

## 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.

*Jeffrey Sedlack*

*December 23, 2021*

\_\_\_\_\_  
Signature of Search Committee Chairperson

\_\_\_\_\_  
Date



Church Name: United Congregational Church

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Torrington, CT 06790

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Email: [unitedcong@sbcglobal.net](mailto:unitedcong@sbcglobal.net)

Website: <http://www.torringtonunited.org>

Date of vacancy: June 15, 2021

Contact Person and information:

Rev. Terry Yasuko Ogawa, Area Conference  
Minister, North West Region, SNE Conference  
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## **Ministry flows from mission.**

A time of transition in the life of a congregation is an opportunity to gain clarity on the church's mission. The Southern New England Conference Vision Priorities are:

- We understand the local church exists to **make disciples of Jesus** and we welcome all people unconditionally to share in this calling.
- We commit to making God's **love and justice** real by loving our neighbors, children, and all of creation through our collective work, such as seeking racial, economic, environmental, and LGBTQ justice.
- We believe God calls us to bring new life as agents of change and so we embrace and encourage **adaptive and transformative leadership** wherever the Body of Christ is gathered.
- We encourage local congregations and varied ministry settings, inspired and guided by the Holy Spirit, to form **covenant partnerships** with all who work for the common good in their local communities and throughout the world.

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

"You are the light of the world. A city set on a hill cannot be hid. Nor do people light a lamp and put it under a bushel, but on a stand, and it gives light to all in the house. Let your light so shine before people, that they may see your good works and give glory to your Father who is in heaven." *(Matthew 5:14-16)*

Love one another  
Impact the community  
Glorify God  
Help others become more like Christ  
Teach God's Word

**Let God's LIGHT shine!**

The most typical situations in which a church would seek a designated term pastor are:

1. A church in process of major restructure, assessment of viability, physical re-location, uniting or yoking with another congregation.
2. A church coping with the aftermath of major conflict or trauma.
3. A church whose continuing viability is doubtful.
4. A church where the regular search & call process may have proved difficult due to size, geographical location, or other issues.
5. A church in process of staff reconfiguration, where a particular ministry will be staffed to maintain needed programming while the reconfiguration of responsibilities is designed and accomplished.

Our church is choosing to engage a designated term pastor at this time because we understand the work before us to be in the category of **number 1** (choose the situation from the five above that best describes the work that is before the church in the present moment and describe why.)

United Congregational Church realizes that due to our size and financial position, we need to explore our options to share a minister or combine with another church. We seek a designated term pastor to assist us with this task.

**Designated Term Ministry Pastor Goals:**

With specificity and clarity, please describe what you hope to accomplish during the Designated Term Ministry Time:

Please describe how you will know if these goals have been accomplished.

United Congregational Church would like to have a Designated Term Pastor to assist with the following goals.

- Determine our declared purpose and best path forward, whether it be to share a minister, combine with another church or hire a part time settled minister.
- Encourage members to return to in person worship and fellowship.
- Revitalize our church. Explore new ways to grow the church spiritually and re-focus our mission work.

The Designated Term Pastor will assist the congregation research the options of sharing a minister, combining with another church and calling a part time settled minister. Once the choices have been researched and the finances analyzed, the congregation will discuss the options and vote on the best path forward. Our goals will be accomplished when we select the path forward that will sustain our ministry. The work of the Designated Term Pastor and leadership of the church will excite and interest the congregation. They will be more excited in the mission and spiritual work of our church. The regular weekly attendance will increase significantly and the congregation will be looking forward to the next mission or spiritual project. SEE ADDENDUM “Designated Term Ministry Goal Setting”

### **Intro to our church:**

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

#### **Brief History:**

United Congregational Church was born out of fire and love. The Tarringford Congregational Church burned to the ground in 1975. At the time the congregation of Fourth Congregational Church, a historically French speaking church invited the displaced congregation to worship with them. After a time, it was determined that the two churches would merge and build a new church on the site of the old Tarringford Church. After a marriage ceremony the merger and construction were done.

Since then, we have become a United church with a tradition of loving each other and of supporting local and global charities with financial and material contributions. We have welcomed several settled pastors over the years who have each brought their unique gifts to us. We also have a strong lay leadership. Our numbers have dwindled over the years, but we have maintained a small, dedicated group during the months of covid closure and zoom services and meetings. We are excited to be open again, to see each other in person and to sing to the glory of God.

#### **Church Strengths:**

United Congregational Church is a very welcoming and caring congregation. We love and care for each other. Though our membership is small, we bring many different talents together. Our members are willing to help the church and each other in whatever ways they are able.

We embrace our mission work and are enthusiastic about finding new projects. Over the last several years we have consistently donated towards the five UCC special missions.

Our church oversees the care of a cemetery on our property. Some of the graves date back to 1700's.

**Significant Events:**

In 2016 United Congregational Church started to share worship space with Unity in The Foothills. Our two congregations have shared resources and have held various events together. We have occasionally held joint worship for special services such as Easter, Christmas Eve and Seder.

We recently celebrated our 40<sup>th</sup> anniversary as United Congregational Church. We also celebrated the Hawaiian Mission Bicentennial. Our church has a connection with this mission through Henry Obookiah and Samuel Mills.

**Our Challenges:**

The greatest challenges facing United Congregational Church are declining membership and dwindling finances.

Is there unresolved Conflict in Church? \_\_\_\_\_ Yes  X  No

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

(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!" Emotions are escalating. Some folks are leaving. At this level it is wise to seek outside help!
4. The goal is "divorce," and getting people to quit. There are active attempts to manipulate or sabotage processes. Open communication is not being practiced.
5. Not only wanting others to leave, but seeking to hurt others in revenge!

Was the previous leader a contributor to the conflict? \_\_\_\_\_ Yes  X  No

If yes, please explain: \_\_\_\_\_

What has the congregation and leadership learned about its role in the creation and resolution of the conflict?

**BASIC STATISTICS:**

#Church Members	Average Worship Attendance	CE Participation	Adult Ed Participation
74	15	0	5-6 pre-COVID

Sept '19 - Aug '20 Income	Sept '19 - Aug '20 Budget Expenses	Sept '19 - Aug '20 UCC Mission Giving	May 2021 Reserves & Endowments	Total Compensation being offered including Salary, housing, pension, insurance and business expenses
\$111,605	\$104,943	\$3,453	\$482,937	\$42,500 *

\*The allotments below can be varied as long as the total compensation remains the same.

Generally, the starting place of negotiation for the Compensation Package offered to the Interim Term Pastor is the same as that of the most recent pastor.

Cash Salary offered  \$ 17,200

Housing

- Housing allowance only \$ 12,600
- Parsonage only
- would offer either

- Pension Contribution (14% of Base Salary plus housing)
- Social Security Allowance
- Health Insurance      Individual      Family     *1/2 of medical insurance cost*
- Dental Insurance      Individual      Family
- Vacation (1 week per quarter for full time) *2 weeks per year for 1/2 time*
- Meetings
- Business Mileage Reimbursed (IRS Rate)

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

Covenant/Contract will be for:      12 months      18 months or other      3 -5 years

Is this full time or part time? The position is 1/2 time

The Interim Term Pastor will be selected by:     The Church Council

+     +     +

Once a Designated Term Pastor has been chosen and a covenant has been signed, please forward the following documents to SNEUCC –

- Copies of the *Designated Term Ministry Pastor* Covenant/Contract
- Documents outlining the conditions for terminating the covenant/contract.

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

Associate Conference Minister:	Rev. Terry Yasuko Ogawa
Phone	(508) 782-8593
Email	<a href="mailto:ogawaty@sneucc.org">ogawaty@sneucc.org</a>

Suggested Supplemental Materials to send to a candidate:

1. Newsletter
2. Worship bulletin
3. Annual Report

**Position Listing for the National UCC Employment Opportunities:**

(In 2000 characters of less, please describe your church and your goals for the Designated Term Ministry. This will be posted on our National UCC website for up to one month.)

United Congregational Church in Torrington, CT is a small and welcoming congregation. We are searching for a half time designated term interim pastor to lead us through a time of transition. We seek a motivated pastor that is creative and outgoing to help us to revitalize our church by:

- Exploring new ways to grow the church spiritually and re-focusing our mission work.
- Determining our declared purpose and best path forward.
- Encouraging members to return to in person worship and fellowship.

Working together, we will live our mission:

Love one another  
Impact the community  
Glorify God  
Help others become more like Christ  
Teach God's Word

**Let God's LIGHT shine!**

### **Addendum Designated Term Ministry Goal Setting**

	<b>Goal:</b> with specificity, describe what you hope to accomplish in this time.	<b>Commitment:</b> describe how the congregation will prioritize and participate in reaching this goal?	<b>Assessment:</b> describe how the congregation will know the goal has been accomplished
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1.	Determine our declared purpose and best path forward, whether it be to share a minister, combine with another church or hire a part time settled minister.	This is the number one goal of the church. The congregation knows that the church finances require that we make a change. We need to select our path forward that will sustain our ministry.	Once the choices of sharing a minister, combining with another church and calling a part time settled minister have been researched and the finances analyzed, the congregation will discuss the options and vote on the best path forward.
2.	Encourage members to return to in person worship and fellowship.	The congregation will communicate with all members to advertise church service and programs led by the Designated Term Minister. The congregation will encourage people to return to the church and to invite new people to visit.	The goal will be accomplished when the regular weekly church service attendance increases significantly (example: 40-60%).
3.	Revitalize our church. Explore new ways to grow the church spiritually and re-focus our mission work.	The congregation will look for our niche in the community and develop a new mission focus around the niche.	The goal will be accomplished when members increase their participation because they are more excited and interested in the mission and spiritual work of the church. People will then be more interested in moving forward to what is next.