United Church of Christ
Norwell, Massachusetts

Associate Pastor

Massachusetts Conference United Church of Christ

June 4, 2018

“God is able to provide you with every blessing, so that having all sufficiency in all things at all times, you may abound in every good work.”
1. POSITION POSTING

a. LISTING INFORMATION
b. SCOPE OF WORK
c. COMPENSATION & SUPPORT
d. WHO IS GOD CALLING TO MINISTER WITH US?

1a. LISTING INFORMATION

Church name: United Church of Christ, Congregational in Norwell
Street address: 460 Main Street, P.O. Box 501, Norwell, MA 02061
Supplemental web links: www.uccnorwell.org

Additional ecumenical affiliations (e.g. denominations, communions, fellowships): N/A

Conference: UCC Massachusetts Conference
Association: Pilgrim Association
UCC Conference or Association Staff Contact Person: Don Remick, Associate Conference Minister, 508-875-5233, RemickD@macucc.org

Summary Ministry Description:
In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church’s faith journey?

Based on the findings of our recent congregational appreciative inquiry visioning process, UCC Norwell is trending toward growth in several areas. There is a desire to strengthen our relationship with the wider community through family outreach ministries, mission opportunities, expanding our worship experience, and exploratory music programs. Our congregation has also expressed a desire to intentionally build upon intergenerational relationships within the congregation through fellowship events and general collaboration among our ministries.

In addition, there is interest in increased involvement in social justice issues such as environmental stewardship, Fair Trade, gun violence, homelessness, racism, and human trafficking. Small groups of congregants are already exploring some of these issues, which will push us all to look beyond the chairs we sit in during worship to the world outside.
We are seeking an Associate Pastor who is passionate about making the gospel real and tangible to our children, youth, and wider community.
What we value about living in our area:

Our congregation comprises Norwell and the surrounding residential communities within a 20-30-mile drive south of Boston. Norwell makes up 44% of our members, Marshfield 12%, Scituate 12%, Hingham 9%, and the balance are from 19 other towns. UCC Norwell encompasses residents throughout the South Shore. Many of the towns represented are coastal communities where we enjoy access to the water, open space, and walking trails.

Current size of membership: 348

Languages used in ministry (other than English): N/A

Position Title: Associate Pastor
Position Duration:

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

Compensation Level:

Full Time

Does the total support package meet conference compensation guidelines? Yes

1b. SCOPE OF WORK

We have developed a job description for the Associate Pastor position (Attached). The general scope of work includes faith formation for children, youth, teens, and their families.

Core Competencies:

1. Spiritually grounded
2. Passionate
3. Organized
4. Relates to all ages

1c. COMPENSATION AND SUPPORT

Salary Basis (from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance): The salary is in line with conference guidelines.

Benefits:

Salary plus Benefits

What is the expected living situation for your next minister?

Living nearby with a housing allowance, living elsewhere to commute as needed

Comment on the residential/commuting expectations for your next minister.

Living nearby with a housing allowance, living elsewhere to commute as needed

State any incentives: Housing loan option is available
Describe peer and professional supports available for ministers in your association/conference:

The Massachusetts Conference of the UCC offers opportunities for collegial support through Clergy Community of Practice groups. There are groups for new clergy, seasoned pastors, associate pastors, and specialized ministries. Clergy Community of Practice groups pray and worship together, discuss events within their respective ministry settings, and share best practices.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister’s bi-vocational employment: N/A

1d. WHO IS GOD CALLING TO MINISTER WITH US?

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.

- Christian Education for 0-18, plus families
- Increased Intergenerational Relationships within the Congregation
- Community Outreach
- Social Justice

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

We would encourage the Associate Pastor to find new ways to engage the youth and children in local mission ministries within the community as well as by working with the existing ministry teams to foster intergenerational relationships within UCCN and the community it serves.

Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation’s sense of calling.

We would be excited about a multi-lingual candidate and how it might enhance our ministry, however it is not a requirement. Our congregation is largely white middle class and English speaking. We honor the differences that exist among us, which are primarily different Christian backgrounds, age, economics, and political leanings.
Based on what you have learned about who your church is, who your church’s neighbor is, and who God is calling the church to become, describe four areas of excellence from The Marks of Faithful & Effective Authorized Ministry that your next minister will display to further equip the congregation’s ministry in these areas.

1. Exhibiting a Spiritual Foundation and ongoing Spiritual Practice
   It is our hope and expectation that our pastors will be grounded in an active prayer life, spiritual direction and take time for self-care so that they can provide strong spiritual leadership and presence for our congregation.

2. Building Transformational Leadership Skills
   To ensure that we live into our call to minister to the world, we seek an associate pastor who will be able to identify the gifts of others and mobilize and encourage others to use those gifts to serve God. Specifically, we are looking for an associate pastor who can continue to strengthen lay leadership in the areas of youth, children’s, and family ministry.

3. Working together for Justice and Mercy
   We believe that Jesus has called the Church to be his hands and feet in the world, engaging in ministries of peace and justice. We are seeking an associate pastor who will help youth and children understand the Christian call to participate in the building of God’s Kingdom on earth.

4. Strengthening Inter and Intra Personal Assets
   We seek an associate pastor who is emotionally mature and will be able to minister effectively to people of various ages, backgrounds, personalities, and perspectives within our church family.