



Unitarian Universalist Congregation of Asheville, NC

Job Description: Minister of Faith Formation

The Unitarian Universalist Congregation of Asheville seeks a full-time, exempt Minister of Faith Formation & Justice to begin August 1, 2026 or as soon after as possible.

UU Asheville is a progressive, inclusive, and engaged multigenerational congregation in Asheville, NC. Our Unitarian Universalist congregation is theologically diverse and committed to being anti-racist & LGBTQIA+ affirming.

BRIEFLY ABOUT UU ASHEVILLE

[A great deal of information is available on our website](#), but briefly we are a 400+-member congregation of Unitarian Universalists, chartered in Asheville in 1956. Our congregation is a warm and welcoming community, with an active laity and a committed staff. We are joyfully celebrating our 75th year, and looking forward to welcoming a new ministerial team member for our 76th!

DESCRIPTION OF JOB:

We're seeking a dynamic partner to guide and support the congregation's ministries of faith formation across the lifespan, support our common pursuit of collective liberation, as well as engage alongside the Lead Minister in the congregation's worship ministry once a month. We recognize that *everything we do is faith formation!* We seek a ministerial partner to contribute to our ongoing recognition of this deep truth.

This is a full-time, hired, exempt position that is supervised by the Lead Minister.

We grow from our UU AvI values: Connection, Inspiration, Compassion, Justice/Collective Liberation.

RESPONSIBILITIES/ACTIVITIES/TASKS

Faith Formation

The Minister of Faith Formation (MFF):

Provides vision and leadership of congregational ministries of faith formation. Collaborates with the Lead Minister regarding overall vision of the shared ministry of faith formation for all ages.

Supervises and evaluates part time faith formation coordinators. Convenes regular FF staff meetings to provide feedback and brainstorm programming needs. In consultation with the lead minister hires and trains new religious education staff.

***The Faith Formation team currently consists of two paid, part-time lifespan religious education coordinators (total of **50 hours per week**) who provide strong support for faith formation for children and youth. At present, the coordinators attend to the following:

- Manage the paid child care workers, including hiring, supervising, scheduling and evaluating
- Maintain inventory and arrange for the purchase of equipment and supplies as provided for in the budget.
- Maintain an accurate and up-to-date register of children, youth, and volunteers enrolled in and attending programming.
- Maintain/compile materials for teacher training.
- Coordinate teaching teams, including providing support and encouragement.
- In consultation with the MFF, plan for the faith formation year.

The MFF (cont.):

Supervises FF coordinators' recruitment, training, and support of volunteer teachers and assistants.

Leads in the development of family ministry, in partnership with the Faith Formation coordinator for children.

Recruits and provides leadership for a volunteer Adult Faith Formation team to assist in the planning and execution of faith formation programming for adults. This team also coordinates with the adult faith formation contributions of the Lead Minister.

Provides direction and leadership in the development and implementation of our small group ministries. This includes our current Soul Matters covenant groups, but will include other small group ministry opportunities (for example, short term small group opportunities). Recruits, trains and supports volunteer leaders for our small group ministries. The Membership Coordinator provides some limited administrative/coordination support during the recruitment phase for our Soul Matters groups.

Coordinates or leads programming for our monthly first Wednesday Vespers potluck dinner and worship.

In conjunction with the FF coordinators, is responsible for the overall programmatic design and/or curricula for our faith formation program for all ages. The MFF also coordinates lay or outside teachers or facilitates programs as they determine is needed to support our shared ministry goal of faith formation at every age.

Develops, evaluates, and, as necessary, revises policies and procedures to assure an efficient, effective and safe program of faith formation of children and youth. This is done in partnership with FF staff, Lead Minister and Director of Administration.

Is responsible for the communications regarding: Monthly Vespers, Family Ministry, Adult Faith Formation, Collective Liberation/Justice Ministries and special features (i.e. quarterly eNews blog posts) as needed. Cross posts on UU Asheville's two closed Facebook pages.

Worship

The MFF:

Collaborates with the Lead Minister in the ministry of worship, leading Sunday worship an average of once a month and assisting with other worship programming (i.e., supporting Coming of Age Sunday, etc) as requested.

Coordinates or leads vespers services once a month.

Coordinates the monthly inclusion of FF coordinators leading Time for All Ages in worship, and collaborates with the Lead Minister to make sure there are **no fewer** than once-monthly all-ages worship.

Collective Liberation/Justice

The MFF:

Recruits and supports leadership of a volunteer Justice Ministry Council to engage our congregation in liberatory works. While the congregants and congregation ultimately are responsible for showing up to do with work of justice, the MFF provides guidance and leadership, including in helping the congregation determine where and how to direct its collaborative efforts. The MFF and Lead Minister communicate and collaborate on public witness efforts.

Is instrumental in developing and maintaining Justice Ministry Council criteria for selecting UU Asheville collaborative partnerships in the wider Asheville community. UU Asheville has historically had rich partnerships with other justice-making organizations, and we want a leader who can help us continue this good work.

Attends monthly Community Plate meetings as staff liaison, and supports those volunteer leaders as needed.

Other

Develops and submits to the Director of Administration annual budgets and ongoing program needs for ministries under their guidance.

Attends regular staff meetings and retreats, and meets regularly one on one with the Lead Minister for collaboration and ministry alignment.

Provides a monthly ministry report for the Board.

May be asked to perform weddings, memorial services or dedication ceremonies et al in consultation with the Lead Minister, as schedule or time/availability permits. All funds from outside ceremonies or religious services are paid directly to the Minister.

Makes time for self-care and professional development.

SALARY & BENEFITS

The congregation offers benefits recommended by UUA guidelines. The salary range is \$68,000 - \$71,000.

QUALIFICATIONS

Three or more years of leadership of a Sunday faith formation program.

M.Div. degree or equivalent experience.

Understands the stages of human development and different learning styles, and applies that understanding in program planning.

Successful experience evidencing compassion and creativity.

Knowledge of and commitment to Unitarian Universalist Values and faith development. Familiarity with new and emerging material in the UU FF space (such as Whole Church, new developments in OWL, etc) is preferred.

Is able and prepared to be part of a dynamic, friendly and collaborative staff team environment.

Ability to evaluate and design faith formation programs for all ages.

Ability to work well with adults and children, in groups, families and with individuals.

Leadership skills:

Ability to recruit and support volunteers

Serve as a role model

Organizational and administrative skills, including ability to delegate

Excellent written and oral communication skills

Demonstrated ability to work within a budget

APPLY

Interested candidates please send application materials, including a cover letter and resume/CV, to: search@uuasheville.org

People with disabilities, BIPOC, and LGBTQ+ candidates are encouraged to apply. UU Asheville is committed to developing a diverse and talented staff team.