Title: Associate Pastor  
Reports to: Lead Pastor  
Hours per week: 40-50  
Compensation: $95,000 - 100,000 salary + benefits

The United Church of Christ Norwell is a vibrant and inclusive congregation invested in transformational mission, community engagement, and faith formation across all generations. We welcome a joyful, Christ-centered individual as our next Associate Pastor, who will, in partnership with our Lead Pastor, provide spiritual support, preaching and worship leadership, and pastoral care to our congregation and wider community. The Associate Pastor will assume an active role in helping us live into God’s vision for our congregation, as articulated in our current strategic plan.

The Associate position will have a strong focus on youth ministry, assuming responsibility for leading and continuing to develop a dynamic and engaging program for middle and high school youth that fosters within them a love for God and neighbor. The qualified candidate will have a background in youth ministry, along with genuine passion for working with adolescents.

In addition, we seek a candidate who will provide pastoral leadership in other areas of our ministry, guided by their personal sense of call. The Associate Pastor will have strong organizational skills, be an effective and inspiring communicator, possess theological depth and a pastor’s heart, able to receive God’s people with compassion and minister to them confidentially.

**Primary Responsibilities**

1. Preach 30% of sermons through the year. Sermons are biblically-based with a strong take-away message. Provide worship leadership on Sunday mornings, as needed, and for special services

Rev. Leanne S. Walt, Lead Pastor  
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such as Longest Night, Christmas Eve, Ash Wednesday, Maundy Thursday, Good Friday, Easter and Easter Sunrise worship.

2. Lead Youth Ministry Team to provide a multifaceted program for adolescents that includes Christian education, service, and relationship-building components. Implementation of the program includes ongoing recruitment and training of a volunteer base of youth advisors.

3. Plan, lead, and encourage participation among adolescents in the following programs: Worship, Confirmation, Annual Youth Service Trip, South Shore Congregational Youth Camp, lock-ins, youth trips such as skiing, seasonal retreats, white water rafting, etc.

4. Supervise the Children’s and Family Minister, providing routine guidance to enrich the faith and lives of children and families in our community. Facilitate outreach to families of children and youth in our congregation and wider community, offering encouragement and spiritual support.

5. Collaborate with staff and leadership to provide guidance as we work to operationalize our strategic plan. This will entail supporting initiatives related to intergenerational mission, social justice, community engagement, and relationship-building.

6. In partnership with the Lead Pastor, provide ongoing pastoral care for both urgent and non-urgent situations including hospital, nursing home and at-home visits.

**Secondary Responsibilities**

1. Provide leadership and pastoral guidance for ministry teams, as needed.

2. Support the church’s digital presence, regularly communicating and posting relevant content consistent with our orientation as an inclusive and Christ-centered community.

3. Conduct weddings, funerals and baptisms, as needed.
4. Cultivate an active presence in the Norwell and South Shore community, connecting the congregation with opportunities for mission and community engagement.

Requirements:
1. Be an ordained minister in the United Church of Christ, have (or be nearing) Privilege of Call in the denomination, or be in good ministerial standing in any other denomination.
2. Possess outstanding interpersonal skills and embrace people from all walks of life, regardless of their social or economic status, race, sexual orientation, gender identification, or age.
3. Foster and maintain an environment that is safe, welcoming, accepting, and free of judgment for all youth group members and enforce UCC Norwell’s Safe Church Guidelines.
4. Work creatively and effectively as part of a team and with various staff members.
5. Continue lifelong learning through professional and personal development.
6. Is organized, thorough and flexible.

This job description is not intended to be a complete list of all duties and responsibilities required for this position and is subject to review and change at any time. It is expected that the individual who holds this position will demonstrate understanding of the mission and beliefs of the United Church of Christ Norwell and will consistently behave in a manner that promotes Christian values.

To apply email cover letter, along with either resume or profile to UCCNorwellsearch@gmail.com.