Park Hill Congregational Church, United Church of Christ

Notice of Interim Pastor position:

1. We are looking for an experienced interim church pastor to serve our congregation in Denver, Colorado until a settled pastor is hired. We anticipate the search for a settled pastor will take approximately one year. We prefer an individual who has experience as an interim or settled pastor, has strong preaching and communication skills, understands and can be an advocate for racial and social justice issues in an urban setting, and can be an effective interim administrator.
2. Park Hill UCC is about 70 years old, owns a well-maintained building that includes a sizable sanctuary with a pipe organ, office space for church staff, meeting areas, and well-maintained landscaping. We rent space to a Montessori school in the building. Until the pandemic, our building was frequently used by community organizations, and racial justice organizations used the building without charge.
3. Compensation package: We offer $50,000 to $65,000 annual salary (depending on qualifications) including housing allowance, with benefits negotiable. This range reflects Conference guidelines We acknowledge that there is currently a housing shortage in the Denver area, and if the interim pastor selected needs to relocate and find housing that will be taken into consideration.
4. We have an effective, loyal and long-serving staff, including a part-time minister for congregational care, a part-time organist and music director, a part-time minister for faith formation, and office and technical staff. The minister for congregational care is also now serving as the bridge pastor.
5. Five priorities for the interim pastor to focus on with the congregation and the leadership team:
	* Worship: Park Hill UCC uses a hybrid worship model, with worshipers in the sanctuary on Sunday morning, and many others participating by Zoom, YouTube, Facebook, or phone. The worship service is the weekly and special season focus of congregational life, and strong worship leadership skills are a necessity. The interim pastor should conduct worship - including the delivery of sermons - based on spiritual depth and intellectual integrity, informed biblical scholarship, respect for UCC tradition, and knowledge of social issues that reflect our vision.
	* Leadership: The interim pastor should be a capable administrator and able to diplomatically advise the leadership team on goals, stewardship, social and justice outreach, the process for the settled pastor search, and faith formation. The interim pastor also should be able to diplomatically advise and lead the church staff. Our long-time office administrator is currently working off-site and the congregational leadership continues to evaluate this arrangement.
	* Discernment: The interim pastor should also be capable of advising the leadership team on evaluating the priorities and direction of the church, given the transition to a new settled pastor. We expect this skill will include leading the congregation in discovering areas of growth and opportunity.
	* Planning: Our financial, social, digital ministry, and programming is on-going. The interim pastor should be able to effectively advise the leadership team and the staff in these areas.
	* Other responsibilities: The interim pastor may also assume other responsibilities, including some aspects of congregational care while in coordination with the Minister for Congregational Care.
6. There are about 170 members, and with the inclusion of other active friends, our size might be considered 200. This includes people who attend worship or other activities regularly or sporadically and those who contribute either financially or through service. Pre-pandemic Sunday worship attendance averaged about 90-100. Worship attendance is now similar, including in-person attendance and on-line attendance. The church also provides numerous regular activities, including a book discussion group, men's and women's social and discussion groups, weekly discussion of the lectionary selection, youth group, and service opportunities.

Throughout the pandemic, members have continued to participate in these activities and continued to provide all the necessary tasks from landscape care to supervision of regular building maintenance. Despite our current inability to sing together or play instruments in live ensembles, the music director has found ways, using technology, for the musicians in the church to continue to participate in worship services. Similarly, the minister for faith formation has found ways to continue the youth group and children's activities.

These efforts illustrate the strength of the church and the congregation's desire to continue as much as possible as before the pandemic. And the on-line activities have allowed those who cannot attend in person to participate. However, we are concerned about the effect of the continuing difficulty with gathering in the building.

1. Park Hill UCC is located in the Park Hill Neighborhood, one of the oldest neighborhoods in Denver. Beginning in the 1960s Park Hill Neighborhood was racially integrated, although gentrification has since been changing the character of the neighborhood. The make-up of the congregation reflects the diversity of the neighborhood, and the church's commitment to social justice.