



First Universalist Church of Minneapolis

Position Description for Minister of Worship Arts

March 2021

Who we are:

First Universalist Church of Minneapolis is a 1000+ member church with a 150+ year history of being a strong and powerful voice for liberal religion and social justice in Minneapolis and beyond. We sway to the Universalist side of Unitarian Universalism, which means that we're rooted in an ethic of love with a wide embrace. On any given Sunday, you'll find us preaching about racial justice in the sanctuary and creating radically inclusive community in our religious education classes that welcome more than 500 children and youth. There's a lot going on here, and we're looking for a superstar to join our team.

As a staff team, we're a multicultural group of professional staff and ministers who collectively represent the breadth and scope of our religious tradition, from devout theism to atheist doubt and everything in between. We work hard, we have fun, and we do our best to honor our past while innovating toward the future. We believe in our work and how we approach it, but we're not afraid to ask critical questions, explore our assumptions, and change plans if there's a better way - we're committed to outcome, not ego, and at the end of the day, want to do what's best for the church and our service to the wider world.

As we prepare to re-enter our church building after a long renovation and even longer pandemic, we're looking for a Minister of Worship Arts to round out the team and bring new energy to a transformed and transforming worship experience.

Who you are:

You understand the fractal nature of reality and your role in the fractal pattern of the church. You're a dynamic preacher, captivating story-teller, boundary crosser, genre buster. You're in your element when you're in the pulpit, and you're even more in your element when you're leading others, professional and lay-leaders alike, in finding their voice on the chancel. You not only believe that worship can be a transformative, multigenerational experience, you've done it, and can prove it. Your liturgy is conversant with our tradition's past while it helps our congregation live into the future we long for.

Position Description

Toni Cade Bambara said that the job of a cultural worker is to make revolution irresistible. This sentiment is at the heart of our aspiration for worship - that it makes irresistible the

transformation needed to make real the Beloved Community which is to say the state of being where justice, equity, compassion and love prevail and guide our actions in ourselves, with each other in community, and in the wider world.

The Minister of Worship Arts creates, curates, and coordinates worship while also fulfilling the traditional duties of ministry: support for pastoral care and rites of passage, regular preaching and occasional teaching, with the core focus being a worship experience that comforts those who are hurting, that inspires those who are weary, that awakens our imagination, enlivens our spirits, and fortifies our hearts for the work ahead.

Responsibilities:

Collaborative Ministry:

- Participate in the Leadership Team of the church, helping to guide and align our programmatic work toward the strategic direction of the church
- Preach 8-10 times each year
- Lead the prayer and/or story for all ages in worship on a regular basis
- Provide support to pastoral care
- Serve as the staff liaison to Visual Arts Team and other lay-led teams as needed

Lead Worship Arts Ministry:

- Lead the Staff and Worship Team to facilitate and create a Sunday morning worship experience that is multigenerational, multicultural, and transformative
 - Lead the creation of the worship schedule
 - Collaborate on development of worship themes
 - Lead work with our artist in residence and/or guest musicians
 - Collaborate with Choir Director and Music Director
 - Convene and coordinate the worship team
 - Lead the Worship Associates Program with the Senior Minister
 - Coordinate weekly worship planning meetings and evaluations
 - Coordinate annual retreat with the worship team to map out the upcoming worship year and the themes to be addressed.
 - Produce content for orders of service
- Create and oversee large multi-generational services for key points in the church year (3-5 a year: Water Communion, Thanksgiving, Pageant, Christmas Eve Service, Easter, Choir led Services, Flower Communion)
 - Write or help create family friendly stories and/or skits
 - Help shape, coordinate and direct Youth Sunday and youth focused Sundays.

Supervision of:

- Director of Choral Arts
- Music Director
- Artist in Residence

Other Responsibilities

- Participate in staff meetings
- Write articles for the Weekly Liberal as necessary

Minimum Qualifications:

- Strong, professional background in performative and creative arts (music, theater, dance)
- Grounded in Unitarian Universalist history, theology and worship practices
- Bachelor's degree in related field
- Theological training or degree (completed or in-process)
- Excellent oral and written communication skill, including the demonstrated ability to communicate effectively, listen well, and to influence, motivate and lead
- Ability to handle conflict in a direct, honest, and transparent way
- Capacity to manage multiple complex projects simultaneously
- Ability to work collaboratively with a diverse group of staff and church leaders and members
- Technologically literate, with a good understanding of the Google Suite of applications, particularly Gmail, Google Calendar, Google Docs, and Google Spreadsheets.

These qualifications may be met as a result of lived experience, volunteer work, professional experience, and/or formal and informal training.

Core Competencies

Racial Justice. An ability to articulate what an anti-racist ministry might look like, normalizing this conversation in all ministry settings and especially in worship, and partnering with congregants and others to achieve this goal. A commitment and clear pathways to facilitate Black and Brown liberation and joy, as well as ongoing learning and development about race and racial/ethnic identity for both BIPOC and White congregants. Demonstrates willingness and capacity to work against racism and decenter White Supremacy Culture.

Artistic. Facilitates dialogue between the different component parts of worship, so that each worship gesture feeds, and informs the message of the worship theme and supports the focus of the sermon.

Organizing. Can gather and organize resources (people, funding, material, support) to get things done; can orchestrate multiple activities at once to accomplish a goal; can use resources effectively and efficiently.

Developing leaders. Is able to identify raw talent and recruit capable people into positions of responsibility; provides challenging and stretching tasks and assignments for others to do; delegates appropriately; builds people up; maintains open and active dialogue with volunteers; communicates expectations clearly and holds people accountable.

Accurately assesses the length and difficulty of a project; sets objectives and goals; breaks down work into process steps; develops schedules and task/people assignments; anticipates and adjusts for problems and roadblocks; measures performance against goals; evaluates results.

Managing vision and purpose. Articulates and supports the vision and mission of First Universalist church; communicates a compelling and inspired vision for ministry; talks beyond the here and now to a larger sense of purpose; creates a compelling vision of possibility, hope, and optimism; helps others to own the vision.

Managing conflict. Deals with problems quickly and directly; steps up to conflicts, seeing them as opportunities; reads situations quickly; focuses when listening; settles disputes collaboratively and equitably; finds common ground and gets cooperation.

Interpersonal relationships. Relates well to all kinds of people, inside and outside of the congregation; builds appropriate rapport; builds effective and constructive relationships; diplomacy and tact; is regarded as a team player.

Trust and integrity. Is widely trusted; seen as direct and truthful; keeps confidences; admits mistakes; adheres to an appropriate and effective set of core values during good and bad times; acts in line with those values; practices what he or she preaches.

Hours, compensation, and location

This is a full-time (40 hours/week) position that requires working the majority of Sundays during the “church year” (September - June) as well as some evenings. The salary range for the position reflects the recommended [UUA's Salary Guidelines](#) for an Assistant Minister in a Large Congregation. The benefits package for this position includes health and dental insurance, life and long-term disability insurance, contribution toward a retirement plan, as well as generous vacation, study, and family leave time. The position is based in Minneapolis, Minnesota, and reasonable relocation expenses will be provided if needed.

First Universalist Church intends that this is a long-term position and it should not be interpreted as temporary, interim, or otherwise time-limited.

First Universalist Church is committed to creating a diverse and multicultural work environment and is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, disability, age, or veteran status.

If interested, candidates should send a resume, statement on their philosophy/theology of worship, and samples of worship leadership to Rev. Jen Crow, Co-Senior Minister, to jen@firstuniv.org. This position will remain open until filled.