

JOB POSTING for AUCE
ASSOCIATE MINISTER FOR FAITH FORMATION
Congregational Church in South Glastonbury
Updated 10.03.23

South Church is a vibrant faith community, known for our commitment to missions and social justice, our engaging ministries for youth and children, our love of music, and our inspiring worship services. We are an open and affirming church eager to welcome all people who wish to follow Christ. We aim to meet people wherever they are in life and wherever they may find themselves on their spiritual journey. We strive to meet the needs of the larger community through our actions, giving, and hospitality. We trust that God has wonderful things in store for South Church, and we would love to share the journey!

We seek an Associate Minister for Faith Formation who loves working with children, youth, and families with concern for their nurture as disciples of Jesus Christ. This position will work in partnership with the Senior Minister to provide leadership to the congregation. This position is responsible for leading the development and implementation of weekly Sunday School faith formation programs for children in accordance with our goals and policies. It also collaborates and participates with the Senior Minister and lay volunteers in providing faith enrichment programs for youth, young adults, and adults.

The Associate Minister will preach approximately once a month and will provide spiritual leadership and pastoral care to the congregation as a whole, but with primary focus on children, youth, and families. The Associate Minister may supervise Program Director(s) who provide tactical and administrative support to children and youth programs. We invite candidates who are energetic, joyful, faithful, innovative, and collaborative, and who have a passion for congregational ministry. The position description and required qualifications and competencies are outlined below. If it's a match that describes you, then maybe God is calling you to join us at South Church! Send your profile/application along with a cover letter indicating your interest to southchurchccsg@gmail.com.

POSITION SUMMARY

The Associate Minister leads the development and implementation of weekly Sunday School faith formation programs for children in accordance with our goals, objectives, and policies. The Associate Minister collaborates and participates with the Senior Minister and lay volunteers in Wednesday School (for high school age youth), the Youth Mission program (for youth in Grades 7-12), and both Young Adult and Adult faith enrichment programs. The Associate Minister provides spiritual leadership and pastoral care to the congregation as a whole, but with primary focus on children, youth, and families.

PRINCIPAL DUTIES AND RESPONSIBILITIES

Work in partnership with the Senior Minister to provide leadership to the congregation. This includes but is not limited to:

- Participating in weekly **worship services**.
- Preaching approximately once a month, as mutually agreed with the Senior Minister.
- Leading and coordinating Words with Children in worship.
- Planning and/or leading special services as needed.
- Providing pastoral care with a primary focus on children, youth, and families, but also to the broader congregation as needed.

Direct and manage a vibrant and growing **Sunday School Program**, which includes the Infant and Toddler Room through grade 8.

In collaboration with the Sunday School Support Team (SSST) lead **curriculum selection and teacher recruitment and training**.

- In collaboration with the SSST, recruit volunteers so that all Sunday School programs are consistently staffed.
- Maintain communications and develop relationships with families and the broader congregation related to faith formation programs.
- Develop and incorporate mission outreach opportunities that are appropriate for children.
- Oversee and manage all aspects of the Sunday School experience so families are welcomed, children are seen and recognized, and volunteers receive training and resources.

In collaboration with the Senior Minister and lay leader volunteers, participate in the **Wednesday School** program for high school age youth and the **Youth Mission** program for youth in Grades 7-12.

- Develop curriculum and teach a Wednesday School class as assigned.
- Share in providing openings/spiritual messages for Wednesday meals and support logistics for the weekly Wednesday School Program and teaching staff (e.g., program administration, recruiting, and training of teachers).
- Provide support to Youth Mission leaders and programs as needed.
- Working with the Youth Mission Lead Advisor, participate in and provide the spiritual leadership for one of the Youth Mission programs and go on an annual mission trip.

Model and champion opportunities for **child- and youth-centered perspectives** in all elements of church life.

- Operate as a strong, visible, inspiring member of our church community in all aspects of the position at church and in the community.
- In addition to South Church members and friends, reach out to the broader community to share information regarding educational opportunities and programs and leverage opportunities to collaborate.

Collaborate with staff, volunteers, and related Ministry Teams in supporting families, children, and youth and offering supportive programs that grow the church. The related Ministry Teams are Sunday School Support Team, Youth Mission Support (YMS), Youth Mission Lead Advisors, Wednesday School Lead Teachers, the Children and Youth Planning Ministry Team, and the Adult Faith Enrichment Team.

- Leverage and understand the church structure and governance model for implementing our Mission and for delivering excellent programs to our congregation and community.
- Collaborate with Music Director on music opportunities for children and youth.
- In collaboration with other related ministry teams, make recommendations, plan, and administer programming.

In collaboration with the Senior Minister, assist in assessing the needs of young adults and in developing and implementing programming and events that meet the needs of **young adults** (e.g., post high school, singles, newly married, etc.) as church resources permit.

- Identify and address program gaps and organize outreach.

- Develop program curriculum and strategy and provide spiritual guidance and teaching as needed.
- Lead periodic programs targeted for young adults coordinating with appropriate Ministry Teams and other volunteers.
- Oversee development, delivery and logistics associated with events for young adults.

In collaboration with the Senior Minister as needed, assist in developing and implementing **adult faith enrichment programs** that align with church priorities and the congregation's needs (e.g., Bible Study, Retreats, Small Group Programs, etc.).

Participate in staff and ministry team meetings and activities to support and achieve objectives in support of the church's mission.

- Attend weekly staff meetings, regular Sunday School Support Team meetings, Children and Youth Planning Team (CYPMT) meetings, Wednesday School teacher meetings, Youth Mission meetings, Council meetings, and other meetings as agreed upon.

Assure that **Safe Practices** standards meet best practices and are consistently adhered to in all programs, and in concert with Safe Practices Administrator, provide staff support to relevant Ministry Teams and groups.

SUPERVISION AND OVERSIGHT

- The Senior Minister is the supervisor of the Associate Minister.
- The Senior Minister is responsible for conducting the performance review of the Associate Minister annually with input from the Sunday School Support Team, Children and Youth Planning Ministry Team Youth Mission Advisors, Church School teachers/volunteers, parents, and others as appropriate. Goals are set annually.
- The Associate Minister provides regular reports to the Council, CYPMT, and to the Deacons as requested.
- Associate Minister may supervise Program Director(s) who provide tactical and administrative support to children and youth programs.

MINIMUM QUALIFICATIONS

- Master of Divinity degree or equivalent from an accredited seminary.
- Ministerial standing or approval for ordination in a UCC Association or other ecclesiastical body in partnership with the UCC.
- Grounded in UCC polity, theologically oriented to the mission of the church, and supportive of our Open and Affirming statement.
- Demonstrated experience, commitment, and passion for working with children and youth with a concern for their nurture as disciples of Jesus Christ, and with a knowledge of child development and family systems.

CORE COMPETENCIES

- Ability to support, inspire, empower, facilitate, delegate, and involve others to build strong relationships with various partners, parents, children, the congregation, and the community.
- Creative thinker who generates new ideas and is willing to take initiative and try new things.
- Strong leadership skills and team-building abilities.

- An effective and inspiring communicator who practices direct, honest, and transparent communication; honors confidences; responds to situations with constancy and reliability.
- Organizational skills and ability to execute tasks to completion.
- Approachable and relational when interacting with the congregation and the staff; exudes a natural sense of care for the well-being of others; responds with empathy to the life circumstances of others; communicates a sense of support; demonstrates appropriate expressions of care.
- Enthusiasm for welcoming and reaching out beyond the bounds of the church.
- Experience in Google Suite applications and ease with technology. Experience with leveraging social media applications and the church website for the purposes of communication, energizing volunteerism, and community involvement.