

UNITED CHURCH OF CHRIST  
**SUMMARY CHURCH PROFILE**

UNITED PARISH OF AUBURNDALE  
NEWTON, MASSACHUSETTS

Settled Pastor

Southern New England Conference of United Church of Christ  
New England Conference of United Methodist Church

July 6, 2020

**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 Parish of Auburndale](#)

Street address: [64 Hancock Street, Newton, MA 02466](#)

Supplemental web links: <http://newtonchurch.org/>

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):  
[Federated United Methodist Church \(New England Conference\)](#) and [United Church of Christ](#)

Conference: [Southern New England Conference of United Church of Christ](#)

Association: [Metropolitan Boston Association \(MBA\)](#)

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

[Holly MillerShank, Associate Conference Minister, 781-369-1396,](#)

[MillershankH@sneucc.org](mailto:MillershankH@sneucc.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?*

Our Federation in 1980 gave us an opportunity to reevaluate how we do ministry, seamlessly weaving together United Church of Christ and United Methodist traditions. We've been working to refine it together ever since, committing ourselves to community service and outreach as well as embracing each other's differences. Some things about us:

- We celebrate our Open & Affirming and Reconciling Ministries designations.
- Our home is an historic Romanesque-styled wood-beamed church built in 1857. The building includes a Parish Hall for large events, education and nursery wing, lower level dining hall, kitchen and additional space available to the community.
- We are located in Auburndale, Massachusetts, one of 13 quaint villages within the city of Newton, providing a mix of suburban tranquility with urban vibe.
- We are 7 miles from downtown Boston. Just a mile west takes you into vast wooded forests.
- We have a solid financial base with a strong endowment and have just finished an ambitious capital campaign to raise funds to improve our infrastructure.
- We have on staff a children and youth Educational Director, a Director of Music and a Director of Children's music.
- Music and children play important roles in each service and we'll look to our new Pastor to provide their personal touches and skills to this experience.
- After our Sunday service we all join in the Parish Hall for refreshments and communal support.
- We are a diverse group beyond our Federated moniker, many on their own religious/spiritual journeys to find hope and understanding to the many questions that surround us.
- We are searching for a UCC Pastor to be a leader and friend, to join us on our faith journey, relating scripture to our everyday lives and reaching inward and outward to understand the many ways in which "God Is Still Speaking".

Come and explore more!

Photographs:



*Front of church during annual Pumpkin Patch fundraiser.*



*Members of congregation and community packing meals in our Fellowship Hall for Rise Against Hunger, a global hunger relief organization.*



*Sanctuary from organ loft – Christmas Eve service*

What we value about living in our area (2 – 3 sentences):

Most of the congregation resides in Newton, a suburb of Boston, or one of the neighboring towns (Waltham, Needham, Wayland, Weston). Members value proximity

to Boston for jobs, culture and transportation. Many of the local public high schools are nationally-ranked and there are abundant local opportunities for lectures, art and music. Newton is very safe and is known for its tree-lined avenues and Colonial houses.

Current size of membership:

249 members on rolls, 154 active and participating members

Languages used in ministry (*other than English*):

Ministry is in English

Position Title: **Senior Pastor**

Position Duration (*choose one, delete the other options listed*): **Settled**

Compensation Level (*choose one, delete the other options listed*): **Full Time**

Does the total support package meet conference compensation guidelines? **Yes**

## **1b. SCOPE OF WORK**

*(add here the Scope of Work developed by your church using the Call Agreement Workbook)*

**(40-50 hours weekly)**

### **Worship**

- \* Preparation and leadership of Sunday worship including scripture study, crafting of liturgy, sermon preparation and delivery, guiding lay liturgists, planning of music and message in coordination with musical staff and Worship Board.
- \* Weddings and funerals: For participants in the worshipping community as well as availability to the wider community, as needed.

### **Faith Formation and Spiritual Support**

- \* Faith formation and vitality through prayer, Bible study and service, identifying helpful resources and opportunities, helping lay persons take advantage of these resources.
- \* Pastoral care, including counseling, listening and referral.

- \* Energizing and deepening the spiritual connections and faith understandings of others in all that they do.
- \* Study and prayer to increase faith and to improve skills so as to lead, teach, preach in an effective manner.

### **Leadership**

- \* Supervise church staff.
- \* Faithful financial development and stewardship of church resources.
- \* Strategic planning for current and new directions in ministry while keeping current programs healthy and supporting new initiatives that may develop.
- \* Attend meetings and give leadership as needed to church programs, in collaboration with lay leaders.

### **Ambassador to Wider Church and Community**

- \* Participate in wider church activities such as conferences and association meetings for both UCC and United Methodist Church.
- \* Maintain availability to the wider community for funerals and weddings and as a representative of the church to local organizations, such as Newton Interfaith Council.
- \* Build relationships with community leaders; be an ambassador of the church's generosity to local nonprofits; mentor seminarian interns.

#### Core Competencies:

*(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)*

1. Has a history of building their own transformational leadership and interpersonal skills and helping to develop these skills in others through continuing education and lifelong learning.

2. Delivers thoughtful and reflective sermons that bring sacred stories and traditions to life for all ages by relating these stories to current events while respecting the fact that members are in different stages of their own faith journey.

3. Should recognize that the UPA has close ties to the United Methodist and UCC churches for pragmatic reasons but that many members do not strongly identify with either denomination. The traditions of both churches have influenced our practices and policies. We also recognize that there are religious traditions outside of Christianity in our community and the world at large and we are committed to working with them.

### 1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, Table B, equal to Cash Salary plus Value of ~~Parsonage~~/Housing Allowance*): \$73,434 - \$81,238 per UCC guidelines (depending on experience and negotiation)

Benefits (*choose one*):

Salary plus Benefits

Salary includes Optional Benefits

No Benefits

What is the expected living situation for your next minister (*e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)? Living nearby (less than 25 miles from Newton/Auburndale) with a housing allowance.

Comment on the residential/commuting expectations for your next minister. UPA is two blocks from the Auburndale stop of the Worcester/Framingham commuter rail and ½ mile from the Riverside T station.

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*): Traditionally, UPA has offered a sabbatical after five years of service. The conditions of a sabbatical would be negotiated prior to employment.

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

The newly formed Southern New England Conferences Association has a variety of support available for ministers, including a system of “Communities of Practice” that provide working groups for clergy. We have found our Conference ministers and staff to

be responsive to pastoral needs. In addition to UCC resources, we are also connected to all of the supports of the United Methodist Church. The Newton Interfaith Clergy Association is also a valuable peer group.

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.

Our goal is to live our progressive Christian theology by providing radical hospitality to our community while working for social justice. Our next pastor will work with us to broaden our offerings to address the needs of an aging local population that seeks increased social interaction and educational experiences. Our next minister will support us as we move forward with planned capital improvements to our building. We believe these improvements will facilitate partnerships with human service and social justice groups in the community.

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

In addition to our ongoing mission work to alleviate hunger and assist refugee populations, we provide our church facility to recovery groups, non-profit organizations and other congregations in the Newton community. We also provide our space for public meetings, art exhibits and concerts. Our next minister will help us build partnerships between UPA and these outside groups.

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

Two of our members are well-loved twins in their 50s with developmental disabilities. These men consider themselves to be UPA's ambassadors and are our constant example of radical welcome.

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.

## **WORKING TOGETHER FOR JUSTICE AND MERCY**

- Practicing the radical hospitality of God.
- Understanding community context and navigating change within a community.
- Engaging in mission and outreach.

## **ENGAGING SACRED STORIES AND TRADITIONS**

- Leading faith formation effectively across generations
- Maturing in effective proclamation and preaching
- Bringing life to sacred stories and traditions in worship, proclamation and witness

## **STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS**

-Developing and maintaining a healthy sense of self as shaped by God, community and life experiences.

-Understanding and ministering to all stages of human development across the lifespan.

## **BUILDING TRANSFORMATIVE LEADERSHIP SKILLS**

-Empowering the Church to be faithful to God's call, reflective of Christ's mission and open the surprises of the Holy Spirit

-Working collaboratively with intercultural awareness and sensitivity

-Encouraging leadership development of self and others through continuing education and lifelong learning