Note: Good Officers for all UUA related professional organizations, UUA Board of Trustees members, Moderator(s), and staff of the UUA are all ineligible to serve in this role.

* Location is open in the continental United States. You should have easy access to a major airport due to the travel requirements of this position.

How to Apply

People with disabilities, people of color, indigenous people, Hispanic/Latinx, and LGBTQ candidates are encouraged to apply. The UUA is committed to developing a diverse and talented staff team. If you are excited about this role, but are unsure whether you meet 100% of the requirements, we encourage you to inquire and/or apply. Send cover letter and résumé—indicating “Hope for Us Regional Coach” in the subject line—via e-mail to careers@uua.org, via fax to (617) 948-6467, or to Human Resources, UUA, 24 Farnsworth Street, Boston, MA 02210. E-mail submissions preferred.

About the UUA

The Unitarian Universalist Association is a progressive religious denomination headquartered in Boston’s waterfront Fort Point Innovation District. Our faith community of more than 1,000 self-governing congregations brings to the world a vision of religious freedom, tolerance, and social justice. Our normal workweek is 35 hours, we pay 80% contribution towards health insurance premiums, 10% towards retirement (after one year), and have generous paid time-off policies. We are a great place to work and we value diversity. The UUA is an Equal Opportunity Employer and is committed to the full inclusion of all. As part of this commitment, the UUA will ensure that applicants and staff with disabilities are provided reasonable accommodations. If reasonable accommodation is needed to participate in the job application or interview process, to perform essential job functions, and/or to receive other benefits and privileges of employment, please contact the Office of Human Resources at (617) 948-4648 or humanresources@uua.org. For more information on the UUA, visit us online at UUA.org and uuworld.org.

Support for the Mission and Values of the Association

The Unitarian Universalist Association is a progressive and historic religious denomination. While it is not generally required or expected that an applicant/employee identify as a Unitarian Universalist (UU) or be a member of a UU congregation in order to work at the UUA, all UUA staff members are expected to perform their job duties in accordance with the UUA’s values, principles and mission. In particular the following points, drawn from the Seven UU Principles, are of particular importance for the UUA’s work environment and staff culture:

- The inherent worth and dignity of every human being: We affirm the need for a human-centered workplace that allows our diverse staff to flourish. We also understand that our wider culture and society oppresses and denies human dignity, and we seek to counter the effects of that oppression in our hiring and workplace culture so that each person feels whole and valued.
- Justice, equity and compassion in human relations, and the goal of world community with peace, liberty and justice for all: We speak openly and publicly of our support for social and political issues, including LGBTQ equity, racial justice, climate justice, gender equity, and reproductive justice.
- The interdependent web of existence: We recognize that the liberation of all people is interwoven, and we work to counter patriarchy, white supremacy, colonialism, homophobia, transphobia, ableism, environmental exploitation, and other interrelated systems of marginalization.