

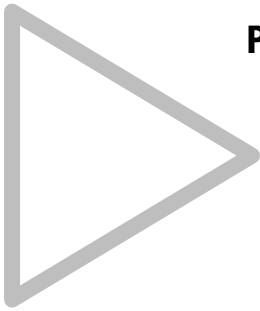
UNITED CHURCH OF CHRIST  
**SUMMARY CHURCH PROFILE**

Kingston Congregational Church

Kingston, RI

Position Opening: Pastor

Southern New England Conference, UCC



**POSITION POSTING**

LISTING  
INFORMATION  
SCOPE OF WORK  
COMPENSATION & SUPPORT  
WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

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Church name: Kingston Congregational Church, UCC  
Street address: 2610 Kingstown Road, Kingston, RI 02881  
Supplemental web links: [www.kingcongchurch.org](http://www.kingcongchurch.org)  
[Facebook.com/kingcongchurch](https://www.facebook.com/kingcongchurch)

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):

Conference: Southern New England UCC

Association: Rhode Island Association

UCC Conference or Association Staff Contact Person: Rev. Charles (Chuck) Ericson

Regional Minister for Eastern CT and RI

Phone: 860-324-2932

Email: ericson@sneucc.org

#### Summary Ministry Description:

In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?

*We are a church in transition. We have an established aging congregation and have used different outreach activities to welcome new persons to our church community. We are seeking an inspirational engaged pastor who can build on community connections to attract others and will provide enthusiasm and resources to spread the goals of Jesus in the world and support our social justice agenda. We would like a minister who follows the lectionary calendar, knows and understands the Bible, yet can, through sermons, translate and relate those lessons to our everyday life in common language. We are an intergenerational community and our pastor must be able to support all age groups. Community is very important to us so as we increase our congregation, our leader must be effective in helping us to integrate others into our culture.*

*We want to try different ways of including everyone in our worship and adjust our worship program to accommodate different persons. We have begun to explore the ideas of "messy church." Some families are unable to worship on Sunday at 9:30 am because of work schedules and sports activities of the youth. This challenges us to keep our confirmands and their families involved after confirmation. They are open to a later service on Sunday afternoon/evening.*

Photographs:



*Story teller and Sunday School*



*Steeple and tower clock of Kingston Congregational*



*View of church from Kingstown Road*



*Adult Study Group*



*Children making a presentation during the service*

What we value about living in our area (2 – 3 sentences):

*Washington County, informally known as 'South County', is a rural landscape populated with a cross-section of people from across the United States. Located in the heart of historic Kingston Village, the church is across the street from the campus of the University of Rhode Island. There are many academic, athletic, and cultural activities both at the University and in the surrounding area. Kingston is generally middle/upper-middle class, there are pockets of poverty to which our church has a long history of reaching out. Although it is a rural area, Kingston is near several beaches, has an Amtrak train stop, and is close to several major cities.*

Current size of membership:

273

Languages used in ministry (*other than English*):

Position Title:

Senior Minister

Position Duration (*choose one, delete the other options listed*):

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

Compensation Level (*choose one, delete the other options listed*):

Full Time

Does the total support package meet conference compensation guidelines?

## SCOPE OF WORK

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*(add here the Scope of Work developed by your church using the Call Agreement Workbook)*

*(40 -50 hours weekly/10-12 units)*

*Generally, the duties fall into the following categories:*

## ***Worship***

- *Offers spiritual leadership by providing varied, meaningful and challenging worship opportunities for the congregation. Sermons are expected to be biblically based in exploring contemporary issues.*
- *Prepares and leads Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, coordinates with deacons on finding lay liturgists, planning of music in coordination with Director of Music, preaching, offering of prayers, etc.*

## ***Pastoral Care***

- *Provides pastoral care and counseling in collaboration with lay people*
- *Leads weddings, funerals and baptisms and special worship programs*

## ***Education***

- *Inspires spiritual formation in others, energizing and deepening the spiritual connections and faith understandings of others in all they do (adult study and lectionary discussion)*
- *contributes to on-going Christian Education of the congregation including Sunday School for all ages, new member class and collaboration with lay members on confirmation*
- *studies and prays to increase faith and to improve skills to lead, teach and preach*

## ***Leadership Development***

- *attends board meetings and give leadership as needed to church programs, in collaboration with lay leadership*
- *Participates in strategic planning for current and new directions in ministry*
- *Be involved in the UCC Conference*

## ***Administration***

- *Responsibility for supervision of staff in collaboration with lay leaders*
- *supports faithful financial development and stewardship*

Core Competencies:

*(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)*

- *caring*
- *sensitive*
- *sociable*

COMPENSATION AND SUPPORT

Salary Basis *(from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance):*

*\$75,000 to \$90,000, based upon professional experience and up to \$15,000 contributed to defray any medical insurance expenses*

Benefits:

*Salary plus Benefits*

What is the expected living situation for your next minister *(e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed)?*

*Salary includes the housing allowance to be determined by the minister and IRS Regulations.*

Comment on the residential/commuting expectations for your next minister

*We prefer the minister to live in the community near where the church is located.*

State any incentives *(e.g. school debt reduction or retention bonus after a certain number of years in position):*

Describe peer and professional supports available for ministers in your association/conference:

*The RI Association has a thriving Rhode Island Ministers Association which meets monthly for educational and fellowship opportunities and sponsors two (excellent) overnight retreats a year. In addition, most pastors have formed their support groups (our interim pastor has been in one for twenty years) according to interests, location etc. In addition, Kingston Congregation is a member of the University of Rhode Island Chaplains Association which meets monthly, is interfaith and is an excellent opportunity to find support and form relationships within clergy in our local community. This Chaplains Association sponsors events on campus such as Workshops*

*on Diversity, A Martin Luther King event and hosts beginning of the year events for new and returning students.*

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment:

*This is a full-time position.*

## WHO IS GOD CALLING TO MINISTER WITH US?

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.

- *Personality: A spiritually connected engaged person who has a sense of humor, is a good listener and an effective communicator, emotionally secure, is compassionate and embodies a Christian spirit.*
- *Leadership: A positive leader, skilled at helping others lead Christian lives, good at conflict resolution, and has an ability to inspire us to action.*
- *Worship Service: Effective preacher whose knowledge of the Bible guides inspirational and relevant worship which relates to everyday life and engages new members*
- *Community: Effective at building community with all age groups and in bringing in members; Lives in the community (non-negotiable), natural at outreaching to other religious and community and diverse groups*

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

*Equal justice and mission have been a main function on our impact beyond our walls. We are more likely to send money than become personally involved in organizations. One of the Providence neighborhood groups that we had been personally involved in closed its doors and we have not yet made a different connection. Therefore, we envision our new pastor will be able to advocate and through strong leadership in our community help us develop other outreach opportunities. During the interim period we have had the experience of a consultant from the Non-Violence Institute who introduced some of the ideas and concepts of the Beloved Community (Dr. Martin Luther King, Jr.) to the youth and to the Adult Study Group. With our former pastor we had a partnership with a UCC*



*church and pastor from Zimbabwe. We exchanged visits and sent materials and monetary support.*

*Six houses of worship, including a mosque, are located within a half mile of us. We have had interactions with them in the past and would like to continue our relationship.*

Specify language requirements or culturally specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling. N/A

Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.

### ***ENGAGED SACRED STORIES AND TRADITIONS***

- *Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament*
- *Maturing in effective proclamation and preaching*
- *Understanding the history of the Christian Church, from biblical times forward*
- *Bringing life to sacred stories and traditions in worship, proclamation, and witness*
- *Leading faith formation effectively across generations*
- *Holding the Holy with integrity especially as represented in the Sacraments*

### ***WORKING TOGETHER FOR JUSTICE AND MERCY***

- *Drawing on the ministry of Jesus Christ to confront injustice and oppression*
- *Practicing the radical hospitality of God*
- *Identifying and working to overcome explicit and implicit bias in the life of the Church*
- *Understanding community context and navigating change with a community*
- *Engaging in mission and outreach*
- *Building relationships of mutual trust and interdependence*

### ***STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS***

- *Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences*
- *Living in relationships of covenantal accountability with God and the Church*
- *Exhibiting strong moral character and personal integrity*
- *Respecting the dignity of all God's people*
- *Understanding and ministering to stages of human development across the life span*
- *Demonstrating excellent communication skills*

## ***CARING FOR ALL CREATION***

- *Nurturing care and compassion for God's creation*
- *Maintaining a basic understanding of mental health and wellness*
- *Practicing self-care and life balance*
- *Providing hope and healing to a hurting world*
- *Attending to one's own spiritual and pastoral care, including engagement in supervision as appropriate*
- *Stewarding the resources of the Church*