

Local Church Profile for Churches Seeking an
Interim Pastor

Church Information

Full Name: First Church of Christ, Marblehead “Old North Church”

Address: 8 Stacey Street, Marblehead, MA 01945

Phone: 781-631-1244

Email: office@onchurch.org

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

Additional Denominational Affiliations:

UCC Conference: Southern New England

Association: Northeast

Area Conference Minister Name: Alexander Shea Will

ACM phone: 508-244-4769

ACM email: SheaWillA@sneucc.org

Position Details

In a paragraph or two for each item, please answer the following prompts.

Describe the ministry position for which you are seeking a pastor.

We are seeking a full-time Interim Senior Minister to fill the roles and responsibilities of our current Senior Minister who has recently announced his retirement after fifteen years of service. Our congregation has been blessed with a beloved Associate Minister since 2019 who will be available as an ongoing resource and colleague throughout the term. Along with a smooth leadership transition, our needs include preaching, pastoral care, life rites and committee support. We currently have a capital campaign underway, which is scheduled to wrap up in May, 2022.

At the time that we called our Associate Minister three years ago, we did not anticipate the Covid-19 pandemic and the changes it would bring to church attendance and program participation. Our Interim Ministry period will coincide with entering a post-pandemic time when we will be

rebuilding our vibrant community and monitoring trends in financial resources. As we make plans to call a settled Senior Minister, we will need to determine appropriate ministerial staffing levels going forward. We will value the Interim Minister's input as we search for our new permanent Senior Minister.

Additional Details

1. Preaching. In filling the role of our current Senior Minister, the Interim Minister should expect to preach on several Sundays each month. In the event of needing to be absent, whether planned or not, the Interim and Associate will cover the pulpit for one another.
2. Pastoral care. Our Associate Minister has several ongoing pastoral care relationships at this time and is prepared to increase that work if needed during the interim period. That said, we would encourage the Interim Minister to provide pastoral care as well, because it is likely that demand will exceed the capacity of one clergy person.
3. Weddings/funerals/baptisms. Many members of the Marblehead community turn to Old North Church to mark significant life rites. We welcome the opportunity to serve in this way. Currently, the Senior Minister provides the majority of these services. During the interim period we envision the Interim Minister and the Associate Minister discussing requests and dividing these responsibilities based on relationships with parishioners and contracted availability of time.
4. Program/Board/Committee support. Under our new organizational structure (see more under "Church Strengths"), staff representation on boards and committees is crucial. At present our Senior Minister attends several evening meetings each month, notably with the Boards of Deacons, Leadership and Prudential, as well as a weekly staff meeting.
5. Program development. As we move toward increased participation post-pandemic, we anticipate a return to more active, in-person programs such as youth group and service projects. We would welcome our Interim Minister to facilitate this rebuilding and to think creatively about ideas for expansion.
6. Capital campaign. We are launching a capital campaign in March 2022 with a fundraising goal of \$1,000,000. Our current Senior Minister will provide valuable support at the outset of this project but will be leaving before its completion which is anticipated to be in May. Our Campaign Committee has

strong lay participation and would look to the Interim Minister to provide ongoing encouragement. As such we would welcome a candidate who has previous experience in leading a church through a capital campaign, but this is not essential.

Name 3 core competencies that you feel you will need in your Interim Pastor.

1. Thoughtful, inspiring preaching
2. Strong administrator/Staff leader
3. Warm and caring

What aspects of the 5 tasks of interim ministry do you anticipate being the focus of your interim time?

1. Heritage: Exploring your past and patterns: What does your history reveal? What remains unresolved?
2. Mission: What is your identity, mission, purpose, vision, etc.?
3. Leadership: What church leadership structure is needed moving forward and how do you identify the gifts, skills and competencies you need?
4. Connections: Drawing from the insight and best practices provided through your partnership with your denomination and networking and building relationships with the community around you.
5. Future: What do you need to do to prepare for a successful partnership with your next pastor to accomplish the mission God has given your church in the next 3,5, 10, etc. years. (Loren B. Mead Critical Moments of Ministry: A Change of Pastors, chapter IV)

At this time our needs center around Leadership and ascertaining Future directions, particularly with regard to staffing needs and program rebuilding. As described in the Additional Details presented above, Leadership from our Interim Pastor will be important in critical functions of our church areas: preaching, pastoral care, life rites, program/board/committee support, program development and the capital campaign. As we strive to rebuild from the pandemic, we will need inspiring voices from our pulpit, active hands and hearts for those in need, meaningful recognitions of important life events, strong guidance for our lay committee volunteers, vision and collaboration to conceive and nurture new ways forward, and energy to manage the ever-present financial realities of our church.

Our Interim Pastor will also play an important role in planning for our Future partnership with a new settled Senior Pastor and the direction of church programs. Their role will be valuable as “an

extra set of eyes” and a knowledgeable voice to motivate and clarify the search process and strategic visioning. One key process will be to help us determine the most appropriate level of ministerial staffing going forward. Do we need a full-time Senior Pastor and a part-time Associate Pastor (the current situation)? Or will financial constraints and changes to the functioning of our church community encourage us to consider reduced staffing (a part-time Senior and Associate Pastor or just a full-time Senior Pastor)?

1. Position Scope: Full-time
2. Position Duration: 24 months

Who We Are

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

1. Church’s Mission Statement:

Old North Church is an inclusive Christian Community called to bring to life God’s love and grace by sharing the gospel for this time and place; extending the hospitality Christ showed; embodying God’s love and compassion to those in need; and growing together in our understanding and experience of the Holy Spirit at work in our midst.

2. Brief Church History:

Marblehead was settled about 1629 by fishermen and mariners. Eventually they were joined by settlers from Salem and other areas. In 1635 Reverend John Avery agreed to be Marblehead's first minister. Reverend Avery was ultimately succeeded by William Walton, who served the town as minister for thirty years without ordination of the Congregational Church.

Legally Marblehead was a part of Salem. The settlers had to travel to that town in order to receive church sacraments and participate in civil affairs. In 1638 a barn-like meeting house was constructed upon a rocky hill overlooking the ocean. Services were held every Sabbath and the citizens gathered to meet to talk about their concerns. Following the custom of their forefathers, the fishermen buried their dead by the meeting house. Today this part of Marblehead is known as Old Burial Hill. Old North celebrates its Easter Sunrise Service here.

Marblehead's first church was Puritan in style of worship but also took into consideration the life styles of its less than genteel congregation. In 1684, under the guidance of Reverend Samuel Cheever the settlers received permission from the First Church in Salem to become a separate institution. Then in 1695 the First Church in Marblehead moved into a new structure on Franklin Street. This structure also served as a meeting place for townspeople. A schoolhouse was built with materials from the old structure.

Parson John Barnard served the First Church from 1715-1770, a period that encompasses a period of colonial growth and the Revolutionary War. The mansion he built diagonally across from the church on Franklin Street still stands today as a fine example of Georgian architecture. Parson Barnard was a mighty preacher whose pulpit Bible, a gift from his brother, is in use today. Parson Barnard donated a silver tankard to the First Church to be used during the communion service. Other church members also gave communion silver, including a silver baptismal bowl by Paul Revere, all of which we use.

With a gift from the Honorable William Reed in 1821 the congregation was able to purchase a lot of land on Washington Street where we now worship. When the building was dedicated in 1825 its walls were the rough brown ashlar which is present on the sides and back today. The granite stone front was added later. The Parish Hall was built in 1951 and remodeled in 2000.

From its very beginning, Old North has been at the ready to help the community of Marblehead by serving at life's rites of passage, baptisms, weddings, and funerals. Old North has also always been

there for neighboring churches such as offering our facilities when fire struck the Third Church in Marblehead in 1864 and the Temple Emanu-el in the 1950's.

3. Significant Events:

In addition to the history above, the following are some important events in ONC's history:

2019 Old North calls The Rev. Lindsay Popperson as Associate Minister

2008 Old North votes to become officially an Open and Affirming Church

2007 The Rev. Dr. Dennis B. Calhoun is called as Senior Minister

2000 The Partnership with Pholela, South Africa begins

1980 The Salem Mission homeless shelter is founded in covenant with Old North

1979 The summer Lighthouse Service begins at Chandler Hovey Park

4. Church Strengths:

Old North Church has a beloved Associate Minister, Lindsay Popperson. Lindsay joined us in 2019, has thrown herself into the work of the church, and has endeared herself to our congregation.

Our Senior Minister shepherded us through a visioning process in 2018, which produced a Mission Statement embraced by all. This guidepost informs decisions of programming, worship, outreach, and education. Acting on this commitment to mission-driven work has encouraged our lay leadership to reconfigure the church leadership structure - with the primary goal of ensuring that the church is open to the myriad ways people may wish to serve and live the mission of ONC. While our previous committee structure struggled to encourage people to share their passions, we are excited to think that our current structure is more nimble and facile – and welcomes engagement with open arms. An example is the laity-based program of pastoral care-giving that has been well-received by both parishioners and clergy.

Our financial situation has been solid; we bring in close to \$500,000 each year in pledges from about 200 families. We have a loyal membership and are aligned in spirit to grow it; that commitment extends from leadership to lay leadership to every member of the church. This true welcoming spirit and openness to visitors is a real strength of ONC.

Prior to the pandemic, our education program was innovative and vibrant; we have a leader of youth education, Karen Kilty, who has been at ONC for about five years. She leads Church School for our youth and has brought a spiritual guidance to our children that has deepened their experience. Prior to the pandemic we also had a vital junior youth group and senior youth group which worked to serve the community and beyond through mission trips, volunteering, etc. Currently, our adult offerings

remain strong both on zoom and in person: Lectio Divina, men's fellowship, and book study/discussion, just to name three.

The music program has traditionally been one of the most beloved parts of ONC; it is truly a blessing to all who participate and all who enjoy. Our Minister of Music, Maria van Kalken, is innovative in the ministry of music, always exploring ways that the gift of music can bring people into the life of the church.

Our Christian Service outreach supports programs locally and globally; we have a partnership with a church in Pholela, KwaZulu-Natal in South Africa which has gathered us together in a vibrant and inclusive way. We have a special relationship with Temple Emanu-el in Marblehead, traveling and worshipping together and participating in pulpit exchanges. We work closely with other faith communities in Marblehead and surrounding areas on various programs to welcome strangers, help those in need and support one another.

5. Church Challenges:

People's lives are changing as we move forward beyond the Covid-19 pandemic, so we want to provide ample opportunities for worship, involvement, fellowship and outreach in this dynamic time. We very much want to see an increase in church attendance on Sunday mornings, and a safe return to gatherings such as coffee hour and fellowship events. We look forward to many stimulating conversations regarding how to assess and respond to the needs of our congregation, with a spirit of creativity and risk taking as we experiment with different ways to worship and to come together as a church and also with the wider community.

Our current Associate Minister position is 20-25 hours per week. During the past two years of the Covid-19 pandemic, the combined availability of the full-time Senior Minister and the part-time Associate Minister has been adequate to meet the needs of the church. As we move forward with changing needs, with some increasing while others may decrease, we will appreciate the Interim Minister's input regarding how best to meet the challenge of serving these needs within the available financial support.

6. Experience of Conflict:

Every church has conflict, some minor, some larger. On a scale of 1-5, where would you rank your church's level of conflict? 1 ([Based on this work by Speed Leas](#) 1. Problems to solve 2. Disagreement 3. Contest 4. Fight or Flight 5. Intractable)

Please explain why you chose this level.

We have a healthy, active church congregation with strong, positive pastor-parish relationships with both of our current ministers. We are in transition at this time due solely to the decision of the Senior Minister to retire after serving our congregation for fifteen years, which came about because he and his wife will be relocating to the Seattle area where both of their adult daughters reside.

Describe your congregation’s values and practices when it comes to conflict.

We have enjoyed a long period of very little conflict during the tenure of Reverend Calhoun. We encourage direct communication when concerns and complaints arise, followed by discussion with a relevant board or individual when needed. Lay leaders starting with the Moderator are available and effective in talking through concerns so that parishioners, staff and visitors feel respected and supported. Each minister has their own Pastor-Parish Relations committee, with whom they meet regularly as well as when a need arises. We also have a written Safe Church Policy that specifies protocols for handling certain types of complaints.

Basic Church Statistics

Yearly average

	Church Membership	Weekly Worship Attendance	Children & Youth Participation	Adult Ed Participation
Pre-pandemic	404	138	45total, 2youth groups	40 total in 3 groups
Current year	399	57in person; 35online	8 in confirmation class	38 total in 3 groups

10 in church school

	Income	Overall Budget	Mission Giving	Reserves& Endowment Principals
Pre-pandemic	629,871	606,944	57,100	
Current year	626,264	584,998	43,477	2,019,979

Compensation

Total Compensation Package Amount or Range: 157,491

Package offered: _____ Total Package, no additional monetary benefits offered

(**choose only one**) Total Package Includes Benefits (please list the benefits that are offered)

Salary and housing allowance: 125,173

Pension: 14,552

Health, Dental and Life Insurance: 8,489

SECA Contribution: 9,277

Please explain briefly your process in discerning your compensation.

This information is based on the current Senior Minister's total compensation package. We understand there may be a need to make adjustments to these numbers based on discussions with individual candidates.

Church body responsible for hiring the Interim Pastor is:

Search Committee:

Bonnie MacDonald, Co-chair

John Meakin, Co-chair

Ex Officio Members:

Frank Arren

Betsey Halbert

Sally Sands

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Statement of Consent

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.

Bonnie L. MacDonald

Signature of Search Committee Chairperson

(typed or Jpeg is sufficient)

March 23, 2022

Date

Position Listing for the National UCC Employment Opportunities:

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

The Old North Church of Marblehead seeks an ordained minister in the United Church of Christ to serve as our full-time Interim Minister. This Pastor would join our community in its mission *to bring to life God's love and grace by sharing the gospel for this time and place; extending the hospitality Christ showed; embodying God's love and compassion to those in need; and growing together in our understanding and experience of the Holy Spirit at work in our midst.* We welcome an Interim Minister to work with our Associate Minister on the worship services of our church, including preaching, services of life rites, committee participation and pastoral care. Our congregation would embrace the experience of an Interim Minister in assessing church staffing needs going forward. Our church is vibrant and welcoming, steeped in its long history but free and expansive in its call to bring God's love to the world. We are a congregation of travelers who seek to live our church's vision with a communal joy, and we warmly invite those candidates interested in joining this journey to apply.