

Director of Religious Education

(Director of Lifelong Faith Formation)

Mount Vernon Unitarian Church

Member church, **Unitarian Universalist Association**

Reports to: Minister

FLSA Status: Exempt

Position Type: Full-Time

Schedule: Flexible weekdays; required Sunday mornings and weekly staff meetings

Salary Range: \$70,000 – \$78,000 (plus benefits)

Start Date: August 3, 2026

About Mount Vernon Unitarian Church

Mount Vernon Unitarian Church (MVUC) is a welcoming, multigenerational Unitarian Universalist congregation committed to spiritual growth, lifelong learning, and justice-centered community engagement. We honor diverse beliefs, encourage thoughtful exploration, and strive to live our values with integrity, compassion, and courage.

Position Overview

MVUC seeks a **Director of Religious Education (DRE)** to lead and oversee the congregation's lifelong faith formation ministries. The DRE develops, coordinates, and administers comprehensive religious education programming that nurtures the spiritual growth of children, youth, adults, and families, from preschool through older adulthood.

Operating within MVUC's **policy-based governance model**, the DRE has responsibility and authority for the day-to-day operations of religious education programs, while collaborating closely with the Minister, staff, lay leaders, and volunteers. Programming is grounded in Unitarian Universalist theology, UUA best practices, and the lived values of the congregation.

Essential Duties & Responsibilities

Faith Development & Program Leadership

- Direct religious education programming for children using UUA curricula and best practices.
- Design and facilitate adult spiritual education and lifelong faith formation programs.

- Plan and oversee key programs including:
 - Coming of Age
 - Our Whole Lives (OWL) – youth and adult
 - Youth groups
 - Adult RE offerings – (e.g. Build Your Own Theology)
 - Nursery and early childhood programming

Multigenerational & Worship Collaboration

- Collaborate with the Minister to support and lead multigenerational worship services.
- Assist with and occasionally lead rites of passage and faith milestone ceremonies.
- Lead or recruit volunteers for “For All Ages” programming during worship services and/or youth chapel.
- Support integration of religious education with worship and congregational life.

Volunteer & Lay Leadership Development

- Recruit, train, supervise, and support volunteer teachers and facilitators.
- Provide ongoing guidance and resources to volunteers.
- Meet regularly with the Religious Education Council to review, assess and strengthen programming.

Administration & Stewardship

- Manage the religious education budget within approved parameters.
- Maintain schedules, records, and consistent communication with families and participants.
- Submit a monthly report on activities to the MVUC Board of Trustees and attend Board Meetings as required.
- Prepare an annual report for the MVUC Annual Meeting.
- Ensure compliance with MVUC policies and UUA safety and child/youth protection standards.

Required Qualifications

- Undergraduate degree in religious education, education or a related field.
 - Demonstrated knowledge of Unitarian Universalist approaches to faith development.
 - Respect for and commitment to UUA Principles and Sources.
 - Experience teaching and facilitating programs for children and adults.
 - Strong organizational, communication, and collaborative leadership skills.
 - Proficient in MSWord and Excel.
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Preferred Qualifications

- Unitarian Universalist Credentialed Religious Educator.
 - Prior experience serving in a Unitarian Universalist congregation.
 - Experience with multigenerational and volunteer-led ministry models.
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Core Competencies

- Collaborative and relational leadership
 - Cultural humility and inclusivity
 - Program development and evaluation
 - Volunteer recruitment and support
 - Ethical and professional practice
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Pre-Employment Requirement

Employment is contingent upon the successful completion of a **pre-employment background check**, consistent with MVUC policies and UUA best practices for child and youth safety.

How to Apply

Please submit a cover letter describing your interest in this position and your résumé or CV by **April 15, 2026**.

Send application materials to: searchteam@mvuc.org and admin@mvuc.org

Ms. Tami Bass
Church Administrator
Mount Vernon Unitarian Church
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