

Early Childhood Teacher (Infant to Kindergarten)

Reports to: Director of Family Ministries

Directly Supervises: Program Volunteers

Status: 4 hours per week, 40 weeks per year (10 month position)

(Additional 5 hours/month when COVID-19 restrictions relax to provide childcare)

Annual Amount: \$3,360 (Salary increased when childcare hours are provided)

Start Date: Mid - Late August 2020

Age requirement: 18 years or older

Job Summary: The Early Childhood Teacher is responsible for the implementation of a religious education program for and with infants to kindergarten age children that fosters and promotes Unitarian Universalist values, youth empowerment, spiritual growth, social justice, lifelong friendships and community engagement. The Early Childhood Teacher provides supervision, childcare (including toileting, diaper changing and first aid) for infants and toddlers when they are present in Sunday morning service programming. Additional childcare can be scheduled for support of parent programs. The Early Childhood Teacher greets families and children when they arrive and helps orient new children to the space and program. A religious educator who does not have all the necessary expertise and experience may still be considered and would be supported for growth through on-the-job training, continuing education, and leadership development.

Our ideal candidate will have:

- Experience with organization, coordination and implementation of educational programs for youth, ideally in UU settings
- Familiarity with, and excitement about, a children empowerment model
- Knowledge of age-appropriate content and instructional practices
- Excellent written and oral communication skills; facility with media and technology including digital meeting platforms
- A sense of humor and capacity for joy and play.
- Experience with or knowledge of Unitarian Universalism
- Education or experience in teaching, and/or children programming

Essential Functions:

Program Development and Support:

- Organize high quality Sunday morning programming for preschool to kindergarten age children in alignment with UUCM's and the Religious Exploration program's vision, mission, and goals
- Create programming which engages the imagination, develops spiritual and ethical resources, enhances knowledge of the world's religious landscape, and cultivates identity as Unitarian Universalist
- Provides childcare and activities during congregational meetings and monthly parent programs

(This activity suspended during the COVID-19 pandemic due to on-line meetings for larger groups)

- Integrate social justice opportunities for children and families into programming, in collaboration with the Director of Family Ministries

Administration and Leadership:

- Participate in appropriate RE staff meetings
- Ensure the RE space is attractive, safe, and reflects our values, and works with RE staff and volunteers to maintain religious education resources, including RE supplies and the RE library.

Core Competencies

- Teamwork: Collaborates and communicates clearly and effectively with others; understands that staff teams are interdependent; creates a climate in which people want to do their best; shares ownership and visibility; takes an interest in the health and vitality of the congregation as a whole.
- Hospitality: Is a welcoming presence for members, friends, and visitors to the congregation; includes the newcomer into the life of the community; reaches out with care and compassion.
- Creativity: Engages in fresh thinking; willing to experiment and see failure as part of the process; approaches challenges from multiple angles; inspires creativity in others.
- Vision: Articulates a compelling and mission-driven purpose for the Religious Exploration program; inspires others to invest in the mission of the program.
- Integrity: Is widely trusted, direct, and truthful; maintains appropriate confidences; adheres to a set of core values that are in alignment with Unitarian Universalist principles, and lives in accordance with those values; abides by professional codes of conduct.
- Self-Awareness: Is conscious of their own reactions to situations and systems; understands unconscious bias; is committed to multicultural learning and anti-oppression work; cultivates personal spiritual growth; has a realistic understanding of their own gifts and challenges.
- Discipline: Follows through on commitments; self-motivated; sets and meets deadlines; establishes priorities and delegates appropriately; manages time effectively; asks for support when needed.
- Problem-Solving: Uses a combination of experience, research, and intuition to explore solutions for difficult problems. Looks beyond the first answer; handles complexity and competing demands on resources with skill, diplomacy, and grace; considers the long-term consequences of decisions.

Unitarian Universalist Congregation of Marin Mission:

To inspire joy and justice in an imperfect world, we:

Share life's journey,

Celebrate many paths, and

Act to make a difference

Religious Exploration Mission:

To grow resilient, resourceful youth and families, we

Create caring connections and traditions

Invite curiosity and spiritual exploration

Explore ways to build a better and more compassionate world together.

To Apply: Please read the COVID-19 addendum and submit a brief letter of interest, resume and at least three references by noon on

June 26th, 2020 (or until position is filled) to Rev. Lynne Scarpa at revlynn@uumarin.org

* The Unitarian Universalist Congregation of Marin is committed to creating a diverse and inclusive community and does 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.