

## **Sabbatical Minister**

### **Unitarian Universalist Church of the Monterey Peninsula**

Position Title: Sabbatical Minister

Reporting to: UUCMP Board of Trustees via a small appointed Sabbatical Committee

Appointment Period: August 1, 2021 – January 31, 2022 (or, as arranged)

Level of Effort: .75 FTE

#### **Background**

The Unitarian Universalist Church of the Monterey Peninsula ([uucmp.org](http://uucmp.org)) is a thriving, inclusive, and multigenerational congregation of 222 members. In the UU tradition, our community provides emotional, spiritual, and intellectual support, offering comfort and challenge that emboldens us to continue our work in the world. We are committed to a collaborative shared ministry, and our team of Worship Associates works closely with the co-ministers to plan monthly themes and individual sermon topics, support each service, and assume the lead preaching role at least one Sunday per month.

Throughout most of the year, two Sunday services are presented at 9:30 am and 11:15 am, with Religious Exploration classes offered in parallel with the second service. During the summer period (Memorial Day through Labor Day) as well as periods when pandemic concerns dictate online services, a single service is held at 10:30 am. We hope and prefer that by next summer we can return to face-to-face services, but we must remain flexible to safely accommodate realities of the pandemic.

Our co-ministers Revs. Axel & Elaine Gehrmann will embark on a well-deserved 6-month sabbatical beginning August 1, 2021. We seek to engage a temporary, part-time Sabbatical Minister who, during their absence, can provide leadership and continuity in the areas of worship, pastoral care, and church governance.

#### **Qualifications**

- Ordained as a Unitarian Universalist Minister
- Experience with worship planning, pastoral care services, and congregation management.
- Prior experience in ministry for at least one Unitarian Universalist congregation.
- Flexible attitude for adapting to unanticipated changes such as remote Sunday services and online personal interactions
- Familiarity with use of video conferencing technology (e.g. ZOOM, WebEx, etc.)

#### **Responsibilities**

- Work with an established team of worship associates to plan worship services at least one month forward.
- Responsible to conduct services and present sermons at least two Sundays per month, as well as our Christmas Eve service. A worship associate will be available to assist at each service.

- One Sunday per month will be the full responsibility of our worship associate team, which will independently conduct the service and present the sermon.
- The sabbatical minister will also have responsibility to cover the remaining Sundays, ordinarily one more per month but also including the “fifth Sundays” occurring August 29<sup>th</sup>, October 31<sup>st</sup> and January 30<sup>th</sup>. The sabbatical minister may choose to conduct services and present sermon or arrange for a well-qualified guest speaker to do so in cooperation with a worship associate. [A limited budget for guest speaker honoraria is available from UUCMP.]
- At least one month before arriving, coordinate with co-ministers and the worship associate team to plan sermon topics for the first month of the sabbatical period.
- Provide assistance as needed to the leaders (including a retired UU minister) of our pastoral care and caring network volunteers who provide support to church members.
- Attend monthly board and key committee meetings to provide ministerial insight and guidance. We expect this will entail approximately 12-16 hours per month.
- Supervise church staff including administrators, Choir Director, and Director of Religious Exploration.
- Work with Sabbatical Committee to ensure coverage of key tasks and to facilitate smooth transitions at the beginning and end of the sabbatical period.

### **Compensation**

- For the full-time equivalent percentage stated above, salary to be negotiated within the range \$4000 - \$4600/month based on experience.
- Status as part-time temporary W-2 employee. Worship planning and coordination efforts prior to arrival will be compensated as a 1099 contractor with hourly rate grossed-up to include 50% of self-employment tax.
- Necessary travel to and from Monterey area to be recompensed up to prescribed limits.
- Additional services (e.g., memorials, weddings, etc.) to be compensated on an ad hoc or hourly basis.
- In lieu of housing allowance, UUCMP will provide a furnished studio apartment within the church, which is located in a quiet forested area in the foothills above the Monterey Peninsula.

**To Apply for this Position:** Interested candidates should submit: 1) letter of interest, to include discussion of your experience with temporary ministerial roles as well as your approach to dealing with unanticipated changes such as transitions between in person, remote or hybrid services; 2) Curriculum Vitae; and, 3) sample sermon(s), preferably video or audio files or links accessible online. Please send these materials and any questions to: [sabbatical@uucmp.org](mailto:sabbatical@uucmp.org).

**Deadline:** The sabbatical committee will begin considering applications on November 16, 2020 and continue accepting applications until January 31. They will conduct interviews in February and make a final decision by March.

**Background Screening:** A criminal background check is required prior to hiring.