

FOR LOCAL CHURCHES SEEKING LEADERSHIP IN AN INTERIM TIME

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 open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

Signature of Search Committee Chairperson

Date

Church Name: Allin Congregational Church, UCC

Address: 683 High St., Dedham, MA. 02026

Telephone: 781-326-5050

Email: allinchurch@gmail.com

Website: www.allinchurch.org

Facebook: Allin Congregational Church, UCC/Facebook

Date of Vacancy: June 21, 2021

Contact person: The Rev. Ms. Holly MillerShank
Interim Area Conference Minister, Southern New England Conference
millershank@sneucc.org
cell 717-926-2150



What is your local church's mission? (Please share your church's mission statement here or name that one needs to be developed):

- “We are a caring, Christian community, living in covenant with God and with one another. We are supported and strengthened by our religiously diverse backgrounds, and we are mindful of our Congregational heritage. We worship the Trinity. We bear witness to our faith by preaching, teaching, studying, and acting upon the word of God. We welcome newcomers to share our spiritual journey.” (May, 2002)

To test or develop the mission, the interim time can be guided by three questions:

1. Who are we now?
 - A church community emerging from the pandemic, seeking to restart in-person services (inside and/ or outside), and welcoming both new friends and disaffected members. Allin Church has a very long history but over four centuries has proven the flexibility for change (i.e., adopt Open and Affirming, 2018).
2. Who is our neighbor? Or who are we uniquely equipped to serve?
 - Persons in the Town of Dedham, surrounding communities, and the greater Boston area who search for a community of worshippers who also seek Christ and God in their lives.
 - We also see ourselves as neighbors of the world as we welcomed and support a family from Burundi and responded to displaced persons after Hurricane Maria in Puerto Rico. Currently, two church members serve on the SNEUCC Immigration Refugee and Asylum Task Team.
3. Who is God calling us to be?
 - “Our Journey, Our Vision: Building Relationships, Getting Out to Follow Jesus, Count on Me/Own Our Church” (Vision Team retreat, February 2019)

In addition to asking and responding to the three questions above, what are your Expectations/Primary Goals/Needs for the interim time: (Push yourselves to be precise...this is crucial for your work and ongoing conversation of the assessment/evaluation of the interim time)

- Organizational changes to implement an effective administration that meets deadlines, maintains an up-to-date calendar, and accomplishes tasks in a timely manner
- Pastoral care and visitation, training lay leaders to assist
- Relevant, traditional, and apolitical worship services using a hybrid format

In a paragraph or two for each item, please provide the following:

Brief History of the Congregation:

- Established by covenant in 1638, the First Meeting House was erected (with grass thatched roof). A Second Meeting House was built in 1672 providing separate galleries for men, women and “lads.” In 1761 a larger Third Meeting House was erected with more than 50 cushioned pews and the building was topped with a steeple. In 1818, as a result of increased religious and political diversity, the more conservative membership of First Parish in Dedham, separated and created “The New Meetinghouse Society”; in 1819 the current church was erected across the street. [*History of the First Church Dedham* by Hugh H. McQuillen]. In 1866, two years after being reconstituted as the “Allin Evangelical Society,” in honor of the first minister of 1638, the church was remodeled and has been

remodeled several more times. Under the guidance of interim minister Heidi King in 2001, an extension was built around an elevator creating a side entrance, offices for pastor and staff, and a meeting room in the basement. [*Dedham, Massachusetts 1635-1890* by Robert Hansen

Church Strengths:

- Our registered, historic landmark meeting house
- Welcoming and religiously diverse community, warm hospitality
- Well-established and reinvigorated music program
- A healthy endowment for which we are grateful to the foresight of generations before us

Significant Events (past 13 years):

- A bond among our community of faithful created by annual retreats (e.g., Enneagram personality typing, Vision Team, *The Life of Pi*), social events and groups, and the annual Snowflake Fair fundraiser
- 2018: O&A statement adopted, Min. Of Music retired after 50+ years
- June 2019-February 2020: Pastor's son's cancer diagnosis and pastor granted Leave of Absence, Min. Of Christian Ed. resigned to become a settled pastor, engaged Rev. Wayne Earl as Bridge Pastor, settled pastor remained part-time with lay leadership filling gaps
- March 2020: all worship, church events, rental contracts ceased due to COVID-19
- Fall 2020 to present: Zoom and social media worship services and ministry meetings

Our Challenges:

- Growth: re-establishing formerly vibrant Christian Ed youth and adult programs, pastoral care (see Who are we Now)
- Aging heating system that is the proverbial "hole" into which we drop \$\$\$\$
- Rebuilding historic Skinner organ (3000 pipes)
- Completing sanctuary remodel

Is there unresolved Conflict in Church? Yes No

Level of Conflict in Your Church (Low 1, 2, 3, 4, 5 High): 2

(As identified by Speed Leas, in a Leadership Magazine article in 1989:

1. "We have problems to solve, but we can do it!"
2. "We're not communicating. There seems to be a low level of trust...but we are talking!"
3. The focus has changed to "winners/losers!"
4. The goal is "divorce," and getting people to quit. At this level it is wise to seek outside help!
5. Not only wanting others to leave, but seeking revenge!

- Ask us about it.

Generally, the starting place of negotiation for the Compensation Package offered to the Interim Pastor is the same as that of the most recent pastor or what you anticipate offering your new Called Pastor.

Cash Salary offered: \$40,000 to \$75,000 (negotiable, depending on housing preference)

Conference Compensation Guidelines (salary range): \$ See Conference Guidelines for salary range

Housing:

Housing allowance only (up to \$3,000 per month) OR

Parsonage only (includes all utilities, maintenance, etc.):

Our manse is a 1960's 2-story colonial on the scenic Charles River adjacent to church, 4/3, finished basement, office, etc.

Pension Contribution (14% of Base Salary plus housing)

Social Security Allowance

Health Insurance _____ Individual Family (Currently \$27,541/yr)

Dental Insurance _____ Individual Family (Currently \$1,122/yr)

Vacation (1 week per quarter for full time Interim = 4 Sundays)

Conferences (up to \$5,000/yr)

Business Mileage Reimbursed (IRS Rate)

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

Renewable Covenant/Contract will be for: 12 to 18 months _____ 24 months

Is this full time or part time? Full time

Interim Pastor will be selected by: Interim Search Team

Once an Interim Pastor has been chosen and a covenant has been signed, please forward the following documents to the SNEC UCC, 1 Badger Road, Framingham, MA 01702:

Copies of the Interim Covenant/Contract

Documents outlining the conditions for terminating the covenant/contract.

It is customary that the church or Interim Pastor may terminate the contract only after 60-days notice of such intent.

.

Suggested Supplemental Materials to send to a candidate:

1. Newsletter
2. Worship bulletin
3. Annual Report
4. Vision Pathways