

Central Pacific Conference
UNITED CHURCH OF CHRIST

POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: First Congregational Church -United Church of Christ

Street address: 1050 E 23rd Street, Eugene, OR 97405

Supplemental web links:

[First Congregational United Church of Christ, Eugene OR –](#)

Additional ecumenical affiliations: None

Conference: Central Pacific Conference

Association: Central Pacific

UCC Conference or Association Staff Contact Person:

Rev. Tyler Connoley

Conference Minister

575-956-3316

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Summary Ministry Description:

First Congregational Church, UCC Eugene is entering a time of transition as we prepare to say goodbye to our senior pastor who is retiring after 9 years at FCC, to reconsider our leadership model and to call a new pastor to service. We are seeking an Intentional Interim Pastor to serve as full-time pastor and head-of-staff, to lead this active congregation in a process of discernment for what God is calling us to be as a congregation. We are a church with a strong history that includes work for social justice, and a congregation of amazing members who have a strong commitment to the church and to each other. We were among the earliest designated Open and Affirming churches. We seek to come to a shared understanding of what it means to be a Progressive Christian church and how to live those values in the world.

We understand that we need to consider changes in our pastoral model, congregational structure, and staffing. While attendance and giving are down, we are a church with no outstanding debt, and with regular attendance of around 125 individuals in person and an additional 40 online. Recent special services have seen attendance and online viewing at 225 or higher.

We seek multiple ways to come together as a church. This includes participation in inspirational intergenerational worship, interactive fellowship forums, service to others in local and global communities, and spiritual formation activities. Our staff, board and congregation are motivated to explore ways to learn about meaningful collaboration strategies and shared leadership opportunities for our church.

What we value about living in our area:

Eugene is a great place to live because it supports the passions of so many. One tourism site says “Eugene has a lot of nicknames because it supports a community that is passionate in all their pursuits. Eugene is ‘TrackTown USA’ for elite athletes around the world, the ‘Silicon Shire’ for leaders in the tech industry, ‘A Great City for the Arts & Outdoors’ for its local residents, ‘Home of the Ducks’ for collegiate sports fans and ‘Emerald City’ because of the lush green fern forests full of trails for exploring in any weather.” The second largest city in Oregon is located in the Willamette Valley. Lane County covers area from the Cascade Mountains to the Oregon Coast, land that was home for more than 10,000 years to many indigenous tribes.

Current size of membership:

Our most recent count is 507 total member

Languages used in ministry (*other than English*): None

Position Title: Interim Pastor

Position Duration (*choose one, delete the other options listed*):

Intentional Interim – a called position for a temporary term of congregational preparation for a settled-pastor search (2 years), in which the minister does not typically move church membership to the congregation served or move standing to the related association

Compensation Level (*choose one, delete the other options listed*):

- Full Time

Does the total support package meet conference compensation guidelines?

To be negotiated based on level of experience and consideration of CPC guidelines.

SCOPE OF WORK

- Prepare and lead inspiring worship services that include biblically based sermons applied to modern life each Sunday as part of a team intergenerational
- Provide pastoral care
- Supervise, lead, and support staff in their work. Attend staff and board meetings, and attend committee meetings and events as needed to support staff.
- Work with Transition Team to lead the congregation through a process of discernment to understand our principles and values to guide our actions
- Empower shared leadership responsibility to emerge from the congregation.
- Build deep connections with the congregation through participation and support of congregational events and small group events (such as youth events).
- Guide the congregation as we coalesce our identity and values as a congregation and consider how to live our mission as a welcoming church
- Support the congregation as we imagine our future size, demographics, and identities as a church.
- Bring your joy and passion for ministry to our shared work.

Core Competencies:

- Caring Pastor
- Administratively Competent
- Inspirational Speaker

COMPENSATION AND SUPPORT

Salary Basis: To be negotiated based on level of experience and consideration of CPC guidelines.

Benefits (*choose one*):

Salary plus Benefits.

What is the expected living situation for your next minister:

Living nearby with a housing allowance.

Comment on the residential/commuting expectations for your next minister.

Live in Eugene/Springfield during the two-year service as intentional interim.

WHO IS GOD CALLING TO MINISTER WITH US?

Starting this process has evoked a variety of emotions as we grapple with change, with who we are, and with who we can be following God's lead. We seek an intentional interim who can lead us through a two-year process of, spiritual self-reflection, exploration, healing, and conversation to hire a settled pastor.

QUALIFICATIONS:

- Master of Divinity or its equivalent
- Pastoral experience leading a medium sized church
- Training as an Intentional Interim, or demonstrated skills in Interim Ministry
- Strongly preferred: Experience leading a church through significant staffing and leadership structure changes.
- Strengths in building and leading teams, especially with staff and board
- Familiarity with the faith and practices of the United Church of Christ and Progressive Christian Churches

EXPECTATIONS:

- Guide the congregation to embrace future expectations for pastoral leadership.
- Commitment to Progressive Christianity, Open and Affirming, interfaith ministry, and intersectionality
- Collaborative working style
- Willing to relocate to Oregon for the duration of the position
- Flexibility, knowing that the COVID-19 pandemic continues to change the way we must do things

Sharing observations with the congregation and asking the difficult questions required for self-reflection

TERMS OF EMPLOYMENT:

- Report to the FCC Board
- The Employee Policy Handbook contains detailed information on terms of employment.
- A Letter of Agreement for the position will specify the work hours and the compensation for the position.

- If not a UCC candidate, must submit to Criminal History Record Information (CHRI) check (see Employee Policy Handbook for details)

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 profile 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 suitable new minister 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.

Which individuals and groups in the church contributed to the contents of this Position Posting?

Contents in this Position Posting were drafted by the recently created Transition Team, reviewed and edited by the Church Board, and presented to the larger congregation for comment and addition. Those comments have been incorporated in the content presented here.

Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.

Staff Comment:

My signature below attests to the above item.

Signature:

Name / Title:

Email:

Phone:

Date:

This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

“Jesus answered them, ‘Have faith in God!’” – Mark 11:22