

## **Pastor and Community Leader at The Crossing in Boston, MA**

(20 hours/week, lay or ordained leader)

Start Date: June 2024

### **About the Crossing:**

The Crossing, a progressive, emergent, worshiping community, is a congregation of the Cathedral Church of St. Paul (Episcopal). We are: an unlikely band of pilgrims and heretics, students and artists, mystics and activists, following the radical and subversive way of Jesus. We strive to live with authenticity and intentionality, to be of and with the marginalized and excluded, and to embody the love, beauty, and justice of God in the city of Boston. The Crossing began as a group of searchers seeking authentic relationship with each other and God in a modern, dissociated world. A core value of the community is the concept of Radical Welcome: every part of you, broken or whole, is invited to form and change us. The Crossing believes that everyone belongs as part of the family of God, and welcomes all for worship and fellowship. Worship at the Crossing is unconventional and responsive to the evolving needs of our community: our members have an active voice in nontraditional liturgy, including lay-led spiritual practices and reflections. We practice a non-hierarchical, horizontal, shared leadership structure and engage in trauma informed spiritual practices.

### **Position Description:**

As we enter the next stage in our community's life, The Crossing seeks a creative, collaborative leader (lay or ordained in communion with the Episcopal church) to serve our community. The Community Leader for the Crossing will report to the Very Rev. Amy McCreath, Dean of the Cathedral.

Our ideal candidate is someone who is...

- an experienced leader with a background in growing and sustaining communities, setting and meeting goals, and building organizational/financial capacity
- an organizer who gathers and nurtures strong teams of leaders and builds relationships of mutual empowerment in our congregation and beyond our doors
- a reconciler who seeks justice and mutual relationship with groups often not celebrated in the church (including children, young adults, people of color, lesbian/gay/bisexual/ transgender people, poor, homeless)
- a bridge-builder who can help us to link worlds: institutional church and emergent communities (artists, schools, civil groups, etc.), the faithful and doubters, and more

### **Primary Duties and Responsibilities Include:**

#### *Empower and Facilitate Community Leadership - ~40%*

- Support the community in finding a right-sized, balanced leadership structure.
- In collaboration with community members and in accordance with our non-hierarchical leadership structure, create and implement a plan for yearly visioning.
- Cultivate and expand capacity within Crossing leadership through trainings, retreats, meetings, and prayer.
- Participate in worship planning meetings and community leadership meetings.
- Support The Crossing's involvement in local justice movements.

#### *Pastoral and Community Care - ~40%*

- Provide dynamic and welcoming presence at worship.
- Preside at Eucharist (if ordained) or recruit rota of visiting presiders and provide hospitality to guest leaders (if lay).

- Lead a reflection or spiritual practice in worship every 4-6 weeks.
- Collaborate with Cathedral staff and congregations in leading Holy Week services, particularly the Easter Vigil and hosting worship services for the larger Church.

*Administrative and other duties - ~20%*

- Participate in twice-monthly one-hour Cathedral staff meetings.
- Supervise our Music Director.
- Submit compensation requests for music director and musicians, bi-weekly.
- Serve as primary liaison with internship partners such as BU School of Theology.

**Qualifications:**

*Required*

- Community organizing skills, including the demonstrated ability to work in flexible and evolving structures, grow leaders, and turn vision into action.
- Experience in worship planning and design.
- Fluency in racial, gender, and LGBTQIA+ justice movements.
- Proficiency in Microsoft Office Suite, Google Suite, and Facebook and Instagram.

*Preferred*

- Familiarity with multiple Christian worship traditions, including the Episcopal Church.
- Advanced degree in religion and spirituality (e.g. MDiv) or related field (e.g. psychology, social work).

**Additional Information:**

*Compensation:*

- Half-time salary and benefits (health insurance and retirement). *\$36-39k commensurate with experience*

*Physical Demands:*

The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision. While performing the duties of this job, the employee is regularly required to talk and hear. The employee is frequently required to sit and use hands. The employee is routinely required to stand and walk.

*Work Environment:*

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The office facility is also used for Diocesan mission and outreach programs. The employee understands that non-employees may also share the facility, representing a wide range of economic and social integration.

*The Cathedral Church of St. Paul is an Equal Opportunity Employer.*

**How to Apply:**

The Cathedral is accepting applications on a rolling basis. To be considered, please send a resume, cover letter, and 2 references to Human Resources ([hr@diomass.org](mailto:hr@diomass.org)) with the subject line "Crossing Community Leader Application." In your cover letter, please address the following question: *What does the value of "radical welcome" mean to you in theory and in practice?*