

Job Title: Co-Pastor

Reports To: Council Advisory Team

Hours: Full time (40-50 hours) with seasonal variability

Job Summary: The two Co-Pastors will share leadership collaboratively as they provide spiritual leadership for the church. Responsibilities will be collegially divided based on strengths, passions and experience. They will work together to facilitate achievement of long-range vision work of First Congregational United Church of Christ (FCUCC) Appleton.

Co-Pastors Shared Responsibilities:

- *With guidance from the Holy Spirit, provide spiritual leadership:* including, but not limited to the following:
 - Devise and provide worship services to engage FCUCC members and the larger community.
 - Cultivate a culture of spiritual formation across all areas of FCUCC.
 - Provide pastoral care and counseling for individuals in spiritual need.
 - Conduct ceremonies and provide sacraments in accordance with the beliefs and practices of the UCC.
- *Provide continuing education:* including, but not limited to the following:
 - Lead individuals who wish to deepen their faith through Bible study and adult education programs and new member classes.
 - Interpret Christian doctrine of religion.
 - Engage in interfaith, community, civic, educational, and recreational activities sponsored by or related to FCUCC Appleton.
 - Model collaborative leadership to encourage committees and staff teams to learn from that example.
- *Partner with lay leadership:* including, but not limited to the following:
 - Cultivate a culture of discernment for listening to God together.
 - Help create, facilitate strategic conversations, and support a compelling, collaboratively generated vision for FCUCC.
 - Direct lay leadership to execute strategies in support of the long-range church vision.
 - Support lay leadership as they direct outreach and mission activities.
 - Encourage members to share their gifts.
- *Support the church's organizational structure:* including, but not limited to:
 - Work collaboratively with the Operations Ministry individual in his/her work directing the administrative work of FCUCC.

- Oversee program development and support.
- Support hiring processes, staff training, and supervision. Provision of leadership for staff meetings.
- Together with Operations Ministry, identify staff needs, and guide staff development.
- Promote a positive and productive work environment.
- Partner with the Collaborative Ministries team and lay leadership to maximize stewardship of financial and physical assets.

Co-Pastor Specific Responsibilities: Pastors will divide these responsibilities collaboratively, focusing on strengths, passions, and experience. Equity between Pastors will be emphasized, with the understanding that there will be flexibility within the “assignments” as needs of the various committees wax and wane. The Council Advisory Team will provide support for this process.

- Participation in Mission and Outreach planning, as well as assisting with overall mission strategy.
- Oversight of Children, Youth, and Families team
- Coordination with the Adult Education team.
- Supervision of Music Ministries.
- Supervision of CYF Ministries.
- Planning and management of church-wide communication.
- Oversight of the church wide strategy for stewardship.
- Oversight of Congregational Life team.
- Support of long-range planning.

Education, Skills and Experience

- Master of Divinity
- Ordination in good standing in the United Church of Christ or with privilege of call in the UCC.
- Demonstrated success in initiating, co-creating, and administering strategic initiatives.
- Inspirational leader with excellent public speaking, preaching, and writing skills.
- Demonstrated ability to lead and manage change within a large organization.
- At least 7 years of experience as a church minister

Behavioral Competencies

- Willingness to grow in a leadership role in response to a changing congregation and world.
- Commitment to equity, and an ability and passion to minister to underserved / underrepresented communities.
- Honesty, trustworthiness, and reliability
- Strong sense of self-awareness alongside an appreciation of others’ strengths and contributions.
- Openness to new ideas and feedback regarding performance.

- With a spirit of mutual respect and collaboration, ability to demonstrate a mature, professional, and supportive approach to working with colleagues and staff.
- Expressed confidence and willingness to lead with an equal partner.
- Commitment to developing a clear future of the church, recognizing the ever-changing nature of those plans and need for flexibility, and demonstration of ability to lead and manage change within a large organization.
- Proven ability to interact with others, regulate one's own emotions and behaviors, solve problems, and communicate effectively. In the event of inability to reach consensus, ability to graciously concede greater authority to the person leading the ministry team most closely affected.

Spiritual Leadership

- Displays integrity and a deep/abiding personal faith alongside a love for the church.
- Possesses a passion for the mission of the church and for people of all ages and abilities.
- Articulates (Inspirational) leadership with excellent public speaking, preaching, teaching and writing skills.
- Demonstrates an ability and passion to minister to underserved communities.

Collaborative Vision

- Strong sense of self-awareness alongside an appreciation of others' strengths and contributions.
- Desire to develop a clear future of the church in an ever-changing world.
- Willingness to practice and cultivate honesty, trust and an atmosphere of collaboration.
- Confidence and comfort in accepting leadership with an equal partner