

## **Committee on Ministry Report Presbytery of Boston Meeting**

**March 9, 2023**

Respectfully submitted by John D Sweet

### **I. For Action:**

- Motion: We recommend that the Presbytery examine Maeve Hammond for ordination as the Pastoral Resident for Youth and Families at First Congregational Church, Winshester. Her statement of faith follows this report.
- Motion: We recommend that the Presbytery approve Samuel Caraballo as a CRE for Primera Iglesia. His Statement of Faith and Covenant follow this report.

### **Statement of Faith Inspired by the Apostles' Creed**

I believe in God the Loving Parent, who cares for us and guides us as a caretaker would a child (Calvin, *Institutes of the Christian Religion*, I.II). We are “born not of flesh and blood, but of God” (*Institutes*, III). I believe in God the Almighty, a sovereign divine being with ultimate authority and judgement: *God is* (Barth, *Church Dogmatics*, Vol. II.I). I believe in a Living God, an active God whose actions are divinely motivated, revelatory of God’s self, and constant in event and action (Ibid). I believe in God, “protector and vindicator of the innocent” and provider of endless mercy (*Institutes*, I.V). I believe in God, Maker of Heaven and Earth and “Author of every good,” whose Providence is righteous and absolute (*Institutes*, I.II). And in Jesus Christ, God’s only Son our Lord, who came into the world fully human and fully divine (Ibid). Christ’s incarnation is the Word made flesh as a moral and spiritual teaching of how to love God and live faithfully on earth (Matt. 22:37-40). Christ redeems us by offering a tangible instantiation of the Word. In order to access Christ, the Holy Spirit must first draw us, or motivate us, to seek Christ’s glory; the Holy Spirit, therefore, is the initiator to the intermediation between Christ and God (*Institutes*, III.II.i). Christ is the mediator between our broken world and the love of God (*Institutes*, II). Christ was conceived by the Holy Ghost, completing the one-in-three Trinity of God as Father, Son, and Holy Spirit, or Speaker, Word, and Breath. Christ was born of Mother Mary, “the model Christian believer,” like whom we are called to “bear witness to Scripture... [and] bear God in this world” (Rigby, “Mary”). Christ suffered the consequences of an unjust, violent empire under Pontius Pilate; was crucified, dead, and buried; he descended into hell, ascended into heaven, sat at God’s right hand, and will come again to judge us. I believe in the authority of Scripture as the Word of God. I believe in the justification by grace through faith in God, the enduring connection to and with the Trinity. Only God’s sovereignty can save and heal us through our belief in God, the peace of Christ, and the comfort of the Holy Spirit. I believe worship and all good works are a demonstration of gratitude to our Maker. I believe in the priesthood of all believers, which calls for the participation of God’s ministry in all facets of life. I believe in the church as a community to support and love all of God’s creation and care for the marginalized, the poor, and the needy of spirit, mind, and body in the image of the Word incarnate. I believe in the two Sacraments administered by ordained clergy, baptism and communion. Baptism represents God’s mercy and a call to membership to respond in faithfulness; once baptized, we are always baptized. Communion represents that all who have been baptized are welcome to the Lord’s Supper. I believe corporate confession allows us to acknowledge as the Body of Christ our shortcomings and our sins. I believe that God does not expect perfection, but rather the opportunity for growth and reconciliation through Jesus Christ. I believe in Christ’s resurrection as a symbol of the victory over death and an eternal life to come. Amen.

Literature Cited

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Calvin, John. *Institutes of the Christian Religion, Vol. 1*, Ed. John T. McNeil, The Library of Christian Classics, Louisville, KY: Westminster John Knox Press, Reissued 2006.

New Revised Standard Version Bible, the Division of Christian Education of the National Council of the Churches of Christ in the United States of America, 1989.

Rigby, Cynthia L. "A new look at Mary," *Mary, What We Believe*, PCUSA Presbyterian Mission, <https://www.presbyterianmission.org/what-we-believe/mary/>

# Statement of Faith (2023)

## Trinity

I believe there is only one God, revealed as Father, Son, and Holy Spirit. (Deuteronomy 6:4, 2 Corinthians 13:14, John 1:1). God as Father, Jesus as Son, and the Holy Spirit are in complete unity. God as Father is the creator and master architect of the cosmos.

Jesus is the visible image of the invisible God and the expression of God's bridge between Himself and man (both substitute and representative). The Holy Spirit is the Revealer of Truth for eternity (the gift). **Nicene Creed 1.1, 1.2, 1.3**

## The Son

I believe our Lord Jesus Christ was begotten, not created, very God of very God, truly God, truly Man. He was born of the Virgin Mary, lived a sinless life, died a vicarious and atoning death for the sins of the world, was resurrected bodily for our justification, and now reigns in glory until all things are put under His feet. (1 Timothy 3:16)

**Scots Confession 3.06**

## The Holy Spirit

I believe that the Holy Spirit dwells in all believers, conforming them to the image of Jesus Christ. (1 Corinthians 12:13, Romans 8:16-17) **Second Helvetic 5.005**

## Sanctity of Life

I believe all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. Christians, therefore, have a duty to defend, protect, and value all human life. **Belhar Confession 10.3**

## Marriage

I believe marriage is a sacred covenant between one man and one woman, established by God and honored in all cultures throughout history. I believe that this union is intended to be a lifelong commitment founded upon love, mutual respect, and self-sacrifice. I believe that the purpose of marriage is to reflect the love of Christ for His Church and to provide a stable and loving environment in which to raise children and build a strong family. **Second Helvetic 5.246 & Westminster 6.131**

## Justification by Grace through Faith

I believe justification is by grace through faith in our Lord's sacrifice on Calvary. (Romans 3:21-24) The soul that sins shall surely die. This death is a spiritual death first and a natural death second. ***Second Helvetic 5.106***

## Sacraments

I believe the sacraments are visible signs and seals of God's invisible grace promised to his people in the gospel (Romans 4:9-12). Because believers are weak and struggling sinners, two sacraments, baptism and communion are given to us by God to confirm that faith has already been given to us through the preaching of the gospel (cf. Romans 6:3-4; 1 Corinthians 11:23-26). The preaching of the gospel and the administration of the sacraments are intimately connected. In the sacraments of baptism and communion, the biblical emphasis falls upon what God has done for sinners in the person of his son, Jesus, and not upon the strength of a sinner's faith or the purity of one's heart. ***Second Helvetic 5.135, 5.189***

## Scripture

I believe in the inspiration of the Holy Scriptures, given by the Holy Spirit, as He moved upon holy men of old. I affirm the divine inspiration, truthfulness, and authority of both Old and New Testament Scriptures in their entirety as the only written word of God, the only infallible rule of faith and practice. I also affirm the power of God's word to accomplish his purpose of salvation. The message of the Bible is addressed to all men and women. For God's revelation in Christ and in Scripture is unchangeable. I believe the Church has no authority to establish doctrine or practice contrary to these same Scriptures, which were subsequently accepted as canon by the early Christian Church. (2 Timothy 3:16) ***Westminster 6.001***

## The priesthood of All Believers

I believe in the priesthood of the believer. That is to say, all people born of God have equal status before and direct access to their Lord. (1 Peter 2:5)

I believe that the calling of the Apostle, Prophet, Evangelist, Pastor, and Teacher is functional within the Body of Christ until the Lord's return. These ministries are gifts to the Church to equip the saints for the work of the ministry, so that the Body of Christ will be edified. (Ephesians 4:11-16) ***Second Helvetic 5.153***

## Unity of the Church

I believe in the spiritual unity of all who are born of God. Unity consists not in outward rites and ceremonies but rather in the truth and unity of the catholic faith. The catholic

faith is not given to us by human laws, but by Holy Scriptures, of which the Apostles' Creed is a compendium. ***Second Helvetic 5.141***

## **Second Coming**

I believe in the literal second coming of our Lord, the literal rule of Christ upon the earth, the resurrection of the regenerate to eternal life and the unregenerate to eternal damnation, and the ultimate victory of the eternal Kingdom of God.(Acts 1:9-11, Daniel 12:2, Revelation 22:1 -7) ***Larger Catechism 7.163 & 7.286***

***Samuel L. Caraballo, MPH, MDIV***



*We are a Christ-centered, nurturing community, growing in faith, serving in love and welcoming all with joy.*

## **Job Description**

**Title:** Pastoral Resident for Youth and Families

**Reports to:** Lead Pastor

**Position Status:** Salaried; Full-time

**Overview:** The Pastoral Resident for Youth and Families is called by the congregation to serve God and Christ's church with leadership that is open to the Spirit, rooted in biblical teaching, honoring the liberal Protestant tradition, and sensitive to the way "God is still speaking" in our modern world. The candidate would have particular responsibility for the youth and families within the church but also shares their gifts broadly with the wider congregation, participating in the worship and ritual life of the church alongside the Lead Pastor and tending to the nurture, education, and mission life of the entire church community.

## **Responsibilities**

- ***Children, Youth and Families***
  - Oversee the Stepping Stones (Sunday School) program to ensure that our children have a dynamic and engaging experience learning about God and principles of the Christian faith with our part-time Children's Program Coordinator.
  - Lead, support, and accompany our middle schoolers and high schoolers in navigating their lives by encouraging their relationship with God, building healthy community and developing their moral sensibilities through programming that includes weekly meetings, worship and prayer, social events, mission trips, and retreats.
  - Offer, in collaboration with the Lead Pastor and Children's Program Coordinator, a weekly Time for the Young during services that connects the scriptural theme of the day to children's lives.
  - Increase involvement of our children and youth in the broader life of the church, including participation in worship and involvement in multi-generational activities including service and outreach.

- Offer pastoral care to parents and develop programming that supports their effort to nurture the faith lives of their children.
- Engage with children and families in activities beyond the church doors, such as attending Winchester community events and programs that the children and youth are involved in.
- Participate in community or conference groups of fellow children and youth ministers, and other denominational or interfaith activities as needed
- ***Justice, Creativity, and Outreach***
  - Understand the work for justice as an expression of Christ's love in the world, and that the church has a role to play in advocating for all forms of justice (including racial, economic, and environmental). This includes developing programming to help our youth and congregation understand how they can advocate for justice as followers of Christ.
  - Engage creatively with our young members and other Winchester youth in worship and connection in our newly renovated Ripley Chapel, our church's offering of a community-oriented gathering space
  - Energize the church's outreach efforts to serve those in need in the greater Boston area and beyond
- ***Worship, Ritual, Healing, and Pastoral Care***
  - Collaborate with the Lead Pastor and Minister of Music and the Arts to plan and lead worship and rituals for the Congregation by:
    - Delivering sermons as requested by the Lead Pastor
    - Sharing worship leadership with the Lead Pastor throughout the church year
  - Harness technology and social media to engage the congregation and grow our reach and accessibility.
  - Join the Lead Pastor in providing pastoral care and visitation across the generations of our congregation
  - Support contemplative practice and the healing arts for health in body, mind, and spirit for both children and adults through practices such as Centering Prayer, Meditation, and Healing Prayer.
  - Meet regularly with the Lead Pastor, the Ministry Team, and various Sustaining and Living Ministries within the church to participate in information sharing, planning, and evaluation of current and future programs and projects
  - Minister according to the guidelines of the Safe Church Policies and Procedures and ensure that all church activities operate within those guidelines. This will include attending regular trainings and serving as a mandated reporter, required to report all reasonable suspicions of abuse to any vulnerable persons to the state authorities who are charged with dealing with an act of abuse against any vulnerable person in a church building, on church grounds, or while participating in a church-sponsored activity or



program off site.

## **Qualifications**

Qualified applicants will:

- Be committed to the progressive Christian theology of the United Church of Christ and the inclusivity of an Open and Affirming Congregation
- Possess excellent interpersonal skills, including the ability to be both a leader and a team player, work well with volunteers and staff, and effectively manage conflict.
- Be fluent in social media used by our congregation and youth (TikTok, Instagram, SnapChat, Facebook, etc.)
- Have a comfort level with technology such as Zoom, Google Docs, Power Point, etc. and other remote collaboration tools used by our staff and congregation
- Be willing to submit to a criminal background check through Criminal Offender Record Information (CORI) system for the state of Massachusetts.

## **Evaluation**

Performance is reviewed annually through a process administered by the Personnel Ministry, in consultation with the Lead Pastor and appropriate boards and committees of the church.

## **Anticipated Start**

Fall 2022



# PRIMERA IGLESIA PRESBITERIANA ELIM

**Título del puesto:** Anciano Comisionado Gobernante (CRE)

## **Resumen de trabajo:**

El pastor comisionado es responsable de proporcionar liderazgo espiritual y orientación a una congregación. Esto incluye dar sermones, dirigir servicios de adoración, brindar atención pastoral y supervisar la administración de la iglesia. El pastor también es responsable de promover la misión y los valores de la iglesia, establecer relaciones dentro de la congregación y la comunidad y servir como modelo a seguir para los demás.

## **Deberes y responsabilidades:**

- Predicar sermones y dirigir servicios de adoración que sean espiritualmente edificantes y relevantes para las necesidades de la congregación.
- Brindar cuidado pastoral, incluido asesoramiento, visitas y apoyo a personas y familias necesitadas.
- Una vez autorizado por el presbiterio, administrar los sacramentos, como el bautismo y la comunión, de acuerdo con las tradiciones y creencias de la iglesia.
- Planificar y organizar eventos y programas de la iglesia, como estudios bíblicos, grupos de jóvenes y actividades comunitarias.
- Dirigir y administrar el personal y los voluntarios de la iglesia, incluida la delegación de tareas y brindar orientación y apoyo según sea necesario.
- Participar en actividades y conferencias denominacionales, manteniéndose actualizado con los últimos desarrollos y tendencias en el campo del ministerio.
- Desarrollar relaciones con otros líderes religiosos y organizaciones en la comunidad, promoviendo el diálogo y la cooperación interreligiosa.
- Representar a la iglesia en lugares públicos, como eventos públicos o en los medios de comunicación.
- Mantener registros precisos de las actividades y membresía de la iglesia, e informar periódicamente a los líderes y consistorio de gobierno de la iglesia.

## **Calificaciones:**

- Un título de un seminario teológico acreditado o una institución educativa equivalente.
- Ordenación o progreso hacia la ordenación en la PCUSA.
- Al menos 2 años de experiencia en ministerio pastoral o un campo relacionado.
- Habilidades de comunicación e interpersonales, con la capacidad de conectarse con personas de diversos orígenes y culturas.
- Una comprensión profunda de la teología, los valores y las tradiciones cristianas.
- Excelentes habilidades organizativas y de liderazgo, con capacidad para gestionar múltiples tareas y prioridades.



# PRIMERA IGLESIA PRESBITERIANA ELIM

- Un compromiso con el crecimiento personal y la educación continua en el campo del ministerio.
- La voluntad de trabajar en horarios flexibles, incluidas las noches y los fines de semana, para adaptarse a las necesidades de la congregación.
- Antecedentes penales limpios y compromiso con el comportamiento ético y la integridad personal.

## Distribución de Horas Ministerial

Actividad	Horas
Participación y preparación del Servicio Mayor	6
Participación y preparación para el servicio de Oración	2
Reuniones Pastorales <ul style="list-style-type: none"><li>- Consistorio</li><li>- Ministerio de Diáconos</li><li>- Ministerio de Oración y Adoración</li><li>- <i>Ministerio de Jóvenes</i></li></ul>	4
Ensayo y preparación ministerio de Música	3
Visitas Pastorales	5
<b>Total</b>	<b>20</b>

Job Title: Ruling Commissioner Elder (CRE)

Job Summary:

The commissioned pastor is responsible for providing spiritual leadership and guidance to a congregation. This includes giving sermons, leading worship services, providing care pastoral care and oversee the administration of the church. The pastor is also responsible for promote the mission and values of the church, build relationships within the congregation, and the community and serve as a role model for others.

Duties and responsibilities:

- Preach sermons and conduct worship services that are spiritually uplifting and relevant to the needs of the congregation.
- Provide pastoral care, including counselling, visitation and support to individuals and families needy.
- Once authorized by the presbytery, administer the sacraments, such as baptism and communion, in accordance with the traditions and beliefs of the church.
- Plan and organize church events and programs, such as Bible studies, groups youth and community activities.
- Lead and manage church staff and volunteers, including delegation of tasks and provide guidance and support as needed.
- Participate in denominational activities and conferences, keeping up to date with the latest developments and trends in the field of ministry.
- Develop relationships with other religious leaders and organizations in the community, promoting dialogue and interreligious cooperation.
- Representing the church in public places, such as public events or in the media communication.
- Maintain accurate records of church activities and membership, and report periodically to the leaders and governing session of the church.

Ratings:

- A degree from an accredited theological seminary or equivalent educational institution.
- Ordination or progress towards ordination in the PCUSA.
- At least 2 years of experience in pastoral ministry or a related field.
- Communication and interpersonal skills, with the ability to connect with people of diverse backgrounds and cultures.
- A deep understanding of Christian theology, values and traditions.
- Excellent organizational and leadership skills, with the ability to manage Multiple tasks and priorities.

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- A commitment to personal growth and continuing education in the field of ministry.
- The willingness to work flexible hours, including nights and weekends, to suit the needs of the congregation.
- Clean criminal record and commitment to ethical behavior and integrity personal.

Distribution of Ministerial Hours  
Activity Hours

Participation and preparation of the Major Service 6

Participation and preparation for the Prayer service 2

Pastoral Meetings

- Consistory
- Ministry of Deacons
- Ministry of Prayer and Worship
- Youth ministry

4

Rehearsal and preparation Ministry of Music 3

Pastoral Visits 5

Total