



BACC Trans BIPOC 2-Year Pastoral Residency Program

Location: [Brighton Allston Congregational Church](#) (BACC) in the Brighton Center neighborhood of Boston, MA

Denomination: United Church of Christ (UCC)

Title: Associate Minister

Duration: June 2024-June 2026

Hours: Full time

Compensation: \$69k+ base salary plus housing.

\$108K total compensation package, including relocation stipend, continuing education, Disability/Life, Health, Vision and Dental Insurance, and Retirement packages.

About BACC: Founded in 1828, the church today is a small congregation of mainline Protestant worshipers (United Church of Christ) that actively welcomes LGBTQ+ members, with a strong commitment to racial and environmental justice. Through our ministries, we also provide food relief to thousands in Allston-Brighton at our twice-monthly [food pantry](#). All of our staff are required to follow COVID safety protocols set by the church.

Who We're Looking For: This residency is for a person who is both Trans AND BIPOC (Black, Indigenous, and People of Color), who is looking for their first call (first job as a minister of a church). We recognize the barriers that someone with these dual identities faces to being installed as a minister in their first church and we want to actively combat those barriers. We also recognize the incredible gifts that Trans and BIPOC pastors add to a congregation!

What's Involved in the 2-Year Residency:

- **Mentorship** from trans & BIPOC senior minister
- **Meeting** with a committee of congregants to offer support
- **Opportunities** to continue education
- **Community of Practice** of support with other trans/bipoc ministers
- **Connection** with resources for gender affirming surgery
- **Support** through personal/family crisis

Responsibilities:

- Pastoral Care
- Preaching and worship leadership
- Teaching and spiritual formation
- Supporting our food justice ministries
- Leading in other areas of the church, depending on the resident's learning goals

BACC Values

Our Trans/BIPOC Ministerial Fellow will conduct their work in alignment with the BACC staff values:

1. **God's Welcome and radically inclusive love.** We warmly welcome *all* guests, members, and volunteers as beloved children of God, and we do our human best to reflect God's love for each one of them. We treat everyone who passes through our doors with kindness, respect and dignity.
2. **Sharing Abundance.** We share the abundance of the church with the wider community.
3. **Team-Oriented Staff.** We work closely with one another to achieve shared organizational goals and support one another to meet our individual goals.
4. **Racial Equity and Inclusion.** We work to acknowledge and address the impacts of systems of oppression on our work and our people. We appreciate that diversity makes us better at what we do, we identify potential for bias and actively work to minimize inequities and create an environment in which everyone on the margins can thrive.
5. **Respect, Self-Awareness, and Relationship-Building.** We approach others in a way that demonstrates that we value them and their contributions. We understand how our identities, experiences, and backgrounds influence how we show up in the world and in our work. We find and create opportunities to deepen connections and build authentic, mutual relationships across lines of difference.
6. **Humor and Fun.** We foster a workplace where there is a sense of laughter and playfulness.
7. **Opportunities for Learning and Growth.** We actively seek opportunities to pursue growth and learning in order to better do our jobs.
8. **Caring for the Whole Self.** We take care of ourselves in the workplace and outside of it.
9. **Justice.** We work toward social, economic, and environmental justice, in big and small ways.
10. **Humility.** We are willing to learn from each other and the wisdom of our community.
11. **Flexibility and Courage.** We approach our work with curiosity, creativity, and openness. We embody courage through our willingness to try new things and fail.
12. **Self-Direction, Competency, & Autonomy.** We are self-directed and get our own work done well in order to serve our community/purpose/mission.

How to Apply: Please submit all materials as a PDF to rugglesr@bc.edu. The priority deadline for application is **Sunday March 31, 2024** at 11:59:59 PM EST. Final candidate will be subject to a full background check.

1. Submit application and current resume or CV
2. If you are not yet ordained pending call, please submit an additional letter of recommendation from your committee on ministry advisor speaking to your readiness to serve as an associate minister.
3. Please identify where you are in your current discernment process. Note that the expectation is that you will be eligible for ordination during the residency term. Be specific.

BACC Trans BIPOC Pastoral 2-Year Residency Program Application

Preferred First & Last Name:

Pronouns:

Telephone Number:

Email:

Address:

Essay questions (2500 words max per question)

1. Describe your call to pastoral ministry and how you see the Trans BIPOC Pastoral Residency Program supporting that.
2. How do your identities as Trans and BIPOC inform your practice of ministry?
3. What are you passionate about?

Written References

Please ask your recommenders to email their letter of recommendation directly to rugglesr@bc.edu

Please list two individuals who will be sending us a letter of recommendation.

Name & Relationship:

Name & Relationship:

Telephone References

Please list two more people we can contact to learn about you and your ministry. (They can be the same two folks who send your letter of recommendation)

Name & Relationship:

Email address:

Phone number:

Name & Relationship:

Email address:

Phone number:

Signature

By signing below, you affirm that all of the information you are submitting is accurate and true:

Signature

Date