

September 29, 2023

To: Members of Unitarian Universalist Professional Associations

Dear Ones,

Are you looking for new ways to serve Unitarian Universalism? Do you feel called to bring your expertise and ability to respond to the unknown and lean into the future of the faith as the heart of your ministry? We are writing to let you know that a range of positions at the UUA are coming open over the next few months. Many of these roles either require or would strongly benefit from a credentialed religious professional serving in the role, so we are letting you know the current range of openings in advance for your discernment.

At the beginning of a new presidency, we are investing in shared leadership and shared ministry. Our goal is to allow for organizing, shaping, and cooperation across the institution in the spirit of collaborative leadership and shared ministry. At the executive level, we are seeking to shift from a structure emphasizing 1-2 key individuals to shared partnership across a senior leadership team. This includes a newly recreated role as Vice President for Programs and Ministries that will report directly to the President of the UUA. This is a position that has existed in the UUA in the past. We are recreating it as part of expanding the executive leadership capacity of the UUA staff in order to bring capacity and attention to several critical areas that have been delayed in recent years during the crisis time of pandemic. As a member of the renewed executive team, the VP will hold a visionary portfolio that, in collaboration with other central ministries on the national staff, will elevate and guide our responsiveness to the changing needs of Unitarian Universalists in these liminal days.

The VP for Programs & Ministries will work closely with the Director of Ministries and Faith Development and the new MFD Deputy Director position. This Deputy Director position will be charged with shaping our support for professional ministries into a cohesive and united approach, which helps us widen the pathway to ministry in all its lay and professional forms for the next generation. We are also hiring for the Ministerial Credentialing Director and Major Gift Coordinator roles, and for additional staff working with youth and emerging adults. Finally, note that in addition to these programmatic and ministry positions, we will be hiring for a number of roles in Finance, Human Resources and administration, including a new Chief Financial Officer.



This is a notable time to serve in institutional ministry. There is a great deal of weariness in the system, and our congregations and communities need a high level of support. That said, there is also a hunger for creativity, vision, and collaboration that drives passion and possibility in these ministries. This is a remarkable moment in history and on the journey toward beloved community.

As you are in discernment about possibilities for shared ministry, please keep the following opportunities in mind. Each position will have a separate application, and you are welcome to apply for more than one position and indicate your preferences. Additionally, please feel free to reach out to us with questions. As always, thank you for everything you do in service to our living tradition.

**Positions posted within the coming months:**

Chief Financial Officer

VP for Programs and Ministries

Deputy Director for Ministries and Faith Development

Ministerial Credentialing Director

Youth and Emerging Adult Ministry Staff (3 open positions)

Major Gifts Coordinator

UUA Staff Chaplain (part time)

Additional administrative and finance positions



With hope and possibility,

Rev. Sofía Betancourt, Ph.D.  
President

Carey McDonald  
Executive Vice President