

**FOR LOCAL CHURCHES SEEKING LEADERSHIP  
FOR A DESIGNATED TERM POSITION**

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this document that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates. As the committee charged with the responsibility for identifying and recommending a suitable leader for the interim time for our church, we have been authorized to share the information herein with potential candidates.

We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

Nancy White  
Signature of Search Committee Chairperson

6/24/2020  
Date

Greendale People's Church  
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[www.greendalepeopleschurch.org](http://www.greendalepeopleschurch.org)  
Vacancy is immediate

## **Greendale People's Church Profile**

### **Ministry flows from mission:**

A time of transition in the life of a congregation is an opportunity to gain clarity regarding the church's mission. Greendale People's Church is in the process of reworking our mission statement to better reflect who we are and where we strive to go as a congregation. In doing this we seek a Designated Term Pastor.

### **Current Mission Statement:**

*"Greendale People's Church is an open, welcoming, inclusive community seeking to love God and follow Jesus Christ through worship, prayer and service to others."*

We are called to love and relate to each other as a way of experiencing, expressing and extending God's extravagant love and grace for everyone. Greendale People's Church (GPC) is a church for the people that welcomes everyone and celebrates their differences, no matter their race, ethnicity, background, age, gender identity, abilities, economic status or whom they love. Whoever you are, wherever you are on your spiritual journey, you are always welcome at GPC!

In hiring a Designated Term Pastor, we seek guidance in reevaluating our mission, assets and future path. GPC has identified 3 major questions that need discussion, debate and resolution. We have been in transition for several years without the progress needed to point us in the right direction.

### **Designated Term Ministry Pastor Goals:**

1. How do we define our mission that is inclusive of our whole congregation?
2. How do we encourage and promote greater enthusiasm and support of our mission?
3. Evaluation of our current assets and financial assets and its impact on our future.

*Details for each of these can be found in the appendix.*

## Introduction to our church:

### **Brief History:**

We are celebrating our 125th anniversary. Originally founded by Scandinavian immigrants, the church more recently reflects the changing demographics of Worcester county, though largely remains middle class white families. We take pride in being a founding member of the International Council of Community Churches in 1950 with the primary purpose of interracial relations.

Dedicated in 1896, GPC has undergone many changes. Notably, the tornado of 1953 caused great destruction. Following this our church was repaired and expanded to include the addition of a chapel. Over the years GPC has owned nursing homes, rest homes, a credit union and a camp / conference center. Selah, our waterfront camp in North Orange, MA is our only remaining property in addition to the church itself and two adjoining lots.

We have been a solid presence in the Worcester community for well over 100 years. We welcome both members and nonmembers to celebrate weddings, baptisms and funerals at our facility. Two other Christian communities also call our church their home. Our building is active with a number of outside groups including; Boy Scouts, Girl Scouts, AA, NA, Greendale Head Start, a theater group and the Worcester Regional Food Hub.

Historically we have been fortunate to have ministers of longstanding tenure. However, in the most recent decade we have had a significant number of short term ministers.

### **Church Strengths:**

The congregants of GPC have varied and valuable talents and strengths. We have an active and talented choir. We may be small in numbers but we are able to accomplish big things. We continually strive to maintain a positive impact, not only within our walls, but outside as well - striving to welcome newcomers. Our ministers have historically been called on to provide spiritual support to events throughout the city.

We are an unconventional, inclusive, non-denominational community that comes from varied Christian backgrounds and belief systems. Our Team "Transitioning for Love and Community (TLC)" has defined our core values and core beliefs after meeting with groups from the congregation. Consensus on these pieces has done a lot to focus our purpose and has laid the foundation for the work ahead.

**Significant Events:**

In many ways the GPC congregation's fortunes rose and fell as did the fortunes of the large industrial base that once was the anchor of North Worcester. Many of our members once lived and worked in the neighborhood surrounding our church. At one point GPC counted among its members many of the executives at Norton Company. In addition, over the last couple of decades more congregants are moving to surrounding towns and fewer and fewer of the children and grandchildren of members are participating in the life of GPC.

The death of our Pastor 12 years ago was the beginning of our journey to redefine our mission and purpose. We have had interim periods and short term settled pastors who have been unable to help us engage in difficult conversations about change with each other, our pastor and our lay leaders. We need help in learning how to balance our relationships with each other and how to work more collaboratively. Our current Interim Pastor has helped us to focus on the tasks needed to continue as a vibrant healthy Christian Church. However, there has been some resistance to change from within our congregation.

**Our Challenges:**

Our major challenges have been noted in the 'Designated Term Ministry Pastor Goals' section. It is important for us to clarify our direction and how to financially support that. We need to remain focused on who we are and why we are church. We need to face the difficult decisions that are needed to maintain our existence and continue to be who God is calling us to be.

The congregation is evolving with an aging population, changing demographics and limited new membership.

**Conflict Level:**

Our conflict stems from the need for change versus the resistance to change. Some congregants desire to 'keep doing what we've always done'. The reality that other congregants, especially those in leadership roles, have come to recognize is that to do so will cause our demise.

For the past 12 years we have had a number of leaders come and go, as a result we feel a lack of direction. We need someone to help us focus on why we are a church.

**BASIC STATISTICS:**

# Church Members	Average Worship Attendance	CE Participation	Adult Ed Participation
202	83	7	13

2019 Income	2019 Budget	2019 Mission Giving	Reserves & Endowments	Compensation being offered
\$254,210	\$276,705	\$8,710	\$500,000	\$88,000 - \$100,000

**Total Package Offered**

\$ 88,000 - \$100,000 range includes housing allowance

Based on education and experience

Pension Contribution (14% of Base Salary plus housing)

X Social Security Allowance

X Health Insurance: \_\_\_\_\_ Individual \_\_\_\_\_ Family

X Vacation (1 week per quarter for full time)

0.58 Business Mileage Reimbursed (IRS Rate)

One time Criminal Background Check fee of \$140 reimbursed to the Designated Term Pastor.

Covenant/Contract will be for: **24 months at Full Time**

The Designated Term Pastor will be selected by:

Pastoral Search Team and approved by the Governing Board

Termination of this contract will require a 60 day notice by either party.

## **APPENDIX**

### Designated Term Ministry Pastor Goals:

1. How do we engage the congregation in our newly defined mission and vision given an aging congregation showing reluctance for active involvement?

We will measure the success of this goal by monitoring the number of the congregation actively involved in the work necessary to support the mission. We will expect our current teams to actively engage in a process to rethink how to align more clearly with the vision and mission in ways that are inviting and impactful. We will expect a minimum of a 20% increase in participation in mission related activities.

2. How do we clarify/define our mission as a universal truth among our congregation as some in the congregation feel we should focus on serving those who are present and others are seeking ways to attract others to sustain the ministry into the future?

We will measure the success of this goal through clarity and consensus. That we will have consensus within the congregation of the path.

3. How do we realign our assets to support our mission and how do we work through the grief with congregants related to assets that no longer serve our mission?

The measure of success will be realized through improved financial status with reduced strain on our current resources. We expect to maintain a balanced budget that is within our means without relying on our endowment. We also expect to increase the value of our endowment in the process. We would also measure that success by knowing that the congregants feel good about the process to decide the assets to be retained and released; and will have peace around releasing those that no longer resonate.