We are a Christ-centered, nurturing community, growing in faith, serving in love and welcoming all with joy.

Job Description

Title: Associate Pastor for Youth and Families

Reports to: Lead Pastor

Position Status: Salaried; Full-time

Overview: The Associate Pastor is called by the congregation to serve God and Christ’s church with leadership that is open to the Spirit, rooted in biblical teaching, honoring the liberal Protestant tradition, and sensitive to the way “God is still speaking” in our modern world. The candidate would have particular responsibility for the youth and families within the church but also share their gifts broadly with the wider congregation, participating in the worship and ritual life of the church alongside the Lead Pastor and tending to the nurture, education, and mission life of the entire church community.

About You

We are looking for someone with the following personal qualities. Do these describe you?

- Passionate – Your heart sings when talking about God and the Christian faith even while you’re open to the beauty of other religious traditions.
- Energetic -- When you see a long to-do list, your first reaction is “Let me at it!”
- Charismatic -- Children and youth are attracted to you like the Pied Piper
- Curious -- You are often asking questions, eager to learn, and inviting others to learn along with you
- Collaborative -- You thrive in a team setting knowing that it’s often where two or three are gathered that Christ’s Spirit is most at work.
- Supportive -- You relish helping people find their particular talents to serve God in their lives and to accomplish the work of the church

Responsibilities

- Children, Youth and Families
  - Oversee the Stepping Stones (Sunday School) program to ensure that our children have a dynamic and engaging experience learning about God and
principles of the Christian faith, by hiring, guiding, and supervising a part-time Children’s Program Coordinator who will support volunteers, help plan events, and cover administrative work.

- Lead, support, and accompany our middle schoolers and high schoolers in navigating their lives by encouraging their relationship with God, building healthy community and developing their moral sensibilities through youth programming that includes weekly meetings, worship and prayer, social events, mission trips, and retreats
- Offer, in collaboration with the Lead Pastor, a weekly Time for the Young during services that connects the scriptural theme of the day to children’s lives.
- Increase involvement of our children and youth in the broader life of the church, including participation in worship and involvement in multi-generational activities such as service and outreach
- Recruit volunteers to work with the children and youth and ensure those giving their time and talents feel equipped to work with children at various ages and supported in sharing their own faith
- Offer pastoral care to parents and develop programming that supports their effort to nurture the faith lives of their children.
- Engage with children and families in activities beyond the church doors, such as attending Winchester community events and programs that the children and youth are involved in.
- Participate in community or conference groups of fellow children and youth ministers, and other UCC conference or interfaith activities as needed

- **Justice, Creativity, and Outreach**
  - Understand the work for justice as an expression of Christ’s love in the world, and that the church has a role to play in advocating for all forms of justice (including racial, economic, and environmental). This includes developing programming to help our youth and congregation understand how they can advocate for justice as followers of Christ.
  - Engage creatively with our young members and other Winchester youth in worship and connection in our newly renovated Ripley Chapel, our church’s offering of a community-oriented gathering space
  - Energize the church’s outreach efforts to serve those in need in the greater Boston area and beyond

- **Worship, Ritual, Healing, and Pastoral Care**
  - Collaborate with the Lead Pastor and Minister of Music and Worship Arts to plan and lead worship and rituals for the Congregation by:
    - Administering the sacraments of the church
    - Delivering sermons (typically 10-12 per year) as requested by the
Lead Pastor
○ Sharing worship leadership with the Lead Pastor for summer services by supporting lay preachers and volunteer musicians
○ Performing weddings, baptisms, and funerals as needed
● Harness technology and social media to engage the congregation and grow our reach and accessibility.
● Provide pastoral care and visitation across the generations of our congregation.
● Support contemplative practice and the healing arts for health in body, mind, and spirit for both children and adults through practices such as Centering Prayer, Meditation, and Healing Prayer.
● Meet regularly with the Lead Pastor, the Ministry Team, and various Sustaining and Living Ministries within the church to participate in information sharing, planning, and evaluation of current and future programs and projects.
● Minister according to the guidelines of the Safe Church Policies and Procedures and ensure that all church activities operate within those guidelines. This will include attending regular trainings and serving as a mandated reporter, required to report all reasonable suspicions of abuse to any vulnerable persons to the state authorities who are charged with dealing with an act of abuse against any vulnerable person in a church building, on church grounds, or while participating in a church-sponsored activity or program off site.

Qualifications

Qualified applicants will:

● Be an ordained minister with standing or eligibility for standing in the United Church of Christ.
● Be committed to the progressive Christian theology of the United Church of Christ and the inclusivity of an Open and Affirming Congregation.
● Possess excellent interpersonal skills, including the ability to be both a leader and a team player, work well with volunteers and staff, and effectively manage conflict.
● Be fluent in social media used by our congregation and youth (TikTok, Instagram, SnapChat, Facebook, etc.) while modeling a healthy understanding of boundaries.
● Have a comfort level with technology such as Zoom, Google Docs, Power Point, etc. and other remote collaboration tools used by our staff and congregation.
● Be willing to submit to a criminal background check through Criminal Offender Record Information (CORI) system for the state of Massachusetts.

Evaluation
Performance is reviewed annually through a process administered by the Personnel Ministry, in consultation with the Lead Pastor and appropriate boards and committees of the church.

**Anticipated Start**

Spring 2022