



City Mission Urban Pastoral Ministry Resident Job Description

Program Description

The Urban Pastoral Ministry Program (UPMP) addresses rising urban challenges, such as racism, inequality, homelessness, hunger, and the unique requirements of ministry by empowering the next generation of pastors called to urban and social justice ministry.

UPMP prepares a cohort of three Residents for urban ministry through a two-year, intensive, supervised immersion experience. The UPMP's goals include:

- Support Residents with mentoring from experienced pastors who are leaders within 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.
- Support Residents in building skills in religious nonprofit leadership.
- Aid Residents in developing and strengthening boundary setting practices.
- Empower Residents to build robust and nourishing self-care and spiritual practice routines.
- Explore together the needs of today's churches and how each resident is being called to meet those needs.
- With recognition of the challenges and rewards of urban ministry, equip Residents with the skills necessary to flourish in this vocation long-term.

Residents will gain experience in urban ministry and the skills to develop and lead thriving urban congregations. They will serve as active ministerial staff at one of three partner churches:

- Old South Church in Boston (UCC)
- Fourth Presbyterian Church in South Boston (PCUSA)
- New Roots AME Church in Dorchester (AME)

Residents will also gain experience in religious nonprofit leadership and serve as staff at City Mission in one of three departments:

- Homelessness Prevention
- Social Justice Education and Spiritual Formation
- Stewardship and Development



Position Summary

The resident position is a two-year, full-time salaried (\$47,500) position with benefits. Residents serve as members of the pastoral staff at their assigned church (20 hours), as City Mission staff (10 hours), and spend dedicated time in formation (5 hours) each week. While City Mission 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 of their denomination, where feasible and appropriate.

Resident Responsibilities

In Assigned Church duties will include, and not be limited to:

- Collaborate with pastoral staff to craft liturgies and lead worship.
- Attend staff meetings and collaborate with staff colleagues.
- Participate in supervision with church mentor-supervisor.
- Empower the congregation to fulfill its call to serve the community.
- Develop and lead relevant programming.
- Provide pastoral care.
- Lead rituals and rights of passage, minister in word and sacrament, or lead Sacerdotal duties as appropriate or assigned.

At City Mission duties will include, and not be limited to:

- Lead, support, and develop programming in Homelessness Prevention, Education and Formation, or Stewardship and Development.
- Collaborate with department head to identify programs and projects for Resident leadership.
- Strengthen skills in social justice advocacy, communication, teaching, and community building.
- Attend staff meetings and collaborate with staff colleagues.
- Participate in weekly supervision with the Director of Education and Formation.

In Formation

- Participate in weekly cohort learning with the Director of Education and Formation and Ministry Consultant.
- Engage in theological reflection.
- Strengthen spiritual practices and self-care routines, with a focus on Sabbath keeping.
- Explore balance in ministry in a way that promotes personal and community flourishing.
- Attend retreats and group activities.
- Lead one cohort learning session per quarter.



Applicant Requirements

- Master of Divinity received prior to January 1, 2022, and not more than 3 years prior.
- On ordination track in their denomination.
- Discerned a call to urban ministry.
- Commitment to a two-year residency program.
- Demonstrates commitment to exploring and engaging faith in action.
- Exhibits a collaborative approach and willingness to learn and share.
- Recognizes the need for ongoing spiritual renewal.
- Commitment to collaborate with others for justice and equity in community settings.

Application Process

Applications must be received by 5:00 p.m. on September 15, 2021. Interviews will begin immediately. Please send all application materials to Rev. Melissa Pace at mpace@citymissionboston.org, or by postal service to:

Rev. Melissa Pace
City Mission Boston
185 Columbia Rd, Suite 317
Boston, MA 02121

Materials:

1. Fill out the [online application](#), or request a paper copy from mpace@citymissionboston.org.
2. Submit one letter of recommendation.
3. Submit a copy of an updated resume or CV.
4. Submit a copy of a personal essay.

For questions or information requests, please contact Rev. Melissa Pace at mpace@citymissionboston.org.