

Westmoreland Congregational United Church of Christ in Bethesda, Maryland is a progressive congregation rooted in the teachings of Jesus and aligned with a denomination of "firsts" and extravagant welcome. We seek a passionate and compassionate professional with program development and management skills to create and inspire alongside our small staff team. The ideal candidate will be able to help envision efforts to help the church live out its commitment to intergenerational ministry and support the mission of the church by providing leadership and coordination for our Faith Formation programs for all ages.

WCUCC is in a time of ministerial transition. This is a full-time, temporary role for a period of one year (ideally June 2025 - June 2026). After the year, WCUCC will assess its ministerial transition process and staffing needs.

Spiritual Formation for Youth

Responsible for the ministries and programs that nurture the spiritual lives of the church's youth (6th - 12th grades).

- *Confirmation and Our Whole Lives Human Sexuality program* (alternating year program that will take place this year): Contact families and students to recruit participants; prepare, plan, and coordinate all aspects of the programs; recruit and support teachers/mentors.
- *Youth Fellowship Gatherings*: Plan and lead regular youth fellowship, service, and learning opportunities; recruit families and parents to support and host activities.
- *Youth Mission Trip*: Organize annual summer experience; recruit adults to serve as chaperones and equip/support them; plan a follow-up presentation by trip participants during a worship service.

Spiritual Formation for Children

Responsible for spiritual formation and nurturing relationships with children (birth - 5th grade) and their families.

- *Nursery Care/Younger Children (infants - age 2)*: Oversee volunteers or paid staff, communicate offerings to visitors, and recruit volunteers.
- *Children's Church (Kindergarten - 5th grade)*: Oversee the faith formation program with particular emphasis on Godly Play/Children's Church; coordinate the rotating Children's Collection that is part of the Sunday worship service; consider creative

ways to integrate children into Sunday worship service; work with the Board of Faith Formation to train and support lay leadership for Children's Church volunteers; organize Bible Sunday in the spring for 3rd graders; create seasonal events such as the annual spring children's musical, Vacation Bible School, and the Christmas pageant; prepare curriculum and resources (craft materials, etc.).

Intergenerational Worship and Gatherings

Working with the Senior Minister and lay leaders, develop a vision for better weaving intergenerational practices into existing church efforts, as well as envisioning new programs.

- *Messy Church*: We have experimented with a monthly Saturday evening Messy Church gathering over the past year. Plan and lead these. Assess strengths and opportunities with that model or other models fostering intergenerational growth.

Church Administration

- Work in collaboration with other staff. Attend weekly staff meetings.
- Provide back-up office support occasionally when the Office Administrator is unavailable.
- Serve as staff liaison to the Board of Faith Formation and attend meetings.
- Communicate events and plans via social media, email, bulletin inserts, newsletters, etc.
- Maintain resources and systems that allow volunteers to work well with kids and youth.
- Coordinate the required background checks for leaders working with kids/youth and apply Safe Church policies in all aspects of work.
- Keep current with the latest faith formation trends, methods, and materials; build relationships with nearby faith communities for partnership and resource sharing.

Required Competencies

Spiritual Formation: Demonstrates an understanding of faith formation as a lifelong journey or process of “living the questions.” Invites others into reflection about personal spiritual journeys; lifts up spiritual practices to lead others in deepening and developing spirituality; creates teaching and small group environments that promote faith formation. .

Empowering Volunteers: Provides direction, gains commitment, facilitates change, and achieves results through creative, efficient, and responsible deployment of volunteers. Engages and empowers people in their areas of giftedness and passion.

Interpersonal Skills: Establishes good working relationships and builds appropriate rapport. Is approachable and uses diplomacy and tact.

Compassion and Care: Exudes a natural sense of care for the well-being of others; responds with empathy to the life circumstances of others; communicates a sense of support in his or her very presence.

Teaching: Designs effective lesson plans and facilitates learning experiences in small and large group settings; selects a variety of teaching topics that are provocative and contribute to deep questions and understanding of scripture, theology, and spiritual practices.

Communication: Able to write clearly and succinctly and deliver messages in a tone appropriate to the context. The desire and ability to preach occasionally.

Administrative Competence: Adept at figuring out the processes necessary to get things done. Knows how to organize people and activities. Understands how to manage tasks for efficient workflow.

Work Schedule Expectations

- Presence at Sunday worship services.
- Hybrid and remote options are possible. Approximately 20 hours in the office during weekdays is expected. Work schedule can be flexible as approved by the Senior Minister.

Qualifications

- Bachelor's degree or equivalent. A seminary degree or focus in education, religious studies, or the like is desired.
- Experience working with relevant ages as outlined above.

- Working understanding of how faith formation relates to children and youth.
- Committed to working in a progressive faith community and promoting theological ideals that uplift and liberate.

Compensation & Benefits

- Annual salary of \$50,000 - \$57,000 commensurate with experience.
- The church offers a generous healthcare insurance plan, retirement plan (to which it contributes on your behalf), and life and disability insurance.
- You will be entitled to 14 days of vacation/personal leave. Four of those days may be Sundays.
- Due to the “off-hours” nature of your job (weekends, evenings, overnight retreats, etc.) you may take suitable comp time, to be coordinated with the Senior Minister.
- Sick leave may be accrued at the amount of two hours per week served.
- The church will reimburse you for appropriate transportation and job-related expenses, as determined by the senior minister in accordance with church policy.
- You will receive a \$500 per year stipend for educational and professional development purposes.

To apply for this role, send a cover letter and resume to Keller Staley, Chair of the WCUCS Personnel Committee, at rkstaley@gmail.com. We hope to begin interviews in early May.

