



Lead Us in Developing Our Spirits!



First Unitarian Universalist Congregation of the Palm Beaches

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1stuurpb.org



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The DSD Position

DSD Job Description

First Unitarian Universalist Congregation of the Palm Beaches

Purpose

Provide vision and leadership for a vibrant and inviting Spiritual Development ministry which encourages spiritual growth and provides tools to effect positive change throughout the lives and communities of our members and friends. Promote the value of participation in spiritual development for all. Work with 1stUUPB stakeholders to develop and maintain an environment that fosters spiritual development of children, youth, and adults within a Unitarian Universalist (UU) context.

Time Requirements

100% Full time, year-round position (35 hours per week) with flexible hours according to program, ministerial, and congregational needs

Post and maintain regular office hours

Personal professional development

Attend denominational events



Supervision Duties

Supervise paid Nursery Care Provider

Supervise volunteer Spiritual Development teachers, facilitators, and helpers

Accountability

Reports to the Minister

Responsibilities and Duties

- **Curriculum Development** – Ability to select or design and implement curricula, including lesson plans, materials and learning resources for all age groups.
- **Program Planning** – Plan developmentally appropriate class grouping, while maintaining balanced class sizes. Recruit, train, and manage teacher volunteers.
- **Program Implementation** – Oversee all faith development programs to ensure that the mission of the congregation is being met within a welcoming and safe environment. Work with committees to plan and carry out special events, faith-in-action projects, and extra-curricular

programs. Conduct year-round registration of program participants and maintain appropriate records, including attendance.

- **Worship Collaboration** – Collaborate with the Minister and volunteers in the creation of intergenerational worship services.
- **Communications** – Maintain professional communications with the Minister, parents, teachers, Board, and congregation about the goals, needs and activities of the LFD program.
- **Program Promotion** – Write and design program content for the congregation's website, social media pages, online calendar listings, press releases, flyers, and brochures.
- **Compliance** – Review, oversee, and where appropriate, suggest modifications to 1st UUPB policies that relate to faith development. Ensure that policies are followed by all groups at 1st UUPB working with minors. Ensure the safety of all program participants.
- **Financial Management** – Work with the Minister and relevant committees to develop a budget to support the program. Keep accurate financial records of program expenditures.
- **Other Duties as Required** – Additional duties not specifically listed here may be necessary to support the Lifespan Faith Development program.

Education and Experience

- **Education and Training** – A college degree is preferred. Credentialing as a religious educator (or willingness to attain credentialing) is a plus.
- **Experience** – Teaching or comparable related experience in education, child development, or related fields is required. Experience implementing or developing curricula for spiritual development is a plus.
- **Additional Qualifications**
 - An appreciation of liberal religious tradition; knowledge of and interest in Unitarian Universalism and the UU Principles.
 - Proficiency and passion for working with children, youth, and adults.
 - Excellent organizational, administrative, and time management skills.
 - The ability to work with volunteers.
 - Effective oral and written communication skills.
 - Website and social media writing, designing, and posting.
 - A strong sense of initiative and ability to work independently within a collaborative environment.
 - Bilingual Spanish/English preferred.
 - Responsive and timely.

Relationships

With the Minister: Maintain collegial and collaborative relationship as religious professionals. The Minister supervises the DSD and all paid staff.

With the Board of Trustees: The Minister interfaces with the Board of Trustees on behalf of all Staff, including the Director of Spiritual Development. The DSD prepares a written report to the Board for each of its monthly meetings. The Minister may request the participation of

the DSD at relevant meetings or business of the Board of Trustees.

With Other Paid Staff: Maintain collegial, collaborative and cooperative relationships with paid staff as appropriate to their functions and duties.

With Spiritual Development Volunteers: Recruit capable volunteers and nurture all participants. Provide training and orientation programs for Spiritual Development teachers, helpers and volunteers.

With the Congregation: Regularly participate in congregational life to maintain a familiar, respected and visible presence.

With the Community: Welcome community members to participate in Spiritual Development. Investigate, implement, and cultivate outreach and networking opportunities beyond the congregation and denomination.

Reporting

Meet regularly with the Minister

Attend Staff Meetings

Provide annual Spiritual Development prospectus

Prepare a short DSD report for each Board of Trustees meeting

Prepare and publish regular Spiritual Development program content for the Congregation's communications, publications and social media

Budget Responsibilities

Oversight of Spiritual Development operating budgets and associated accounts

Professional Development

Participate in South Florida activities, including PEACE, Compass LGBTQ+ Center, and other Palm Beach County based interfaith and social justice organizations

Attend Spiritual Development conferences and trainings

Be a member of the Liberal Religious Educators Association (LREDA) and attend LREDA activities as appropriate.

Attend UUA Spiritual Development workshops and programs.

Compensation & Benefits

Compensation

Salary: \$55,000

Our Congregation is in Geo Index 3. Although we are currently classified as a Small congregation, we expect the person in this position to help us grow. In anticipation of that, we are offering a starting salary toward the top of the UUA recommended 110% expected maximum salary in a Size A congregation (\$56,700 per 2024-25 UUA Salary Recommendations). In addition, there is a one-time relocation reimbursement of up to \$7,500. Professional Expenses for our Director of Spiritual Development are tentatively budgeted at \$2,500 for the May 2024-April 2025 church year.

Benefits

Retirement Plan (5% of pay plus 5% match); UUA Bronze Health Plan (80%/50%); Dental (80/50%); Disability Coverage (100%); Term Life Insurance (100%); Professional Expense Allowance (varies by budget year).

Paid Time Off (PTO)

First Year PTO: 22 days at discretion of Employee with Supervisor approval

Paid Holidays: 10 (New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Indigenous Peoples' Day, Thanksgiving, Day after Thanksgiving)

Study Leave: 2 weeks/year

Sabbatical Leave: accrue one month per year of service

[Click here to review our complete Personnel Policies & Procedures.](#)

Our Process for Selecting a New Director of Spiritual Development

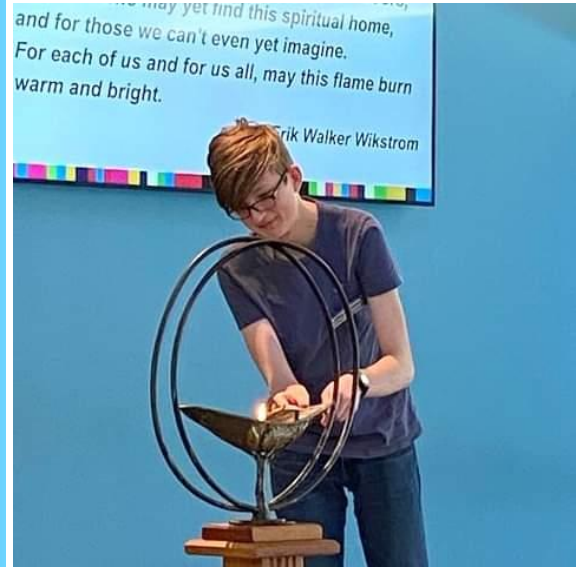
In August of 2022, the Congregation approved *“the expenditure of funds from the Permanent Endowment Fund...to support the hire of a full-time UUA fellowshipped minister for fiscal years 2023-24, 2024-25, and 2025-26 plus the hiring of staff as recommended by the minister for robust religious education/community outreach programs and administrative support...”*

The DSD Hiring Task Force is made up of the Minister, President of the Board of Trustees, and two Congregants.

The members of the DSD Hiring Task Force worked together to assemble this packet and develop the DSD Job Description. The task force will review applications, interview candidates for the position, and make a recommendation to the Board of Trustees. The Board of Trustees will approve or reject the committee’s recommendation. Compensation and benefit negotiations will be handled by the Board of Trustees.

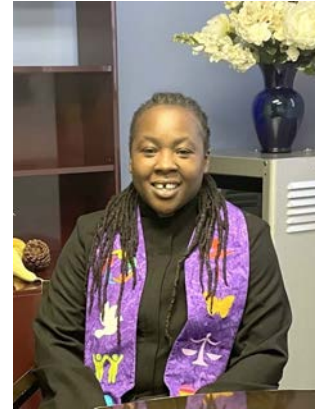
Ideally, we would like to have a new Director of Spiritual Development selected and ready to begin service at 1stUUPB around May 1, 2024. This will allow time for the new Director to get settled and prepare to launch the new church/school year in August.







Greetings from Our Minister



On behalf of the members, staff and leaders of First Unitarian Universalist Congregation of the Palm Beaches (1stUUPB), I invite you to get to know us a little better.

I am blessed to be the 17th Minister at 1stUUPB. The location is beautiful and the spirit of the people is a blessing. I have found this community to be very devoted and involved in its religious community. The energy doesn't match the age. These folks are passionate about social justice and are committed to deepening their spiritual understanding. The congregation is heavily involved in mental health, housing issues, and other social justice issues within Palm Beach County. These are people who are engaged in life, committed to justice, and who take care of each other. I can personally attest to the love of this congregation.

We are small but mighty! Our professional staff are committed to serving the needs of the members of the Congregation. Under my leadership as head of staff, we have developed a relaxed and collaborative team approach to working together.

In the distant past, 1stUUPC has been very fortunate to have had talented professional leadership in our Spiritual Development programs. Since COVID, this congregation has had to reevaluate its strong commitment to learning and spiritual growth for all ages. Its commitment is evident in the Congregation's Mission, Vision and Values statements. All are welcomed and valued in this community.

The Congregation's leadership has focused on crafting policies and structures which empower our staff and volunteers to create new and innovative programs and activities. As the spiritual leader of the Congregation, I am committed to involving children and youth in worship on a regular basis. I look forward to working closely with our new Director of Spiritual Development to strengthen educational opportunities for all.

I wish you all the best in your discernment about becoming a part of our 1stUUPB ministry team.

Blessings!

Rev. Latifah Griffin
Minister
First Unitarian Universalist Congregation of the Palm Beaches

Greetings from Our Board of Trustees President



Dear Candidate,

I am amazed by this Congregation's commitment to "go big or go home". Through our actions and plans, we are demonstrating that we are embracing abundance in a world that needs more love, more connection, and more safe spaces to tackle the challenges of our times. As I like to say, "let's shun scarcity!"

Although our membership numbers have declined, our annual pledges have increased over the past couple of years! We worked hard with an Interim Minister to update and clarify our by-laws, policies, procedures, and member/staff roles and responsibilities. We welcomed a dynamic Contract Minister in 2023 to partner with us in a shared ministry to help us realize our strategic vision.

Most impressive, our members have committed to financially investing in our future with up to \$400,000 seed money from our Endowment to support our Minister and staff through the planning and implementation stages of reinventing our programs and services to become a successful 21st century Congregation and community center for social justice and liberal spirituality causes.

The hiring of a full-time Director of Spiritual Development will complete our shared ministry "triangle". We intend to provide whatever resources necessary to provide a satisfying and productive tenure for the new Director. In short, we are committed to hiring the best candidate, and to partnering with that person for the long haul to reinvent what a UU congregation can be.

We have great confidence in Rev. Latifah to work alongside you as your professional partner. She has quickly proven to be passionate about our faith, compassionate, and dedicated to widening the circle of inclusion and diversity. We are blessed by her great skill in the pulpit, her reassuring and supportive manner, and her drive to push us to be our best.

I hope you will consider becoming the "third corner" of our shared ministry triangle. I can promise that it will be an exciting and rewarding journey for you as well as us!

David Traupman
President, Board of Trustees
First Unitarian Universalist Congregation of the Palm Beaches
president@1stuupb.org

Greetings from Our Hiring Task Force



Hello! We are the Search Committee looking for YOU! We were chosen because we each have a vested interest in ensuring our next Director of Spiritual Development is selected thoughtfully, purposefully, and with the intention of them being with us for the long term. We are committed to positive and engaging spiritual development programming, for all ages, grounded in the principles of our Unitarian Universalist faith.

As a Hiring Task Force, we serve in collaboration with the Board of Trustees in searching, reviewing applications, interviewing, and finally selecting, for our next Director of Spiritual Development. In addition to this process, we are some of the people you will interact with regularly whether it be as a coworker, or in your service to the congregation.



We are excited to be on this journey and look forward to building a great relationship with you!

“When I envision a future 1stUUPB with you as the Director of Spiritual Development, I see a joyful multi-generational community brought together by educational and social events. My hope is for us to work together to create a supportive place where all can find something of interest outside of their work and their homes.” — Rachel Melcher

“My wish is that you will create programs our children want to go to. The ultimate “win” will be getting and keeping the teenagers engaged.” — Ebony Williams

“My wish is to increase intergenerational engagement and appreciation between our elders and younger generations, as well as build creative programming that offers meaningful learning, sharing, and relationship-building ways to redefine what it means to be a ‘member’ of our community .” — David Traupman

“My wish is for 1stUUPB to be the spiritual, cultural and education center for the larger community through robust intergenerational programming, and a commitment to inclusivity, safety, and openness for everyone.” — Rev. Latifah Griffin

1stUUPB DSD Hiring Task Force

Reverend Latifah Griffin, David Traupman, Rachel Melcher, and Ebony Williams

First Unitarian Universalist Congregation of the Palm Beaches

Spiritual Development at 1stUUPB

Our mission at 1stUUPB is to transform lives through liberal religious community.

Our Spiritual Development Ministry aims to provide transformational opportunities for members and friends of all ages. The Emerson Building on our campus, which houses our meeting and classroom spaces, offers the room and flexibility to host a variety of Spiritual Development programming.

Children and Youth Faith Development Program (C&YFDP): Our program is currently in hiatus after most families with children stopped attending during our virtual-only worship services and after in-person programs were canceled throughout the pandemic.

We are just starting to re-organize a C&YFDP committee that was active for three years before COVID curtailed classes and we attempted to teach virtually for year into the pandemic with limited participation. We had grown to having up to 12 children and tweens attending RE class weekly and our parents and committee members redecorated and updated classrooms and teaching supplies.

In the past, our Spiritual Development program was based on weekly instruction from the **Tapestry of Faith's Love Will Guide Us** and **Toolbox of Faith** curriculums.

Our most recent past Interim Minister provided the **Coming of Age Program** for two of our youth and he is facilitating **OWL** jointly with the Congregation in Boca Raton.

The following are Spiritual Development opportunities that are currently being led by congregational volunteers and/or the Minister:

Spiritual Development for Children

Childcare

Hiring is underway to professionally staff our nursery. Childcare will be offered during Sunday services in our nursery for infants and toddlers.

Sunday Mornings for Children

While there is not currently an active children's program on Sunday mornings, children attending our services are invited to explore our playspace in the back of the Sanctuary during services where toys, puzzles, coloring pages and more await in a fun and cozy tent. In addition, most services feature a Story for All Ages, a time of multi-generational worship and storytelling that introduces children to the themes of our sermons. Our goal, with the help of a Director of Spiritual Development, is to relaunch the children's program that was decimated by prolonged COVID-19 closures and a shortage of volunteers due to decreased membership and bring life and laughter back into our classrooms on Sunday morning.

Spiritual Development for Youth

Sanctuary Symbols Exploration

This class series, for older kids and teens, is exploring what the symbols in our sanctuary mean and the beliefs and traditions behind them. They meet once a month during the Sunday service to explore a symbol. Using readings from Building Bridges, a world religions program by the UUA, the classes invite members and friends of the congregation to meet with our youth and discuss their personal experiences in different religions.

Spiritual Development for Adults

Circle of the Moon and Stars

Led by national CUUPS (Covenant of Unitarian Universalist Pagans) members, the Circle of the Moon and Stars offers earth-reverent and pagan rituals, workshops, and meditations on campus throughout the year. They currently host public sabbat celebrations for each of the eight annual pagan holidays and an introspective intention-setting ritual and meditation honoring the New Moon of each month.

Fellowship Fridays

Friday evenings are dedicated to fellowship, food, and fun at 1stUUPB with community potlucks and celebrations of the arts! The First Friday Film Festival is a popular spot to screen movies with UU appeal. The Second Friday Art Night encourages members of all art experience and ability to come create and socialize together. The Third Friday Music Jam is open to musicians and music-lovers alike to enjoy an evening of food and musical exploration together.

NewsTalk

NewsTalk, a participatory discussion of local, state, national, and global issues, meets in person and on Zoom every Sunday morning year-round from 9:00-10:00 a.m. These meetings are both light-hearted and serious and have been well attended with up to 30 members and friends each week.

Racial Justice Subcommittee Education Programs

Our Racial Justice Subcommittee (RJS) of the Justice Action Ministry (JAM) aims to overcome racial inequality, White privilege, and structural racism in our world through both education and action. The subcommittee regularly offers opportunities for our congregation to become more informed around issues of racial justice and intersectionality—via the Racial Justice film series, Congregational Book Reads, and other educational programs. They also present monthly Black History from the Pulpit segments on Sunday morning, to help familiarize our congregation with local and statewide events that affect all our lives either directly or indirectly.

Second Saturday Book Group

Traditionally held on second Saturdays of November through April, the Book Group offers the opportunity to read and discuss a monthly title together. These books, chosen by and with a discussion facilitated by the group's steering committee members, are usually connected by a theme that reflects one or more of our UU Principles. By reading and discussing books where characters are wrestling with issues of personal and/or global conflict, we are exploring our UU principles and problems in the world today.

Small Group Ministry Program

Small Group Ministry (SGM) is a UUA program. Our Steering Committee was formed in 2002, and we began offering small groups here in the Spring of 2003. We currently have three groups that meet once or twice a month on Zoom, with 7 to 9 members per group. SGM groups differ from other groups in that there is more intentional sharing, with the emphasis on integrating the spiritual and the intellectual. SGM represents a different level of commitment; there is a covenant that goes with it: to create a safe space in which to explore issues that are spiritual from a UU perspective and to attend regularly. The intent of the program is for SGM to provide ongoing ministry to its members and to provide a connection with the minister.. A goal of SGM is to foster understanding and acceptance of the various religious languages that UU's speak; another goal is to foster service to the congregation and to the community.

Teaching Thursdays

Combining food, fellowship, and education, these periodic programs and classes are provided for members of our congregation and for the community at large. All programs are free. Leaders vary from week to week; most are from our congregation. Programs are both lay-led and minister-led.

UU Identity Classes

We offer classes for visitors and prospective members to learn about our Congregation and the Living Tradition of Unitarian Universalism. These classes offer an overview of Unitarian Universalist Principles and Sources, history, governance, and values as well as the opportunity to get to know more about the 1stUUPB community. These 6-session class series are currently led by our Minister.

We also occasionally offer spiritual development courses based on UUA resources and/or Ministerial recommendations. A monthly class on exploring spiritual traditions based on the book *Wisdom Walk* is being offered by our Minister for the 2024 year.

Over the past several years, our Congregation has engaged in the hard work required to establish good governance, ensure right relations, and to clearly articulate who we are, why we are here, and what we seek to become together. The following statements were created as part of a congregation-wide process in 2019 and are presented to new members and discussed amongst current members on a regular basis.

About 1stUUPB: We are SO ready for what's next!

After the restrictions of a prolonged closure and deep disruptions to our Congregational life due to the COVID pandemic, we are excited to be at the dawn of a new A.C. (After-COVID) era.

The past three years have given our Congregation an unprecedented opportunity to reflect on our strategic vision, renovate our physical spaces, and reevaluate what we want to move forward with and what we can let go. With valued, expert guidance from our Ministers and innovative, adaptable leadership from strong lay leaders, we have dug deep to keep our core mission at heart in these most challenging of times.

As a Congregation, we are committed and ready to partner with our DSD to help us bring our strategic vision to life with the most relevant educational and spiritual development programs that will result in growth.

One of the most valuable lessons we have learned over the past several years is that with a shared ministry we can work together to achieve key goals that move us forward.

Resilient

COVID challenged us and we proved that our Congregation is amazingly creative, resilient, and willing to change.

- We successfully ensured that our high-risk members and part-time winter residents who stayed away during the pandemic stayed active and connected via remote services and programs.
- Despite declining membership (125 members in 2019 vs. 82 in 2022) our pledge income increased from \$108,120 in 2019 to \$155,528 in 2022—an increase of 44% from a membership reduced by 3 to 7%.

Reinvigorated

Within the uncertainty of the pandemic, we have found stability throughout by making a longer-term commitment than we expected with our Interim Minister.

This extended transitional period has been beneficial by helping us analyze, revamp, and strengthen our governance, administration, and programs to better meet our current needs and set us up for growth and success in the future.

Perhaps most importantly, working closely with a dedicated and skilled Minister has reinforced the value of partnering with a quality Minister to encourage and inspire us.

Despite this recent period of scarcity in membership and the stresses placed upon our lay leaders, the need to speak out and take action for our UU values in a society experiencing so much divisiveness, inequality, and lack of compassion has never been greater.

An attitude of abundance demonstrated by our members' sharing of time, treasure, and talents has built a larger platform for building a more caring, diverse, and inclusive community.

We have risen to the challenge of distilling our resources and efforts to where they can make the most impact. A prime example of this has been the formation of our Racial Justice Subcommittee, which has been actively involved in rejuvenating our racial and social justice work in the community.

We believe that an energetic and motivated Director of Spiritual Development will bring the energy and guidance to help us solidify and strengthen membership outreach, draw in youth and their families, expand our collaboration with community partners, and steer us toward reaching our overall goals.

Refurbished

During this recent period of societal and economic uncertainty, it has proven beneficial that we own the buildings on our campus, have no mortgages, and have a well-established endowment fund. Our Congregation is willing to leverage our assets to invest in maintaining and upgrading not only our ministry and programs, but also the spaces where we can present them as well as welcome the greater community back to utilize them to their maximum potential.

While we were physically distanced and shut down, our Sanctuary was refreshed with new paint, carpeting, carpentry, AV equipment, and spruced up with thoughtful interior design. Our light-filled and architecturally distinct worship space shines anew and is ready to welcome all.

Our sanctuary features an AV system with a mounted camera, two screens, and a control panel to facilitate live streaming and provide a multi-sensory and more accessible worship service experience.

We have a small team of service leaders and tech producers who work behind the scenes to set up service slideshows, stream live to facebook, and run the various aspects of Zoom, such as spotlighting speakers, sharing screen for the slideshow, downloading and playing music, and setting up chat rooms.

In addition to enhancing our worship spaces during the pandemic shutdown, in 2019-2020 our RE coordinator, parents, and committee members breathed new life into our classroom and meeting spaces. They repainted, installed new carpeting and signage, and purchased new furniture, supplies, and educational materials. We look forward to refilling these bright and warm spaces with smiling faces.

We have more rejuvenation projects planned, such as making the campus more accessible, and will continue improvements as funds are available.

Ready to right-size

Unfortunately, we are all too well aware of the emotional, spiritual, and physical consequences to our Congregation caused by the upheaval, disruption, and loss of the COVID pandemic and its lingering and continuing effects on every level of society.

However, we look with hope toward the future and embrace the opportunity to become a different Congregation for a different time.

We have an unwavering Congregation-wide commitment to leverage our financial resources—including calling upon our endowment fund to help make a difference now — to “right-size” our Congregation’s membership and ministry to bring it back to being a leading voice of liberal thought and action throughout South Florida and our wider UU world.

We realize membership growth is a core element of achieving our goals, but also understand that “membership” can extend to community partnerships, community impact, spiritual growth, program attendance, and engagement at fellowship activities.

Our new Director of Spiritual Development will work in partnership with the Minister to take the lead in expanding our programming and community partnerships with a focus on deepening intergenerational relationships and engaging younger residents and their families.

Beyond our walls, there are untapped opportunities for connections and support throughout the greater West Palm Beach community. Our region is home to many respected and well-established not-for-profit organizations and initiatives that we can align ourselves with — from civic and political

engagement, the arts, the environment, immigration, to climate change. Not to mention, despite a reputation for unparalleled wealth and waste within Palm Beach high society, we are an epicenter of philanthropy with myriad opportunities for grants and financial support from foundations and high-level, prominent donors.

How we live our UU values

- **Our Affirmation**, spoken each Sunday, puts into words the aspirations we have for our beloved community and speaks to the way we live our values:

*“Love is the spirit of this Congregation and service is its law.
This is our great covenant: to dwell together in peace,
to seek the truth in love, and to help one another.”*

- **Our Covenant of Right Relations** Through this Covenant, we affirm our commitment to respecting our individual differences, listening, and resolving our conflicts. We believe this Covenant makes us a stronger community.

“In the spirit of right relations we covenant to:

Acknowledge and celebrate our differences.

Listen compassionately, speak respectfully, and take responsibility for our actions and feelings.

Speak from personal experience, use “I” statements, and avoid judgment, generalizations, and offering unsolicited advice.

Deal directly with others to resolve conflict.

Strive to stay in relationship through conflict.

Fulfill our commitments, complete our tasks, admit our mistakes, praise each other’s successes, and say “thank you”.

Ask for help when needed and give help as able.

Assume the good intentions of others.”

- **Treating staff fairly and equitably without bias**, and following UUA guidelines and best practices.
- **Honoring our commitments.** Despite our small numbers, especially during the summer months, our members consistently step up to maintain our community and volunteer commitments.
- **Our Justice Action Ministry (JAM)**, the Congregational channel through which we participate in community outreach and partner with organizations that share our values and mission.

How we put our values into action

Our Justice Action Ministry (JAM) serves as our Congregation's social justice umbrella for community outreach and involvement. It coordinates our participation in a range of activities and advocacy, including environmental justice/climate change, food sufficiency, racial justice, immigrant justice, and economic justice.

1. **Justice Grants:** Each month, the JAM Team identifies a local, non-profit organization that addresses a pressing need in the community. We dedicate one Sunday plate collection a month to fund JAM action plus any other unrestricted donations received during the month. These collections typically yield \$750-1,000.
2. **PEACE (People Engaged in Active Community Efforts):** PEACE (our local DART affiliate) brings together a coalition of Congregations from different faiths across Palm Beach County to work on specific issues of social justice in our County. Several members hold leadership positions within PEACE while others affiliate as Network Members. PEACE achievements include locating funding for a community ID program, creating a path outside of the criminal justice system to reduce child arrests, and identifying local funding streams and sites for building affordable rental units. In March 2022, the Congregation again reached record attendance at the **Nehemiah Action Assembly** sponsored by PEACE.
3. **Harriette Glasner Social Justice Scholarships:** This award is made in tribute to a deceased member of our Congregation who is credited for her impact on social justice in Palm Beach County. We present awards to college students in Palm Beach County based on need and demonstrated commitment to social justice work. To date we have awarded 47 scholarships in amounts ranging from \$500 to \$2,000. Three of our scholarship recipients were funded through successful 4-year completion of the undergraduate degree. Although the policy requires annual reapplication for funding, it also supports continued funding for a 4-year program if needed.
4. **Racial Justice Subcommittee:** This subcommittee formed in March of 2022 for the purpose of offering opportunities for learning and action. The committee began as a small interested group who read Ibram Kendi's *How to be an Antiracist*. After that shared experience, they organized a Congregational reading of the book *Caste: The Origins of Our Discontent* by Isabel Wilkerson and coordinated our participation in rallies for fair wages for farm workers and reproductive rights. The committee was active during the recent midterm elections through engagement with **Florida Rising** and **UUtheVote**. We held a voter registration event and a postcard campaign to bring out the vote, and several members of our Congregation served as election monitors.

5. Our Congregation is a safe sanctuary Site. In 2017, 1stUUPB members voted to extend sanctuary to DACA immigrants and our campus remains available if and when needed.

Small Group Ministries: We have several groups who meet at different times and days of the week to invite new and established members to gather to deepen and broaden their personal spiritual growth.

Lay Pastoral Care: Three members of the Congregation are currently trained pastoral caregivers. A support committee sends words of comfort or cheer on behalf of the Congregation.



Important events in 1st UUPB's history:

- 1952 - Founded in West Palm Beach
- 1953 - Fellowship recognized by American Unitarian Association
- 1958 - Called first Settled Minister
- 1963 - Granted Congregation status
- 1965 - Congregation Building dedicated
- 1970 - Congregation building destroyed by fire. The Sunday school annex was remodeled to continue Congregation functions.
- 1987 - Moved to Current Building
- 1988 - Sanctuary dedicated
- 1994 - Endowment Established
- 1996 - Became an LGBTQ+ Welcoming Congregation
- 1998 - Ralph Waldo Emerson Building dedicated
- 2004 - Congregation name change from "First Unitarian Congregation of Palm Beach County" to "First Unitarian Universalist Congregation of the Palm Beaches"
- 2014 - Harriet Glasner Social Justice Scholarship Established
- 2017 - Congregation votes to be a safe sanctuary site
- 2020 - COVID Pandemic
- 2023 - Launch A.C Era



Membership

The data for the table below comes directly from the UUA's annual Congregational certification.

Year	Membership	Youth Enrollment	Avg. Attendance
2023	88	3	85
2022	91	6	68*
2021	111	12	66
2020	120	7	89
2019	125	10	85
2018	119	0	71
2017	119	12	76
2016	132	31	85
2015	142	31	93
2014	143	28	105
2013	135	28	100

*Skewed low due to changes in the way Facebook reports viewers.

Demographics

- Percentage of members that identify as people of color (estimate): Less than 1%.
- Percentage of members that identify as lesbian, gay, bisexual, transgender, or queer (LGBTQ) (estimate): 7%
- Gender makeup of 1st UUPB: Our Congregation respects any and all gender orientations. Traditionally, a majority of our membership identifies as female.
- Number of staff (including full and part time) that identify as people of color: Our Minister and contracted Porter identify as persons of color.
- Number of people of color that serve as leaders or chairs of our volunteer committees and program teams: None at the present time.
- Number of our Board of Trustees that identify as people of color: None at the present time.
- Racial/Ethnic Diversity: [In 2023, 1stUUPB hired a Minister who identifies as African-American.](#)
- LGBTQ+ Diversity: In 2023 we hired a Minister who identifies as part of the LGBTQ+ community. In 2019 we hired a C&YFDP Coordinator who identifies as gay and served the program for two years. He is still actively involved as a worship assistant and in lay leadership. He, his husband, and their daughter are still active members of our Congregation

REALITY CHECK

The shutdown of our campus and disruption of in-person programs and community outreach from 2020-early 2022 severely affected our membership, visitor count, and program attendance. These are all key drivers to increasing our diversity. We are now more actively engaging with community groups and coalitions who are more diverse and seeking lay volunteers from the wider community to expand our base of servant leaders.

Accessibility

- Both our Sanctuary and Emerson Building are wheelchair-accessible via ramps and mobile door push buttons.
- Both of our buildings have handicapped parking spaces available near the entry ramps.
- Our chancel is scheduled to be ramp accessible in 2024. Currently, the level floor at the front of the Sanctuary is commonly used for presentations.
- Bathrooms have wide stalls and pull-up bars but are not currently fully ADA-compliant.
- There is flexibility to locate the Director of Spiritual Development's office in different spaces according to needs and preferences.
- Two video screens located at the front of the Sanctuary provide visual and text support to programming.

Surrounding Community

We are ready to flip the script about what you may think about South Florida.



At the intersection of internationality

South Florida consists of three counties – Miami-Dade, Broward and Palm Beach – plus the Florida Keys. South Florida's population of 6,000,000 people accounts for 29% of the state's population. Often referred to as the Miami Metropolitan area, South Florida's population includes 156 nationalities. 56% of its residents are foreign born.

The population of Palm Beach County alone is 1.5 million and growing. It is now the 3rd most populated county in South Florida. That's a growth rate of 15.7% since 2010. Most of that population extends along the county's 47 miles of Atlantic coastline.

The Village of North Palm Beach (VNPB), where 1st UUBP is located, is a well-established, relatively affluent and predominantly homogeneous community. Compared to the rest of the county, the Village of North Palm is older (57>45) and more affluent (\$104,000 >\$65,000).

Areas surrounding VNPB better reflect the vibrant growth of the area. Between 2010 and 2020 ...

- West Palm Beach, the political and cultural center of the county, increased by 17.5% to 117,286.
- Family-focused Palm Beach Gardens increased by 22% to 59,449
- Riviera Beach has increased by 1.34% to 38,074, with most of that increase on Singer Island. Traditionally, the city has maintained a predominantly black population of 67% and remains well below the median income level for the County.

Since COVID, the entire metro population has been dramatically increasing even more quickly.

Approximately 25% of the residents of Palm Beach County are over 65 years old, whereas members of 1st UUPB are mostly 65 and over. A significant number of our congregants are seasonal members — or “snowbirds” — with many holding dual UU Congregation memberships.



Who are these new residents moving into Palm Beach County and why have they come?

Like many new residents around the State, folks come to enjoy the economic advantages of having no State income tax.

Families from the south – Cuba, Haiti, Guatemala and other Latin American immigrants – come to “the Gateway to the Caribbean” to join families already living in the area and to find employment in the service and agricultural industries we rely on.

More recently, the pandemic motivated people from the northeastern U.S. to move south, to get out of the large northern metropolitan areas to escape crowded living conditions and enjoy outdoor living in our subtropical climate.

Younger families came, looking for year round outdoor activities and a perception of greater freedom for their children. Palm Beach Gardens alone has 11 baseball fields for youth and league sports, and neighboring Jupiter is where everyone heads to watch their favorite team in spring training.

Palm Beach County's proximity to Miami, to the culture, services, and leading medical and research facilities of all of South Florida, is also a major draw.

The area is served by West Palm Beach International Airport as well as TriRail and Brightline trains connecting south to Miami, Fort Lauderdale and Orlando Airports. Miami's arts district and its famous annual book fair on the Wolfson campus are a comfortable, no-stress ride away.

The Scripps Research Institute is located in the area in the town of Jupiter and provides internships and research opportunities for local high school students.

The Palm Beach County School District is the 10th largest district in the U.S. It serves approximately 183,000 students who speak 150 languages and dialects. Three of the top schools in the State – Bak Middle School of the Arts, Dreyfoos High School of the Arts, and Suncoast High School – are located in West Palm and Riviera Beach.

Florida Atlantic University, Lynn University, Palm Beach Atlantic University, and two Palm Beach State College campuses are located in the County. Florida International University and the University of Miami are an hour and a half drive away.

Of course, life is not all facts and figures and technological breakthroughs. "Life's a beach" down here. The area is known for its beautiful beaches, parks, and natural areas. The inland waterways, inlets, and harbors provide opportunities for recreational boating and fishing, and the beautiful weather just make it fun to be outside. Needless to say, environmental conservation, justice, and climate change action are of key concern to residents here.

Along with changes come challenges

Along with all the recent changes in South Florida and Palm Beach County, come the increases in real estate costs and a higher cost of living than the State's average. The area's median household income rose to \$68,000 in 2020, with per capita income at \$40.8K.

While wages in the area have increased due to worker shortages in the service industries, many families struggle to live within their income. In this, one of the richest counties in the State, the overall poverty level is 12%. One-fifth of all children in the county, that is 55,000 children, live in poverty, and homelessness remains a challenge for the area.

Progressives seeking the 'free state' can spark change

The political colors of Palm Beach County, along with the rest of the State, also shifted. The recent election showed a further shift to a "Red " state politically, although at 1stUUPB, the only red that matters is the "red blood that flows through all people," reflecting the inherent worth and dignity of each person. We are committed to standing up, speaking out, and working to bend the arc of justice toward a more inclusive and just society in our state. From attacks on women's right to reproductive

care and decisions, to the politicizing of our education system with the “Don’t Say Gay” and Anti-Woke” acts — we can be a beacon that reflects the UUA’s Justice & Inclusion initiatives through protest, press conferences, and action to be a leading change agent.

	North Palm Beach	Palm Beach County
Total Population	12,749	1,426,772
White	92.6%	74.2%
Black / African American	3.9%	18.5%
Native American / Alaska Native	0.0%	0.2%
Asian	1.5%	2.6%
Native Hawaiian / Pacific Islander	0.0%	0.0%
Other	1.0%	2.4%
Two or more races	1.0%	2.2%
Hispanic / Latino	10.4%	21.3%

How our Congregation is known/perceived by the larger community:

1stUUPB is in a community with a large number of Congregations, most of them much larger than ours. Though we are small, 1stUUPB is visible to the larger community through our participation as a Congregation in community social justice events - e.g. the annual Martin Luther King Day Parade, the annual Pride Fest Parade, and the PEACE initiative. We are also active participants in demonstrations, such as for fair wages for farmworker or for reproductive rights – proudly wearing our “Side with Love” T-shirts! We also award social justice scholarships to students in the community, and annual justice grants to non-profit groups in the community. In addition, we are known to many in our community because we provide space in our Congregation facilities for 12-step program meetings and for other small community groups needing meeting spaces.

We are perceived as liberal by the surrounding community. We have held sidewalk demonstrations in front of our Sanctuary for national movements such as the Occupy movement, Lights for Liberty, and Single Payer Health Care. Within the past year, we have hosted a reproductive rights rally in our Sanctuary, as well as a voter registration drive.

You can [learn more about our congregation here](#).

How to Apply

Thank you for your interest in this position.

Please email a cover letter and your resumé/CV to president@1stuupb.org

We look forward to considering your application for employment.