

UNITED CHURCH OF CHRIST  
**SUMMARY PROFILE**

First Congregational Church of Shrewsbury  
Shrewsbury, MA

**Settled Minister**



**1a.**

**LISTING INFORMATION**

**Church name:** First Congregational Church, Shrewsbury

**Street address:** 19 Church Road, Shrewsbury, MA 01545

**Supplemental web links:** [www.fccsm.org](http://www.fccsm.org)

**Additional ecumenical affiliations (e.g., denominations, fellowships):** NONE

**Conference:** Southern New England Conference

## **UCC Conference or Association Staff Contact Person:**

Rev. Elizabeth Garrigan-Byerly

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## **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?*

First Congregational Church of Shrewsbury (FCCS) is a vibrant, welcoming and dynamic place of worship and mission. We are almost 300 years old and thrive through respect for what has come before, while growing into/responding to the challenges of today and what lies ahead. We are an integral part of the Shrewsbury community and are constantly working to broaden our connections in central Worcester County. We are a congregation who gives freely of our time. We are financially secure. Through the pandemic, we have continued worship on-line and in-person, in accordance with MA guidelines, creating new forms of worship which are articulated in greater detail later in this document. In the past year we became ONA, built a new parsonage, added to membership, honored our stewardship pledges and continued mission work (as Covid appropriate). We face challenges and create opportunities head-on, together, with compassion. We are blessed that the Holy Spirit is truly at work with us at FCCS.

To help the reader better understand our future quest, some context follows.

We were founded nearly 300 years ago and celebrate our rich history. We recognize we could not have persisted all these years without having responded to periodic issues of faith and been able to meet the ministerial challenges, both internally to our members and externally to the wider community.

We are a congregation committed to welcoming every stranger, caring for our church family and those in need in the town of Shrewsbury, central MA and global community.

We are a congregation of many different talents and interests which enable us to walk our talk. We are engaged, quick to volunteer and deliver on our commitments.

So, where are we going? We want to extend our reach into both Shrewsbury and the surrounding community, identify and respond to all those seeking a Christian connection and a spiritual place to call home. We know this will involve an evolution in how we minister,

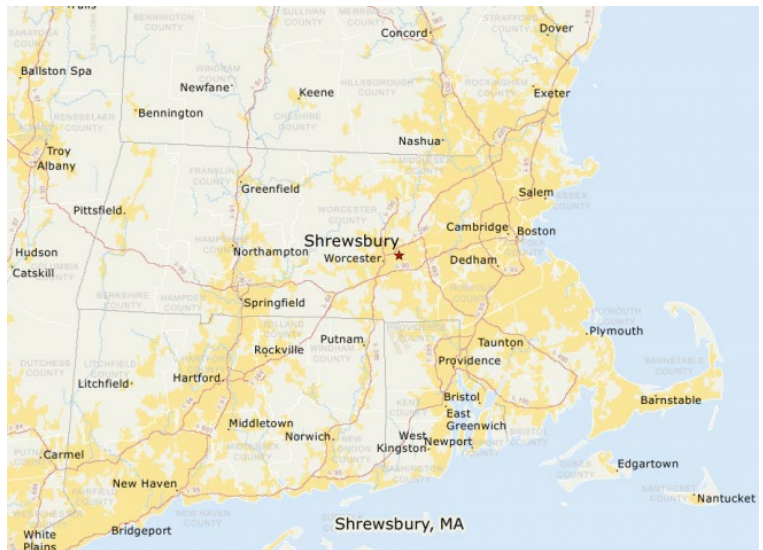
worship and celebrate fellowship. We do not believe this means abandoning those aspects we cherish, but that it will mean offering additional alternatives that respond to those who seek a connection to Christ in other ways.

We seek an outgoing, energetic, approachable, and engaged minister to provide leadership in our desire to be a viable and vital Twenty-first Century expression of Christian community. A minister that will help us learn and understand what is needed, and to guide us as we develop into what God is calling us to become.



**What we value about living in our area:**

We are located adjacent to Worcester near the geographical center of Massachusetts and all of New England, whose natural beauty can be enjoyed in all 4 seasons. Getaways to the city and the country are within easy reach. Boston and Logan International Airport are an easy 45-minute drive to the east. There is ready access to the Atlantic coast, Cape Cod, the Berkshire Mountains and the mountains of Vermont and New Hampshire. The region boasts an abundance of lakes, rivers, and walking trails. New York City is a mere 3-hour drive to the southwest. State of the art medical care is right next door in Worcester, the second largest city in New England. Massachusetts is home to 114 colleges and universities of which 12 can be found in Greater Worcester area. Our town has excellent schools, quality public services, many shops and restaurants and a low crime rate. Shrewsbury is a very good place to call home.



**Current size of membership:** As of 12/31/2019, 599 members. In addition, we have ~30 active participating non-members.

**Languages used in ministry (other than English):** None

**Position Title:** Minister    **Position Duration:** Settled

**Compensation Level:** Full Time

**Does the total support package meet conference compensation guidelines?** The intent of our compensation package is to meet, at a minimum, SNEUCC conference guidelines.

## 1b. SCOPE OF WORK

### **Core Competencies:**

We seek a minister who has a proven track record of effective pastoral leadership with skills in outward mission, transition management, and church expansion.

We seek a minister who is secure and comfortable “in their own skin;” a sociable person energized by group settings, with a natural ability to meet and greet new people and make them feel comfortable.

We seek a minister with high capacity for executive function, with knowledge and skills in church finances, along with staff administration and supervision.

We seek a minister who is an excellent preacher and leader of worship, who educates, establishes context and makes relevant God’s message in today’s ever evolving environment.

We see a minister who is theologically literate and intellectually curious and who champions Christian education for all ages.





## 1c. COMPENSATION & SUPPORT

**Salary Basis:** Salary will, at a minimum, meet SNEUCC Conference guidelines.

**Benefits:** See Conference guidelines

<https://www.sneucc.org/files/files/documentsleadershipdevelopment/clergy+information+2019-2020/2019+compensation+guidelines.pdf>

**What is the expected living situation for your next minister:** Living nearby in the newly constructed (2020) parsonage within walking distance of the church, as part of the Shrewsbury community.

**State any incentives:** We offer ministerial sabbaticals of up to three months after 6 years of work.

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

- Clergy Community of Practice (CCOP) of the SNEUCC, ministerial support groups within the region.
- Online support group facilitated by area minister.

- Committee on Authorized Ministry (COAM) provides situational support for ministers in the association.

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

We expect that our next settled minister will be a full-time employee.

## **1d. WHO IS GOD CALLING TO MINISTER WITH US?**

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

- As a church with a long history responding to challenges and change, possessing an abundance of talent among our membership and blessed with financial security, we seek a minister with insight and talent to guide us forward in our desire to welcome currently non-affiliated Christians into our church. This includes helping us recognize and develop our gifts and talents, facilitating our ability to attract others to our FCCS family, while also identifying potential obstacles to being a welcoming spiritual community
- We seek a minister who will recognize, support and nurture the excellence in volunteerism that exists at FCCS and help us to improve, identify or possibly expand new or existing arenas of mission
- We seek a minister that will lead us in developing a clear, evolving vision and plan that will be relevant to those born after 1965.
- We seek a minister who is a skilled-change maker, recognizing and respecting certain FCCS traditions while finding new ways to worship, minister and reach out into the Central Worcester county community

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

- We seek a minister that will lead in building and expanding our membership by reaching out to the community
- We seek a minister who has a robust vision for helping us develop a dynamic youth ministry and theological education programs for all ages

As our regional community diversifies with growing populations of South Asian and Latino immigrants, among others, a minister should offer insight into being more culturally sensitive, relevant and welcoming in ways that matter to the congregation’s sense of calling.

**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.**

- Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.
- Bringing life to sacred stories and traditions in worship, proclamation, and witness
- Drawing on the ministry of Jesus Christ to confront injustice and oppression
- Understanding community context and navigating change with a community