

ASSOCIATE MINISTER
Congregational Church in South Glastonbury
Updated 07.24.24

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 are blessed with Spirit-filled staff and are looking for one more to join our team. We invite candidates for our Associate Minister position who are energetic, joyful, faithful, innovative, and collaborative, and who have a passion for congregational ministry. 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, with the Senior Minister, provides spiritual leadership and pastoral care to the congregation, oversees the faith formation programs for children, and participates with the Senior Minister and lay volunteers in current programming for youth and adults.

PRINCIPAL DUTIES AND RESPONSIBILITIES

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

- Participating in weekly worship services.
- Preparation, leadership and preaching for Sunday worship 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.
- Assist in providing adult faith enrichment programs (e.g., Bible Study, Small Group Programs)

Oversee a vibrant and growing Sunday School Program, which includes the Infant and Toddler Room through grade 8, so that families are welcomed, children are known and loved, and volunteers feel equipped and appreciated. This includes the following:

- In collaboration with the Sunday School Support Team (SSST) guide annual curriculum selection and teacher training.
- In collaboration with the SSST, support the recruitment of volunteers so that all Sunday School programs are consistently staffed.
- Ensure appropriate communications with families, volunteers and program staff, and develop relationships with the broader congregation related to faith formation programs.
- Ensure collaboration with the Music Director on music opportunities for children and youth.

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. Responsibilities include:

- Develop curriculum and teach a Wednesday School class as assigned.
- Share in providing openings/spiritual messages for Wednesday meals and in 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 an annual mission trip.

Supporting Responsibilities

- Participate in staff and related ministry team meetings.
- Model and champion opportunities for child- and youth-centered perspectives in all elements of church life.
- Assure that Safe Practices standards meet best practices and are consistently adhered to in all programs.

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 related ministry teams. Goals are set annually.
- The Associate Minister provides regular reports to the Council, and to the Deacons as requested.
- Associate Minister may supervise Program Director(s) who provide tactical and administrative support to children and youth programs.

VACATION/TIME OFF

Follows Human Resources Policies and Practices Manual

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.

COMPENSATION

Salary range is \$60,000 to \$75,000 depending on experience, plus benefits.

TO APPLY

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