

Church of the Covenant, Boston, MA
United Church of Christ/ Presbyterian Church USA

POSITION DESCRIPTION: Transitional Associate Pastor

Church of the Covenant (UCC/PCUSA) is a progressive, justice-oriented and creative congregation in downtown Boston. We are seeking a half-time Transitional Associate Pastor to work alongside our Pastor and in collaboration with other staff to serve the life, vitality, mission, advocacy and spirituality of our faith community. The focus of this position will encompass three primary areas: children and youth Christian education, 20s&30s young adult ministry, and limited aspects of the ongoing Sunday-based worshipping life of our community.

Qualities needed include:

- certification, training, or experience with transitional ministry preferred
- experience in multi-staff parish ministry (preferably in an urban setting)
- strong pastoral, communication, organizational capacity, and interpersonal skills
- collaborative work style
- certification or skills in Children and Youth Christian Education, young adult ministry, worship leadership, preaching, and administrative and communications-based computer applications
- attention to detail and creative problem solving
- a faith life focused on the love of God and neighbor
- commitment to the mission and values of Church of the Covenant

Position Description

In collegial and collaborative relationship with the Pastor, church staff, and volunteers, the Transitional Associate Pastor's role will include:

- **20s&30s Ministry (Young Adults):** Serve as primary pastoral presence and organizational driver for the nurture and development of our ongoing ministry with, and leadership of, our 20s&30s community. Help plan and participate in programming and community building efforts with an eye to integrating 20s&30s into the wider life of the church. Welcome new visitors who worship on Sundays into the life of our 20s&30s community.
- **Creative Worship and Multi-generational Ministries:** Work in close collaboration with Pastor and other staff to lead and plan some weekly worship services, preaching about once a month, and helping administer the sacraments with Pastor. With an eye for multi-generational initiatives and a goal of integrating our children and young families into our larger worshipping life, will take the lead on planning and leading All Ages Worship services (~5 per year).
- **Children and Youth Christian Education (CYCE):** Serve as primary pastoral presence within our CYCE community, including being present on some Sunday mornings in our children and youth spaces, connecting with parents/guardians, and attending CYCE, Godly Play, and Youth Class meetings. Serve as direct supervisor

of our Child Care Provider. Work with and support our volunteer director of CYCE, Child Care Provider, and volunteer teachers in visioning vitality, assessing our curriculum and programming, and making improvements. The ideal candidate will bring relevant resources and current best practices to bear.

- **Additional Pastoral Duties:** Transitional Associate Pastor and Pastor will work together to make sure that appropriate pastoral presence and meeting coverage is maintained. Attendance and participation in the leadership of our annual all-church fall retreat is expected.

Relationships and Accountability

The Transitional Associate Pastor shall report to the Pastor as staff Team Leader (head of staff) who provides oversight and leadership for the church's worship and organizational life and for the church's ministries, programs, and activities; and be accountable to the congregation's Council.

Qualifications

The Transitional Associate Pastor should preferably be an ordained minister in good standing of the United Church of Christ, Presbyterian Church USA or one of our full-communion partners (the Christian Church [Disciples of Christ], the Evangelical Lutheran Church in America, or the Reformed Church in America), or have attained the educational and ecclesiastical qualifications necessary for such standing. Ministers of Word and Sacrament or equivalents from other reasonably compatible mainline Protestant traditions (including the African Methodist Episcopal Church, the United Methodist Church, the Episcopal Church, the American Baptist Church, and the Moravian Church) will also be considered, assuming the candidate can demonstrate the ability to faithfully and effectively minister under the faith and order of our denominations and show alignment with the progressive, Open and Affirming/More Light (LGBTQ+ affirming) commitments of Church of the Covenant. Those who are not ordained as a minister, but have specific ecclesiastical certification in Christian Education, may be considered.

Scope and Duration

The Transitional Associate Pastor must be able to work for the Church of the Covenant on a half-time basis (20-25 hours/week), including weekly Sunday morning worship attendance, for the duration of this position until a search for a settled Associate Pastor is completed – likely a period of about (but not limited to) 6 months, starting between June-July 2019.

Compensation and Benefits

This position meets the compensation and benefits guidelines in the United Church of Christ (UCC) or the Presbyterian Church (USA) based on affiliation, qualification, and experience.

Contact

If you would like to apply for this position, please send your resume and contact information to finsecy@cotcbos.org.