

Gathered: Worshiping Community Program Manager (Part-Time)

POSITION SUMMARY

The Worshiping Community Program Manager will lead the creation of *Gathered* – a new worshiping community built with, by, and for neurodivergent children (ages 3–12) and their families. Housed at St. Clement’s Episcopal Church in St. Paul, Minnesota, this community will be rooted in deeply accessible worship, a theology of radical acceptance, and support for neurodivergent kids and their caregivers.

ESSENTIAL FUNCTIONS

- **Plan and lead** monthly inclusive worship services and fellowship gatherings in collaboration with neurodivergent children and their caregivers. Partner with educators, therapists, advocates, and neurodiversity organizations to shape these gatherings. Incorporate sensory accommodations, visual guides, and accessible communication methods into all gatherings.
- **Build and maintain** a growing network of families, caregivers, and community members connected to *Gathered*. Communicate regularly through in-person and virtual meetings, emails, and other channels to invite participation, foster engagement, and strengthen community connections.
- **Facilitate relationship-building** with the worshipping community by offering regular check-ins, hosting community events, and gathering feedback. Provide pastoral care and support for neurodivergent children and their families within the *Gathered* community.
- **Collect and apply feedback** to adapt and improve the program continuously. Document learnings and best practices for replication and integration into the broader life of the church.

SKILLS AND EXPERIENCE

- Love and patience for all, grounded in a deep belief that the diversity of God’s creation is a gift.
- At least 3 years of experience in children’s ministry, disability support services, or family support.
- Demonstrated knowledge and understanding of neurodiversity and current best practices for supporting neurodivergent individuals, particularly children, in community.
- Strong written and verbal communication skills; able to connect with children and adults; skilled at collaborating with diverse groups of community members from varied backgrounds and experiences.
- Creative and adaptable approach to planning and leading worship.
- Deep commitment to the Christian religious tradition, with openness to spiritual formation and transformation.

PHYSICAL DEMANDS AND WORKING ENVIRONMENT

- This role is primarily in-person at St. Clement’s Episcopal Church, with the option for flexible remote work and flexible scheduling in consultation with the supervisor.
- Requires movement and physical set-up for interactive worship services.
- Occasional travel to conferences or training within Minnesota and across the United States may be required.
- Some weekend and evening work required, as well as possible work on some federal holidays that are also Christian holy days (e.g., Christmas and Easter)
- Must be comfortable in a dynamic, sensory-diverse environment.

SALARY AND BENEFITS

- **Salary range:** \$30,000 to \$35,000 annually (20 hours/week), dependent on experience
- **Benefits:**
 - 10 vacation days per year. Additionally, *Gathered* offices are closed between December 26th and January 1st and the week after Easter Sunday.
 - Paid sick and safe time in accordance with Minnesota law
 - Employer pension contribution
 - Flexible work environment tailored to program needs
 - Opportunities for continuing education and training
 - *Note: Health insurance is not included in this part-time role*

REPORTS TO & LOCATION

- **Reports to:** *Gathered* Program Director
- **Location:** St. Clement's Episcopal Church, St. Paul, Minnesota

HOW TO APPLY

To apply, please submit a brief cover letter, resume, and contact information for two professional references to: gatheredhiring@gmail.com.

Review of applications will begin on October 20th, 2025, and continue until the position is filled.