



Old Cambridge Baptist Church

Position Description – Senior Minister

Old Cambridge Baptist Church (OCBC) is seeking a full-time Senior Minister who shares our commitment to living out liberative, inclusive Christianity through working for racial, social, economic and environmental justice. As a Welcoming and Affirming congregation, we seek a minister who is fully supportive of LGBTQ people, and is prepared to promote anti-racism, gender equality, and accessibility for all abilities. This is an opportunity to serve a vibrant community rooted in diverse yet connected faith journeys, with a rich history and long-standing commitment to social justice.

OCBC is located in Harvard Square in Cambridge, Massachusetts and offers hybrid worship services in person and online. Educational programs, events and meetings are held in person, virtually, or both.

If you are a compassionate and experienced minister who is dedicated to racial and social justice and committed to supporting a diverse and inclusive community, we encourage you to apply for this position. The ideal candidate has experience helping a majority white congregation move toward becoming anti-racist. This is a unique opportunity to make a meaningful impact on the lives of our congregation and to help us continue growing and thriving.

General Statement of Duties

The Senior Minister is responsible for shepherding the spiritual life, growth and wellbeing of the congregation as well as helping the congregation do meaningful ministry in the world. Tasks of leadership and organizational administration, as well as social justice actions, are shared among ministers, staff, and the congregation. The Senior Minister is responsible for nurturing a comprehensive understanding of the Bible that is relevant to a theologically diverse community.

In addition to Sunday worship responsibilities, the Senior Minister communicates regularly with the congregation via email, social media, etc. Sermons are posted weekly on the church website. The Senior Minister will maintain regular office hours.

The Senior Minister is an ex-officio member of all church teams, and is expected to attend all meetings of the Deacons Council, Spiritual Life Team, and Pastor-Parish Relations Committee.

They are also expected to work closely with the Congregational Care, Communication and Belonging, and Christian Education Teams. They should communicate regularly with the chairs of other teams and attend meetings as needed.

Reporting Relationships/Supervision:

The Senior Minister reports to the Deacons, via the Moderator, who facilitates oversight on behalf of the Deacons. The Senior Minister serves as a mentor to the Associate Minister and any student and/or volunteer ministers.

The Senior Minister meets regularly with the Church Administrator/Building Manager and the Minister of Music to review logistics and plan Sunday worship, respectively.

Responsibilities:

Worship and Preaching:

Foster the spiritual life of the community and the vibrancy of worship, in person and online, in collaboration with the Minister of Music and the Spiritual Life Team.

- Preach on most Sundays.
- Prepare worship materials for the weekly bulletin with the Associate Minister and Minister of Music.
- Prepare and lead special services such as Ash Wednesday, Maundy Thursday, etc.
- Perform weddings, funerals, and baptisms.

Pastoral Care for the Congregation:

Working with the Congregational Care Team, the Senior Minister will follow-up with individuals who have submitted prayer requests and maintain a list of outstanding needs within the congregation to which the Congregational Care Team may respond.

- Follow-up on prayer requests, including visiting the sick and grieving members of the congregation.
- Provide time-limited spiritually integrated pastoral counseling, including pre-marital counseling, making referrals in situations where ongoing therapeutic counseling or psychotherapy is needed.

Christian Education:

Provide oversight for OCBC's educational programming for adults and children, working with the Associate Minister, Christian Education Team, Adult Education and Formation Team, and other lay leaders.

Community Outreach and Church Growth:

On an ongoing basis, support efforts to foster church growth and community outreach consistent with OCBC's historical commitment towards extending God's radical hospitality to all, including people of all nationalities, races and cultures, genders, sexual orientations, gender identities, and abilities. These ongoing efforts will include coordination with the Communication and Belonging Team and take advantage of the church's proximity to local colleges, universities and seminaries.

Provide leadership in developing and implementing a strategic/action plan with OCBC leaders, which includes the following focal areas:

- Developing congregation-wide strategies to support the recruitment, integration and retention of new members into OCBC
- Continuing racial/social justice work that supports both internal reflection and external community partnerships and activities
- Supporting OCBC's capacity as a teaching church
- Facilitating ongoing work with our organizational and physical structure to further increase our spiritual and service capacity
- Guiding and supporting the next generation of church leadership

Denominational Affiliations & Connections:

Promote OCBC's Baptist identity and maintain good relations with the associations with which OCBC is affiliated. These activities are shared with lay delegates and may include, but are not limited to:

- Attending and representing OCBC at meetings of TABCOM and the Samuel Stillman Association, as well as the national ABC-USA gatherings as schedule permits.
- Representing OCBC within the Association of Welcoming & Affirming Baptists, the Alliance of Baptists, the Baptist Peace Fellowship, and the Harvard Square Clergy Association as schedule permits.

Compensation: Salary + housing allowance \$90K - \$110K, commensurate with education and experience. Total compensation includes salary, housing allowance, health and dental benefits for self and/or family, retirement fund with MMBB, and FICA offset.

Qualifications:

- Master of Divinity from a recognized and accredited seminary.
- Previous pastoral experience and demonstrated success in fulfilling the aforementioned responsibilities.
- Baptist ordination or eligibility and willingness to seek standing in the ABC-USA.
- Clear understanding of organizational dynamics and previous experience in leadership development.
- Must be welcoming and affirming, committed to acts of peace and justice, and to practicing God's radical hospitality to people of all races and cultures, regardless of theological stance. Background and experience working with issues of race, gender, sexuality, ability, a plus.

To apply:

Please send a cover letter and resume/CV to bouthillette@tabcom.org.

For additional information on OCBC, please see our Church Profile.