



OLD
SOUTH
CHURCH
in BOSTON

SENIOR MINISTER Position Description

The Old South Church in Boston, a progressive, open and affirming, 600-member historic, urban congregation of the United Church of Christ, is seeking its 21st Senior Minister.

From the founding of our nation and for 350 years, we the people of Old South Church in Boston have been seeking to love God with all our hearts, minds, soul, and strength and to love our neighbors as ourselves. Bound up, as we are, in the history of this country, we are both proud and repentant. We have been strengthened for service in years past until now by excellent leadership, faithful stewardship of abundant resources, and the extraordinary gifts of countless committed and capable members. We are ready to fling open even wider our already open door to welcome more diversity and we are also hungry to deepen our connections with one another in beloved community. We are committed to ministries of mercy and justice and beauty, eager to play our part in the healing of the world. We are ready to work on ourselves and to join with others on dismantling racism and cultivating a sustainable relationship to the earth. We love to come together in worship where we expect to be fed, challenged, and charged – moved by word and music whether we meet physically in our resplendent church home or virtually through the blessing of technology. We know this is a big and potentially daunting job. But you will not be working alone as our Senior Minister. We are ready to help you. We are seeking a human being who is ready to share their own journey, to partner with us and with God to be the church of today and tomorrow, co-authoring a new chapter in our long story. Do not be afraid to apply if you are different than our senior ministers of the past. We are open to where you might take us.

Scope of responsibilities

- Provide progressive Christian leadership for the congregation, accountable by congregational polity to the Church Council
- Interpret the Gospel of Jesus Christ for this place and time from the pulpit, preaching approximately twice monthly and on all major Sundays
- Craft – in collaboration with professional church musician staff and associate ministers – three weekly worship services, each with its own vibe and liturgical style
- Serve as chief executive officer managing a \$2.5 million non-profit organization, working in partnership with experienced full and part-time staff to steward effectively the institution's financial, physical, and human resources
- Attend and participate in three monthly 90-minute board meetings (Council, Trustees and Deacons) as required by bylaws, a weekly staff meeting, a monthly treasurer's meeting, and additional monthly lay committee meetings as needed.

- Support and develop members of a large church staff including seminarians and fellows and nurture a community of capable and committed lay leaders
- Attract and retain new members with the aim of both growing and diversifying congregational membership
- Oversee efforts to foster a robust and thriving beloved community, including support for programs that strengthen bonds of connection, ensure tender pastoral care for members in need, and nurture faith formation and Christian discipleship for children and youth and adults in every decade of life
- Use (or commit to learning to use!) digital tools for hybrid worship, relationship-building, and internal and external communication.
- Support the congregation's efforts in ministries of mercy and justice in the city of Boston, the state of Massachusetts, the country, and across the globe with a particular focus on dismantling white supremacist culture and living sustainably on the planet
- Engage in dialogue and collective action with the wider Christian church and interfaith leaders both locally and nationally
- Cultivate relationships with elected public officials and serve as a member on several local community and social service agencies to foster social justice and bring a progressive Christian voice to the public square

Qualifications

- Master's Degree in Divinity from an accredited school of theology
- Certified ordination by and current good standing in the United Church of Christ or another recognized Protestant denomination
- Demonstrated excellence in preaching and leading worship; strength in theological study and verbal and written expression
- Relevant experience in organizational management and resource stewardship — financial, programmatic, physical, and human
- Demonstrated capacity for community building within a diverse, multicultural population; a commitment to teamwork and enabling the actions of others
- A mature and growing Christian faith with established practices of self care, self reflection, and spiritual discipline

Interested candidates are expected to provide a letter of interest and a completed ministerial profile. United Church of Christ candidates should apply for the position through the Southern New England Conference of the UCC and direct inquiries to Search and Call Associate Jill Ford at searchcall@sneucc.org. Candidates who are not members of the United Church of Christ will also be expected to provide a letter of interest and a completed ministerial profile in the format of their own denomination. Non-UCC candidates should send their letter and profile directly to the Senior Minister Search Committee at search@oldsouth.org. As we proceed in the process, we will work with each candidate and UCC conference staff to ensure that the search committee has all the necessary information. A comprehensive church profile of the Old South Church (and so much more) is available on our [church website](#).