

Local Church Profile for Churches Seeking a Designated Term Pastor (DTP)

Church Contact Information

Full Name: The Second Congregational Church of Manchester, CT,
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<https://secondmanchesterucc.org>



Additional Denominational Affiliations:

UCC Conference: Southern New England
Association: Hartford East
Area Conference Minister Name: Rev. Isaac Lawson
ACM email: lawsoni@sneucc.org
ACM phone: 860-761-7188

Position Details

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

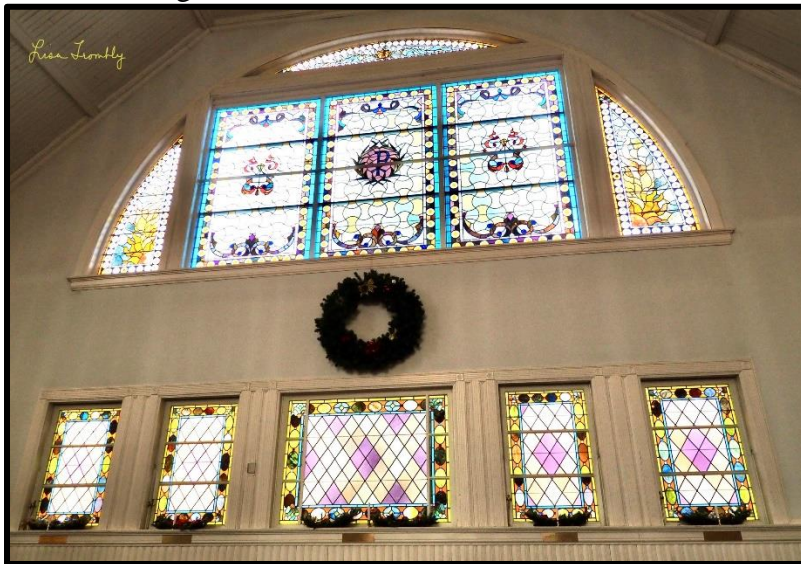
We are looking for a spiritual leader who will share in our church life. Since Covid, our former settled pastor retired and we have been relying on pulpit supply.

We are a vibrant, small, active church that has experienced what many Congregational churches have been through – moving from a large congregation with families to our current status

as only a handful of children, adults mostly in their 60's and 70's. We operate a food pantry that currently serves 70-100 families per month. We have a group of faithful regular Sunday worship attendees. We hold a number of community dinners each year, a Super Bowl grinder sale, and a Mardi Gras pancake supper as well as two major fundraising events – an annual Antiques and Collectibles Show that has been running for nearly 60 years in the spring and a Craft Fair in the fall. We also sponsor a “Mall In The Hall” vendor fair in November/December.

We provide food baskets at Thanksgiving and Christmas to families in need in the Greater Manchester community and also Christmas gifts to go with the Christmas food baskets. We provide Christmas gifts to several residential living facilities for nearly 100 residents and participate in many of the UCC outreach programs. Many of our members are active participants in the Rebuilding Together program (formerly Christmas in April). All of our able members participate in one way or another at our events.

We are a small but MIGHTY group! In the last decade we have become a happier congregation, as we came to recognize who we have become, a mission-focused community, who love and respect each other even with our individual bumps and bruises and are able to forgive each other even when we disagree.



2. Name 3 core competencies that you feel you will need in your DTP.
 - a) Spiritual leadership
 - b) Working with the church and its committees for setting goals and milestones for the future
 - c) Be part of the social and fellowship life of the church

3. Position Scope: _____ Fulltime _____ ¾ time ½ time _____ ¼ time

4. Position Duration: 9 months to one year

5. Is the DTP eligible for the settled position? Y _____ N

If yes, how will that be discerned?

Formally apply for the settled position including the interview process and final vote of the congregation

Designated Term Ministry Goals

1. Please choose all the reasons for choosing a DTM that applies to you.

- New ministry development, start or continuance
- Revitalization of current ministries and church vitality
- Legacy/hospice
- Reassessment of ministry, which may include:
 - exploring merger, yoking or unification with another church
 - assessment of properties
 - Staffing restructuring
- Major conflict/healing

NOTE: Second Congregational Church is in on-going conversations and contemplation with another nearby congregation concerning future yoking of a settled pastor shared by the two churches. The other church has also submitted a profile for a Designated Term Pastor to get them through this period of discernment and study regarding yoking. We have begun to share activities with the other church not as shared events but rather as support of activities between the two churches. We have shared an all-church pot luck dinner, the other church attended and supported our Annual Church Fair, we attended and supported a concert at their church and a fund raising activity on the same day. We are planning to share some services during the spring and other activities as they occur.

2. In a paragraph or two, explain how you discerned that a DTM was right for the church at this time.

We came to the conclusion that the process of finding a settled pastor was going to take longer than we had initially thought. This was strengthened by the fact that we had selected a settled pastor and the relationship was terminated within 6 months. We have been relying on pulpit supply and we need more than a Sunday leader. In discussion with other churches in the search process, we realized that there was more work needed on our part in moving forward in the search and call program.

3. Please explain your goals for this Designated period using the table below.

	Goal: with specificity, describe what you hope to accomplish during this time.	Commitment: describe how the congregation will prioritize and participate in reaching this goal?	Assessment: describe how the congregation will know the goal has been accomplished
1.	Consistency in the life of our church	Attending worship, religious, social and outreach activities	Because we are a small congregation, it will be easy to know

2.	To determine whether to explore a yoked pastorate	Continue to conduct information and question/answer sessions with the congregation. Participate in joint activities. Ultimately, a congregational vote	By congregational vote
3.	To create and support a planning committee to develop long range goals	Involve the congregation, through workshops and surveys	By congregational vote

Who We Are

1. Church’s Mission Statement (*or name that one needs to be developed*):

“We, the members of Second Congregational Church, United Church of Christ, welcome all people who seek to know God and God’s will. We invite all people to join with us as we serve the church, the community of Manchester, our nation and our world. We believe that all people are children of God and loved by God and all are called to be members of Christ’s body. We seek with others of every age, race, ethnicity, gender, sexual orientation and physical or mental ability to faithfully live out the gospel call.”

2. Brief Church History:

The Second Congregational Church of Manchester, CT (“Church”) was formed as an ecclesiastical society in the mid-1800’s. Formed from the membership of the Congregational Church and Methodist Church in the center of Manchester, it flourished in those first years. In 1878 it constructed a new church in the ‘north end’ of Manchester which remains as our current sanctuary and Sunday School area. Membership continued to grow for almost another century. In the 1950’s the Fellowship Hall wing was constructed giving the church a large community space, office areas, and a small worship chapel. During this period the Church became a vibrant part of the community at the north end of town with many prominent Manchester families counting themselves among its membership. As has been true with most mainline churches, membership has waned until we are where we find ourselves today. Our mission has changed with a greater focus on impact to the community that surrounds us, a smaller but strong membership, and a transition to service to others.



3. 2-3 Significant Events:

The most important event in our church in the past 10 years has been the creation of our food pantry. Run totally by volunteers in conjunction with Food Share (a member of Feeding America), Midwest Food Bank, and community donations, we have been able to provide groceries for up to 110 families per week, even through Covid. Previous historical events include the addition of the wing that includes the church office, chapel, library, offices on lower level and the fellowship hall, kitchen and parlor on upper level. We held a 100 year anniversary celebration in 1988. The restoration of our beloved stained glass windows was a great accomplishment for us in the 1990's

4. Church Strengths:

1. Acceptance of all regardless of age, gender, ethnicity, race, sexual preference
2. A willingness to help, to comfort, and to support those who need it
3. A very active small congregation with many 'pulling the wagon'
4. A strong bond among our members and affiliates that transcends illness, death, unfortunate circumstances, etc.

5. Church Challenges:

Second Church is a small, well run, loyal, and active Christian Community. On any given Sunday, throughout the year, approximately thirty (30) people attend worship service. The majority of us are between sixty (60) and eighty (80) years of age and are, perhaps, facing physical and financial challenges of our own that make it difficult for us to participate as fully and as generously as we would like. Our church building is very similar to all of us. We are BEAUTIFUL!

However, we need maintenance, both for our comfort and our safety. These are ongoing issues that can sometimes be planned in advance and other times require emergency attention. How

we accommodate the needs of our members, within the parameters of our building, will be important to the future of this community.

Those are the overarching challenges we face. An aging membership and an aging building. Other, more specific, challenges most likely will fall under either of these broad categories.

6. Experience of Conflict

All of our able members participate in one way or another at our events. We are a small but MIGHTY group! In the last 6 years we have become a happier congregation, as we came to recognize who we have become, a mission-focused community, who love and respect each other even with our individual bumps and bruises, and are able to forgive each other even when we disagree.

1. 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. Problem to solve 2. Disagreement 3. Contest 4. Fight or Flight 5. Intractable)

2. Please explain why you chose this level.

The congregation has learned to resolve issues that arise through consensus and agreement. Our recent (8+ years) time has not included any problems that we have not solved equitably.

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

Through discussion and compromise

Basic Church Statistics *Yearly average*

	Church Membership	Weekly Worship Attendance	Children & Youth Participation	Adult Ed Participation
Pre-pandemic	65	32	5	15
Current year	65	30	0	N/A

	Income	Overall Budget	Mission Giving	Reserves& Endowment Principals
Pre-pandemic	\$130,450	\$130,450	\$ 1,130	\$1,100,000
Current year	\$142,385	\$142,385	\$ 1,300	\$1,015,000(due to market changes)

Compensation

Total Compensation Package Amount or Range: _____ \$44,000-\$48,000

Package offered: _____ Total Package, no additional monetary benefits offered
 (choose only one) Total Package Includes Benefits (please list the benefits that are offered)
 Salary, FICA offset, health, dental, and life insurance, housing allowance, supplies, education

Housing:
 Housing allowance only
 Parsonage only
 Can offer either

Please explain briefly your process in discerning your compensation.

UCC guidelines

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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.



 Alan Lamson, Search Committee Chairperson

_12/15/22_____
 Date