



**Church of Christ Congregational
Newington, CT**

**Position Description
Associate Pastor**

Reports to: Senior Pastor and Board of Deacons
Effective: Immediately
Status: Full time, exempt
Salary: Conference Guidelines (including salary, housing allowance, and standard benefits)

Position Summary

The Associate Pastor provides pastoral care and leadership for the entire congregation with an emphasis on ministry to youth and young adults as well as mission and outreach.

Essential Functions

- Works in partnership with the Senior Pastor to provide pastoral leadership to the congregation including but not limited to:
 - Participates in weekly worship services and preaching at one or more services throughout the month
 - Provides coverage in the absence of the Senior Pastor
 - Implements new ministries, missions, and outreach opportunities
 - Assists our diverse congregation with building a vibrant ministry for the 21st century as a pastoral entrepreneur
- Grows and continues to develop a vibrant Youth Ministry Program for elementary, middle school, and high school to include children, youth, and families
 - Recruits families to engage in the Youth Ministry Program
 - Leads the Youth Ministry program to include the church school working together with the Christian Education board
 - Co-Leads with the Senior Pastor the confirmation program including coordinating teachers and mentors
- In cooperation with the Senior Pastor, provides pastoral care and crisis intervention as needed and make referrals as needed
- Performs other duties as assigned by the Senior Pastor and agreed upon by the staff parish relations committee

Other Responsibilities

- Participates in staff meetings
- Participates in weekly meetings with the Senior Pastor, other clergy, and church boards
- Participates in Greater Hartford Interfaith Action Alliance (GHIAA) and Citizens of the World (COTW), and other related missions-focused organizations
- Participates in Central Association, (Southern New England Conference, Newington Interfaith Clergy Association and other wider church activities)

Minimum Qualifications

Qualified candidates will possess the following:

- Master's 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
- Ease with technology
- Leadership skills and the ability to work on a team
- Organizational skills and ability to execute tasks with follow through to completion

Preferred Qualifications

Qualified candidates could possess but are not required to:

- Demonstrate experience with developing and facilitating youth ministry programs
- Possess experience in strategic church planning
- Provide evidence of putting a vision into action through various outreach and faith formation programs and initiatives

Compensation

Salary Range for this level is \$65,000 - \$80,000 total package commensurate with qualifications and experience, and is in keeping with UCC Conference guidelines.

Core Competencies

The successful candidate will be able to speak to the following core competencies.

Creativity and Innovation: Generates new ideas; makes new connections among existing ideas to create fresh approaches; takes acceptable risks in pursuit of innovation; learns from mistakes; has good judgment about which creative ideas and suggestions will work.

Compassion and Care: 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.

Ethics and Values: Honors the core values and beliefs of the church in the choice of behaviors; consistently embodies appropriate behavioral choices in both stressful and non-stressful situations; practices the behaviors advocated to others.

Integrity and Trust: Is seen as trustworthy by others; practices direct, honest and transparent communication; honors confidences; admits mistakes; doesn't operate with hidden agendas; responds to situations with constancy and reliability.

Open and Affirming: Embraces all of God's creations and strives to embody Paul's call to "love one another just as Christ loved you" (Romans 15:7); Exudes a recognition of the equitable value and worth of each individual of both the congregation and all of God's family.

The Church of Christ Congregational is a member of the United Church of Christ. We are an Open and Affirming Church that welcomes all believers and seekers no matter where they are on life's journey.

For more information and to apply, please visit [UCC Ministry Opportunities](#).