

Addendum to Job Descriptions  
Unitarian Universalist Congregation of Marin  
During COVID-19 Pandemic  
June 2020

The COVID-19 pandemic brings us conditions that are volatile, unpredictable, complicated, and ambiguous. This makes it hard to predict how exactly we can provide programs this fall. It is certain we will need to have teachers who are comfortable with on-line formats, and can dedicate some of their weekly job hours to more than just on Sundays. Digital platforms will likely be a part of the program for the majority of the year, and may be the only meeting space available if we return to a stay at home requirement. On-line platforms may play out in weekly arcs that occur in 1-2 short sessions and follow-up home activities to lessen online meeting fatigue.

It is assumed our youngest children will not gather in small groups, as it is not age appropriate for them to perform the necessary precautions to prevent transmission. That may apply to elementary age children as well. As possible, we will gather school age kids together in small groups off line. Teachers need to be comfortable to lead by example with appropriate safety measures to prevent viral transmission. At present these include wearing masks, washing hands frequently, sanitizing surfaces, and staying physically distant. Other precautions may evolve in the months ahead.

In addition to the job description,  
Ideal candidates qualities would include:

- Flexibility to change quickly between in person and on-line group gatherings
- Forgiving nature as mistakes will occur
- Creative out of the box thinking
- Strong teamwork ethic
- Eagerness to engage parents and family members to support programming
- (For working with teens) comfortable in outdoor environments

Ideal candidates skills would include:

- Comfort with leading online activities and discussions
- Ability to communicate with supervisor immediately and effectively
- Reliable e-mail and texting capabilities
- (For young and elementary age children) storytelling and puppetry
- (For working with teens) camping experience

The Unitarian Universalist Congregation of Marin is committed to provide robust religious exploration programs for our children. We encourage candidates to bring innovative ideas and a good heart.

We believe in creating a diverse and inclusive community and do not discriminate with regard to age, race, color, ethnicity, national origin, gender identity or expression, affectional or sexual orientation, marital status, abilities, or socioeconomic status. Our expectation is our staff and ourselves is we will be welcoming of diversity and strive to create an inclusive community.

