

Position Title: Minister of Spiritual Support and Belonging

- **Reports to:** Senior Minister
- **Employment status:** Full-time or part-time; exempt/salaried.
- **Start date:** August 2026
- **Compensation and benefits:** Fair Share

Contract length: _____ **Contract/Contract to call?** _____

Responsibilities: Developing and overseeing UUSRQ's **pathway to belonging and spiritual wholeness** for all who find us. Elements include:

Caring.

- Provide pastoral support to members (home and hospital visits, counseling, crisis response).
- Lead memorial services, weddings, child dedications as needed.
- Working with lay pastoral care associates to support those with the greatest spiritual care needs, both individually and as groups.

Congregational Life & Leadership

Greeting:

Work with the Welcome and other Engagement Teams to ensure that:

- We invite the whole community into our shared work and into our space through regular events that introduce our life-affirming values to more people.
- We proactively greet and welcome newcomers who arrive on Sunday morning and attend our other public events.

Knowing.

Constructing and overseeing a process for getting to know newcomers within their first few visits to learn about their story and what they hope to find in a spiritual community. That may range from identifying their practical life needs or struggles to understanding their spiritual needs such as:

- Belonging and connecting to people with shared interests or shared cultural and life-stage needs or
- Leading a life consistent with their values, deepening their understanding of their place in the universe, developing personal practices that foster their sense of wellbeing, and helping them experience their own agency and ability to help others.

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- **Connecting.**
 - Connecting newcomers to other people or groups who share their interests or their practical, cultural, generational or spiritual needs.
- **Creating and Inviting.**
 - Developing programs or groups that meet the largest unmet needs expressed by newcomers and longer-term members, by inviting their ideas and encouraging their leadership and experimentation in creating new approaches to meeting their needs.

Worship & Preaching

- Potentially Preach once a month/Create Alternative Worship that can meet divergent needs within the community
- Participate in worship planning and creative liturgy design.

Desired Skills and Qualities

- Commitment to Unitarian Universalist values and covenantal ministry.
- Collaborative spirit; able to work as a ministry team.
- Experience with pastoral care in a multigenerational setting.
- Ability to connect across theological, generational, and cultural divergences.
- Passion for justice, equity, and inclusion.
- Organizational and leadership skills (especially in growing congregations).

Desired Qualifications

- Master of Divinity or equivalent theological education.
- Fellowship (or path to fellowship) with the Unitarian Universalist Association preferred.
- Ordination (or readiness for ordination) as a Unitarian Universalist minister.
- Previous congregational ministry experience preferred but not always required.