

# UNITED CHURCH OF CHRIST

## SUMMARY CHURCH PROFILE

Church of the Covenant  
United Church of Christ / Presbyterian Church (USA)  
Boston, Massachusetts

Associate Pastor

Southern New England Conference UCC  
Metropolitan Boston Association

Validated May 26, 2020

### POSITION POSTING

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

#### 1a. LISTING INFORMATION

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Church name: Church of the Covenant  
Street address: 67 Newbury Street, Boston, MA 02116  
Supplemental web links: [www.cotcbos.org](http://www.cotcbos.org); [facebook.com/cotcbos](https://facebook.com/cotcbos)

Additional ecumenical affiliations:  
Presbyterian Church (USA), Presbytery of Boston, Synod of the Northeast

Conference: Southern New England  
Association: Metropolitan Boston  
UCC Conference or Association Staff Contact Person:  
Rev. Holly MillerShank  
Interim Associate Conference Minister  
(717) 926-2150  
[millershankh@sneucc.org](mailto:millershankh@sneucc.org)

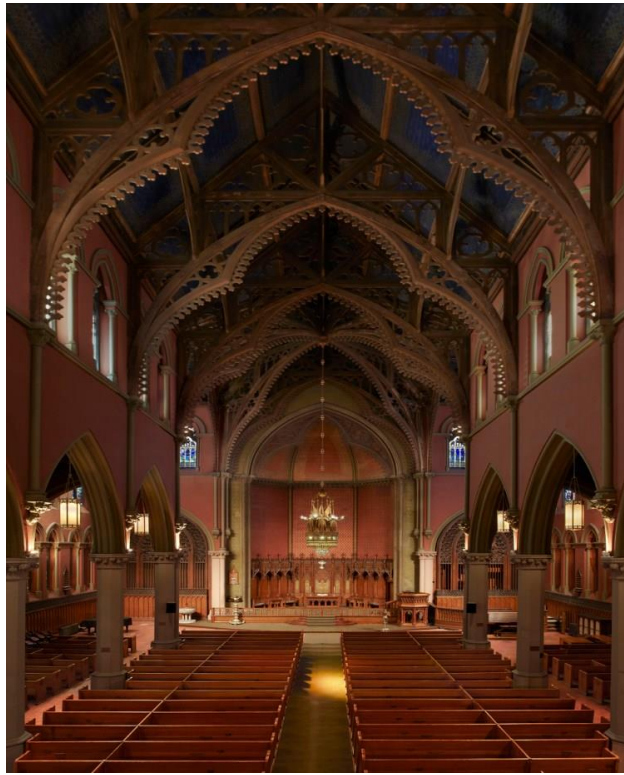
## Summary Ministry Description:

We are a congregation that has a long and proud history, and we look forward in faith as we continue to move with the Spirit's lead into this next chapter of our life together. We are an active and welcoming congregation committed to innovative outreach that can accomplish much beyond what our moderate size might suggest. We are excited to extend the amount of ordained ministry hours available by increasing the scope of this position, and we look forward to seeing what increased vitality this will allow in our ministries. We are seeking someone who will build on our energy and our newly adopted Missional Plan, and work with us collaboratively to discern those places where the Spirit is calling us forward in this time, especially with an eye toward the younger half of our community.

## Photographs:



some members and friends of the church at our all-church retreat in Fall 2019



Sanctuary interior



Building exterior

What we value about living in our area:

Our church draws from a wide geographic area in and around Boston. We value the world-class academic, medical, and scientific institutions and humanitarian and cultural organizations in our “backyard.” We recognize the historic relevance of the city of Boston and our own church’s role in shaping that history over the years and into the future. We enjoy our true four-season climate and easy access to recreation for those who enjoy beaches, hiking, kayaking, cycling, and numerous cultural activities.

Current size of membership: 100, approx. half UCC and half PC(USA)

Languages used in ministry (*other than English*): none required

Position Title: Associate Pastor

Position Duration: Settled

Compensation Level:  $\frac{3}{4}$  Time

Does the total support package meet conference compensation guidelines? Yes

## 1b. SCOPE OF WORK

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In collegial and collaborative relationship with the Lead Pastor, church staff, and volunteers, the Associate Pastor’s role will focus equally on these areas:

- **20s-40s 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-40s community. Help plan and participate in programming and community building efforts with an eye to integrating 20s-40s into the wider life of the church. Welcome new visitors who worship on Sundays into the life of our 20s-40s community.
- **Creative Worship and Multi-generational Ministries:** Work in close collaboration with the Lead Pastor and other staff to lead and plan some weekly worship services, preach approximately once a month, and help administer the sacraments with the Lead Pastor. With an eye for multi-generational initiatives and a goal of integrating children and young families into our larger worshipping

life, take the lead on planning and leading All Ages Worship services (~5 per year).

- **Innovative Outreach:** In close collaboration with the Lead Pastor, help support, vision, and implement innovative program(s) that are focused primarily on groups of people outside the current watershed of our congregational life and community. This work will build on the previous few years of COTC's innovative outreach and will find its focus at the intersection of arts, spirituality, and climate justice. It may also connect COTC with students, young professionals, and those most affected by Boston's current housing crisis.
- **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 this work.
- **Additional Pastoral Duties:** The Associate Pastor and the Lead Pastor will work together to make sure that appropriate pastoral presence in worship and meetings is maintained. Attendance and participation in the leadership of our annual all-church fall retreat is expected. Especially in light of COVID-19, facility with digital means of adapting church operations will be necessary.

#### Core Competencies:

*List three core competencies that you imagine could be foundational in your next minister's relationship with the church.*

Our next associate pastor will be identified by themselves and others as organized, innovative, and compassionate.

### 1c. COMPENSATION AND SUPPORT

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Salary Basis: approx. \$45,000 (inc. salary + housing allowance, divided at the pastor's direction)

Benefits: Salary plus Benefits

**What is the expected living situation for your next minister?**

Living in the city of Boston is expensive. While we do not have a parsonage, we expect our Associate Pastor will live within reasonable commuting distance with a housing allowance.

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

Since the church building is close to public transportation, someone living along the MBTA system will find it easy to go to and from the church building at all hours of the day and would not necessarily need to own a car. Outside of Sunday mornings, being present at the church on Tuesdays for weekly staff meetings is important. Church staff are most present in the building between Tuesdays and Thursdays during regular business hours although pastors' schedules and presence in the building vary. Of course, all of that is pre-COVID-19 reality. Currently, all worship services, programs, and meetings are offered remotely, with rare need to enter the building. We continue to adapt with government mandates, denominational guidance, and our best evaluation of the state of the science.

**State any incentives:**

Extended Study Leave after 6 years, potential for parking as needed

**Describe peer and professional supports available for ministers in your association/conference:**

The Southern New England Conference UCC is very well resourced among the UCC conferences. They offer organized clergy communities of practice, mentorship for new ministers, and continuing education. There are also opportunities for professional support and continuing education in the Presbytery of Boston.

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

We have a long history of working cooperatively with staff and pastors to create effective arrangements for other work as needed.

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

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

Our next Associate Pastor will integrate into the leadership of the congregation, working collaboratively with the Lead Pastor, the rest of the staff, and the volunteer leaders. Some goals are described in the Scope of Work (1 b. above). Other goals include the following:

- to evaluate the program for our Children and Youth Christian Education program on an ongoing basis, and recommend and implement changes as needed;
- to ensure community members connected to the position's ministry areas are cared for spiritually, especially as those needs relate to the ongoing COVID-19 crisis;
- to follow areas of passion and interest in innovative outreach, especially in the area of climate justice, resulting in vibrant new ministries and partnerships;
- to help us continue to live fully into our commitments as an Open and Affirming/ More Light congregation and other designations (see section 4 a. below); and
- to continue to be involved with and improve our use of video technology in worship that began in response to the COVID-19 crisis.

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

We envision that most of the time spent on innovative outreach will involve working in collaboration with other organizations. Scaffolding upon existing partnerships, and following the discernment of the Spirit, we are excited to see where this ministry goes! We expect our ministers and our members to be active within the wider service of our denominations and in our communities in which we live to help make real the vision we believe God has for our world.

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

Our next Associate Pastor will need to exhibit familiarity and comfort in ministering in a downtown, urban setting. Our church and its ministries involve members, friends, seekers, and visitors from every point along the socio-economic spectrum. Our next Associate Pastor will need to hold or seek ministerial standing within both

the United Church of Christ and the Presbyterian Church (USA), understanding the cultures and politics of both denominations. Additionally, we are deeply committed to the Open and Affirming/More Light expressions of our denominations. We expect all of our ministries to speak the languages of love, hospitality, and accompaniment to those with whom we minister.

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.

- Drawing on the ministry of Jesus Christ to confront injustice and oppression.
- Leading faith formation effectively across generations.
- Nurturing care and compassion for God's creation.
- Strategically creating the future of God's Church.