

Urban Pastoral Ministry Program

PROGRAM RESIDENT POSITION DESCRIPTION

Program Description

The Urban Pastoral Ministry Program (UPMP) addresses rising urban challenges, such as poverty, racism, inequality, and violence, and the unique requirements of ministry in an urban congregation by testing a new model for training and engaging the next generation of pastors as leaders in promoting community change and social justice.

UPMP undertakes to prepare a cohort (hereafter referred to as *Residents*) of four recent (3 years or fewer) seminary graduates for urban ministry through a two-year, intensive, supervised immersion experience. The UPMP's goals:

- Support Residents with mentoring by experienced pastors who are leaders in their communities and across Boston.
- Assist Residents in developing a practice-centered theology of pastoral ministry in an urban setting.
- Train Residents for engagement in the public square and for building congregational capacity for community engagement and advocacy.
- Expose Residents to the study of the evolving relationship between the church and its urban surroundings.

Residents will gain experience in urban ministry and the skills to develop and lead thriving urban congregations. They will serve as active ministerial staff, one assigned to each of the UPMP's four partner churches, all well-established congregations in Boston:

- Old South Church in Boston, UCC
- Bethel A.M.E Church, Jamaica Plain
- Fourth Presbyterian Church in South Boston (PC (USA))
- First Baptist Church, Jamaica Plain (ABCUSA and Alliance of Baptists)

Position Summary

The Resident position is a full-time salaried position (\$45,000 annually) with benefits (medical, dental, eye, and life insurance, and reimbursement of relocation costs). Residents serve as members of the pastoral staff at their assigned church (2/3 time) and City Mission staff (1/3 time). While UPMP considers this an ordainable call, this will depend on the requirements of your denomination. City Mission and host congregations will assist Residents in the process in their denomination, where feasible and appropriate.

Residents report to City Mission's Director of Urban Ministry and the senior pastor of their assigned congregation.

Resident Responsibilities

In assigned church

Worship

- Participate in leading worship (with rotations as liturgist and some preaching, as well as participation in the sacraments, as appropriate or available).

Pastoral Staff

- As a full member of the pastoral staff of the assigned church, attend staff meetings and collaborate with staff colleagues.
- Report to and be supervised by one of the church's seasoned ministers.

Social Justice

- Empower the congregation to fulfill its mission of social justice.
- Promote networking and ensure ongoing parish involvement with civic community service, ecumenical and legislative groups, and other religious associations to lobby for social change (via small group programs, community events, the church bulletin, newsletter, and other forms of communication)
- Plan, organize, and direct initiatives covering a range of social ministry areas and containing reflection, advocacy, and action components.

Faith Formation

- Develop and lead opportunities for adult faith formation (e.g., Bible study, Lenten study, adult education offerings, or book group).
- Analyze justice issues and motivate timely congregational involvement in efforts for action, reflection, and transformation in response to local, national, or global events.

Pastoral Care

- Participate in pastoral visits.
- Participate and receive mentoring in leading funerals/baptisms/weddings, as appropriate.

Community Collaboration

- Foster collaboration and facilitate resources with UPMP churches and responsiveness to justice events and activities.
- Foster ecumenical and interfaith cooperation with local churches and community organizations in ministry efforts.
- Attend appropriate continuing education programs, community meetings and ecumenical or interreligious gatherings, and denominational events.

At City Mission

Cohort Learning

- Participate in weekly meetings with other residents for reflection and learning, monthly one-on-one meetings with the Director of Urban Ministry, and UPMP seminars.

Advocacy/Educational Programming

- Work with cohort and congregations to design advocacy, programming and education at City Mission.
- Provide leadership in City Mission education and advocacy programs.
- Collaborate with other churches and residents on projects with the community.

General

- Attend staff meetings at both City Mission and designated church.
- Work with staff members and congregants on special church events.
- Participate in periodic retreats and trips.
- Establish and maintain contact with church and community resources, programs, and others to develop new ideas.
- Develop and foster leadership among volunteers and committees, as needed.
- Contribute to the following as necessary and appropriate: church bulletin, newsletters, bulletin inserts, flyers, social media and newspapers.
- Represent the church and City Mission in various denominational ecumenical and civic activities related to social justice.
- Keep regular contact with social justice organizations in the community.
- Collaborate with other social justice agencies.
- Perform other duties and assume other responsibilities as assigned.

Education, Training, and/or Experience

- Master of Divinity from an accredited school is required, with graduation date in the past three years.
- Demonstrated desire and calling to Urban Ministry.
- Demonstrated leadership in planning, administration, volunteer management, advocacy, and community organizing.
- Interpersonal skills in communication, education, collaboration, and group process.
- Exhibits a collaborative approach and a willingness to learn and share.
- Is a professional person of integrity, responsibility, and can maintain confidentiality.
- Recognizes the need for ongoing spiritual renewal.
- Priority will be given to candidates engaged, or well along, in a denominational discernment process for ordination, and those already duly ordained.

About City Mission and Churches

City Mission:

City Mission is the oldest multi-service agency in New England and the second oldest such agency in the United States. Founded by members and clergy leaders of [Old South Church](#), [UCC](#) and [Park Street Church](#) in response to the hardships facing Boston residents, it has served the educational, economic, and social needs of impoverished area residents for over 200 years.

Old South Church:

For nearly 350 years, Old South Church has stood as a progressive, vibrant Christian community grounded in Jesus, alive to the Spirit, and engaged in the adventure of faith. It is an Open and Affirming congregation of the United Church of Christ, welcoming all who seek to journey toward the promised realm of God.

Old South is a spiritual home to people from all walks and stations of life, believers and questioners, people from a range of backgrounds and faith perspectives. The church has been recognized as a “Center of Excellence” by the UCC. The Rev. Dr. Nancy S. Taylor has served since 2005 as the 20th senior minister and chief executive officer of Old South Church.

Bethel A.M.E. Church:

Bethel A.M.E. Church of Boston is a Bible-believing, Holy Spirit-empowered congregation. Bethel AME, seeks to make Christ-centered disciples by reaching up to God, reaching into the fellowship, and reaching out to the world.

Over four hundred people call Bethel AME their home; they span a range of ages and backgrounds. The church is nestled in a quiet corner of the Jamaica Plain Community of Greater Boston. Founded by the Rev. Drs. Ray and Gloria White-Hammond, they have led the congregation, in collaboration with public and nonprofit educational, community, governmental and interfaith partners, to initiate more than 20 programs that annually serve around 2300 people in greater Boston and over 4,000 globally.

First Baptist Church in Jamaica Plain:

The First Baptist Church in Jamaica Plain is a multicultural, inter-generational, welcoming and affirming American Baptist congregation that has been sharing the good news of Jesus since 1842. Situated in a diverse, but gentrifying neighborhood in the southwest of Boston, this church continues to be a beacon of hope and light in our community. Despite the fire that burned our building in 2005, a deficit budget, and an unfinished church home, we continue to be about the ministry to which God has called us. Christian worship and Bible study, community meals twice a week, a monthly Open Mic, assisting the homeless and supporting groups working for social justice are ongoing ministries. Additionally we have trained over 20 student pastors in the last 15 years. Our church’s ministry is a fundamental reading of Matthew 25:35. Our faith calls us to take seriously the life of the church in relationship to “the least of these”. As a community of faith that celebrates “Many Cultures and One Faith” we believe that ministry grows out of the

needs of the people. Our church is affiliated with the American Baptist Churches, USA and the Alliance of Baptists. Rev. Ashlee Wiest-Laird has served as the senior pastor since 2003.

Fourth Presbyterian Church in South Boston:

Fourth Presbyterian Church has been a part of South Boston since 1870. Situated between two housing projects, the church has at the heart of its mission a commitment to serve the neighborhood, touching the lives of well over 650 people every month. It runs a community arts ministry, a large free summer day program, tutoring ministries, recovery efforts, and more. The church's community commitments have been recognized by the national Presbyterian Church, Harvard University, the South Boston community and the city of Boston. The Rev. Burns Stanfield has served as the senior pastor since 1991. He also teaches at Harvard Divinity School.