

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

### Church Contact Information

Full Name: First Church of Templeton  
Address: 1 Wellington Rd, Templeton, MA 01468  
Phone: 978-939-8688  
Website: N/A

Additional Denominational Affiliations: UUA

UCC Conference: Southern New England  
Association: Central Massachusetts  
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### Position Details

*In a paragraph or two for each item, please answer the following prompts, or fill in the requested information.*

1. Describe the ministry position for which you are seeking a pastor. *(This will be the first impression most candidates have of you. Highlight your gifts and graces as well as your needs so that candidates have the best sense of connection to and curiosity about your position. Include keywords that will help candidates search. It must be **no more than 2,000 characters, including punctuation and spaces, and in a single, unformatted paragraph**).*

We are a small congregation with big hopes and dreams. We are poised to serve many and become an active community center for our town. We hope you can help us realize this dream. We are currently hosting in-person and Zoom worship. We look upon this time as an opportunity to shape our future. Seeking a settled pastor will take time, effort and patience. All opinions will matter. We are asking our members to pray, engage, make their voices heard, and proclaim: We can do it!

Our goals for this collaboration:

- a. We desire a DTP with resources, experience and talents in areas of finances, church leadership structure and a pastor with a heart for warm relationship building and empathetic conflict resolution.
- b. Facilitate the assessment of our current financial situation and plan for future financial stability.
- c. Support committee revitalization and rewriting/clarifying bylaws to reflect proposed committee reorganization.

- d. Increase enthusiasm for worship, increasing availability of programming for spiritual growth for youth and adults.
- e. Help us clarify what type of message and sermon style we would like to hear from our settled pastor. We want to create enthusiasm for worship.
- f. Help us with the push and pull of tradition versus modern. How can we gently stretch our services in new ways while keeping some of the traditions we love? This includes more than just preaching; It includes service structure, music, and preparing the congregation for the changes a new settled pastor will introduce.
- g. We are keen to turn mission into action, seek guidance with ideas on helping the congregation to understand and embrace the new vision statement.
- h. Help us to keep our central belief about having a personal spiritual journey with God. We want you to support and enlarge our understandings as we each continue our search for truth and meaning in life.

Our strengths you can rely on:

- a. We are very close, and really do enjoy each other and our friendships.
- b. We are welcoming to all people.
- c. Our members' generosity with all their gifts is an asset that shows through in good times and challenge.
- d. Our Deacons and Council have strong and dedicated members who care intensely about spiritual, financial, and structural wellness. The two groups come together in a shared way to serve all.
- e. We want to grasp this opportunity with vigor and want you to be our leader, pastor, advisor and friend. We want a vibrant, cohesive church family who embraces our church's vision, and would be engaged and uplifted by worship, by connecting with God, and participating in church events and missions. If you feel called to help work with us, we can't wait to get started!

2. Name 3 core competencies that you feel you will need in your DTP.

- a. Someone organized, to help *us* get organized and make decisions
- b. Strong interpersonal skills, warmth
- c. A strong leader with the ability to grow leaders in our church community

3. Position Scope: \_\_\_\_\_ Fulltime \_\_\_\_\_  $\frac{3}{4}$  time        X    $\frac{1}{2}$  time      \_\_\_\_\_  $\frac{1}{4}$  time

4. Position Duration:    No less than 3 years \_\_\_\_\_

5. Is the DTP eligible for the settled position?   X   Y      \_\_\_\_\_ N

If yes, how will that be discerned? First, the designated term pastor and the deacons will meet to discern if all parties are interested in continuing on to a settled position. Deacons will also speak with the congregation for their input. Finally, the call to a settled position will be decided by vote of the congregation.

## Designated Term Ministry Goals

*The focus of a designated term ministry is to work toward the church's declared purpose for a specific season. Whereas, the purpose of an Interim Pastor is to help a congregation prepare for their next Settled Pastor, a Designated Term Pastor is called to assist the church with meeting specific goals within a specific time period. These are the most common reasons that churches choose a Designated Term Ministry.*

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☒ Healing

2. In a paragraph or two, explain how you discerned that a DTM was right for the church at this time.
- a. The Designated Term Pastor will move us forward as a congregation towards the future by healing our current level of conflict and providing strategies and support to help us manage future conflict.
  - b. A Designated Term Pastor is called by the entire congregation after a church visit and after she/he has preached in the pulpit. This has the potential to unify all members behind the new Pastor.
  - c. The Designated Term Pastor pool is much larger than the Interim Pastor pool, which would make our search much easier.
  - d. A designated Pastor would be more likely to want to live in our parsonage.
  - e. A Designated Term Pastor can be called as a Settled Pastor once their Designated term is complete, making the search for a settled Pastor moot, and allowing for continuity for the congregants and ease and release from fatigue for the Pastor Search Committee.

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

	<b>Goal:</b> with specificity, describe what you hope to accomplish during 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
1.	Assess our current financial situation and plan for future financial stability.	This is a high priority goal, as it is essential to our church's longevity. Various boards and stakeholders will work together with the DTP to accomplish this goal.	We can determine current financial stability and be able to offer a clear-cut package to a prospective settled pastor.

2.	"Tune Up" & Reorganization	Committee revitalization and rewriting/clarifying bylaws to reflect proposed committee reorganization.	Restart former committees which have become dormant.  Reassess functionality of currently running committees.  2022/2023 bylaws printed and distributed to membership for approval.
3.	Spiritual Wellbeing	Increasing enthusiasm for worship, increasing availability of programming for spiritual growth for youth and adults.	Noticing a growth in numbers at worship and engaged participation in these various programs and deep connections as a church family.

## Who We Are

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

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

Statements of our mission, vision and call to action have been carefully crafted by the Board of Deacons, but are not shared with the wider congregation because we did not have a pastor who helped us feel empowered to disseminate the work we have done. We are craving a mentor who can help us share these ideals with the wider congregation and create energy, enthusiasm and vigor for them.

#### Mission Statement (2016):

The First Church of Templeton is Templeton's community church. We hold it to be our responsibility to proclaim the Gospel to all Mankind, exalting the worship of the One True God, and laboring for the progress of Knowledge, the promotion of Justice, the Reign of Peace and the realization of Human Brotherhood. We offer an inclusive and supportive home of worship for everyone in our diverse community. We recognize, appreciate and value each person's unique gifts, talents and worth in this world. We strive to create an environment and opportunities which promote and encourage the development and maintenance of a lifelong, meaningful and fulfilling relationship with God.

#### Vision Statement (2019):

Together we walk our spiritual journeys with God, while aspiring towards Christ's vision for the world.

Current Call to Action for our Congregation (2021, upon the retirement of our pastor and ongoing search for a new settled pastor):

We have a rare opportunity before us as a congregation to shape the future of First Church, as we seek a new, settled Pastor. This process will take time, and require effort and patience. Your opinions, desires, and thoughts about what First Church can become matter, you will be heard. In place of "They should do this.", or "Why don't they do that?", prayerfully engage, make your voice heard, and proclaim, "We can do it!"

## 2. Brief Church History:

The First Church of Templeton was founded in 1755 (Reverend Daniel Pond was called), and has been in continuous operation on the Templeton town common since that time. In 1841 the current meeting house was built.

In 1832 a Trinitarian component of First Church split off and moved to a smaller church across the common, leaving the Unitarian Dr. Charles Wellington to continue to lead the First Church. In 1938, two congregational churches united to create the First Federated Church of Templeton, having two denominations worshiping together. In 1950 the Trinitarian church was torn down and in 1956 the two churches incorporated into a single entity; The First Church of Templeton. The First Church of Templeton is currently a UCC/UAA affiliated church.

The interior of the church has been renovated many times throughout the years both structurally and cosmetically. In one such renovation, in 1959, the sanctuary was returned, for the most part, to its original, unadorned state. The sanctuary was painted peach, indirect lighting was installed, and stained-glass windows were removed. In 2006-2008 multiple exterior building repairs were completed. The church steeple was repaired, and a major renovation involved removing a crumbling stone foundation and replacing the rotting sill. The ceiling in the sanctuary was replaced and a new roof was applied. The entire building (inside and out) was painted. In 2008 a ramp was installed for accessibility into the sanctuary, and in 2014 a chair lift was installed to create accessibility to the upper chapel hall and lower function rooms. The Church owns the church building, an attached chapel hall, and a parsonage located steps away.

## 3. Significant Events:

\*2008: Major repair of the structural damage of the church's foundation and infrastructure begins.

Costs are covered by using money available from the Board of Trustees through generous endowments from former members.

\*2011: We celebrate the 200th anniversary of our church building.

We participate in the New Beginnings program. We have lots of participation and motivation for the project at first. Soon, the project goals fade.

\*2014: The Pastor was reduced to part-time due to budgetary concerns (The Pastor was increased to a 60% position in 2018).

\*2017: We participate in the Making It Real program offered by the UCC.

We change our Wedding Policy to include all people who wish to be married in covenant with God.

\*2019: Deacons hold two retreats (fall and spring) in order to tackle issues more in depth, focusing on increased energy for worship and the growth of our Congregation.

- \*2020: COVID paralyzes our country, state and community and First Church is closed.  
The Re-Opening Committee is formed and is filled with committed, extremely competent and dedicated people.  
Remote services (and church meetings) are offered through Zoom.  
First Church of Templeton reopens with multiple and layered safety protocols in place and continued Zoom option for remote worship.  
A Church Profile Committee is formed for the purpose of calling a settled Pastor.
- \*2021: Pastor William Ault retires after 14 years. A Pastor Search Committee is formed for the purpose of calling an interim Pastor.
- \*2022: The Deacon's, Council, and Pastor Search Committee decide to call a DTP instead of an interim and begin the search.

#### 4. Church Strengths:

1. The closeness we share as a church family is our most vital strength. We worship together, work together on large projects and activities, tackle tough challenges together effectively (most recently the reopening of our sanctuary after COVID-19 closure), study the Bible together, and really enjoy each other and our friendships.
2. We are a diverse community which is open and welcoming to all people. We have changed our marriage policy to reflect this welcome, and we are currently working on the open and affirming process.
3. Our church family's generosity has shown through in so many ways. (Discretionary fund for members and local community members, free church suppers, food drives, blanket fund drives, quilt shows, habitat for humanity projects, hurricane relief trips, Christmas caroling at the nursing home and local group home among the many).
4. Our Deacon's Board and Church Council are comprised of strong and dedicated members who care intensely about the spiritual wellness of the church family and the financial wellness and physical structure of the building respectively. These folks do not hesitate to step up, as needed, when important work for the church needs to be done.
5. We have a beautiful, historic building in a beautiful town center, leaving us poised to serve many and become an active community center.

#### 5. Church Challenges:

1. Realizing our desire for mission and outreach in order to deeply involve ourselves in the local communities that we serve. We could be serving Seniors, Veterans and Homeless in addition to Food Pantry and Seven Hills Foundation.
2. The need to create an enthusiasm for worship. We have not consistently been able to "light a fire" for worship. We want to draw more congregants in with strong, vibrant service and sermon. We are looking for a DTP who can help us redefine and clarify what type of message and sermon style we want to hear delivered by our new settled Pastor.
3. Lack of the ability to excite the engagement of our First Church members. Over the years, many excellent programs and creative endeavors have been developed by our Pastor and the Deacon's committee. We have not yet, though, been able to "light a fire" for worship or these other church events.
4. Building financial solvency for the purpose of physical, spiritual, educational, philanthropy and community projects. We do not have enough revenue streams to support these functions and the survival of the institution could be in jeopardy.
5. Small attendance and active membership. While we have a membership of approximately 185 people. Many of these are inactive. We have a weekly, pre-COVID attendance of between 35-40 people. In addition, our membership is skewed towards the older generation which leaves our programs for children and youth diminished or non-existent.

6. Lack of organization. Because we did not have an Administrative Assistant for our Pastor, the organization of church functioning and church records were lacking. Our Pastor was a wizard at keeping much of our history, and church functioning in his memory, but with him leaving, we may have some catching up to do in this department. We currently have a volunteer who is handling administrative duties.

6. Experience of Conflict:

We can *recognize* that problems exist, but we want to grow in our transparency and the ability to *do* something together about it and face our issues.

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? 4. *Fight or flight*
2. Please explain why you chose this level.

We see our level of conflict as fight or flight because we have recently had conflict which has resulted in some members leaving. Yet, other members continue to show their dedication to working as a team. We want to grow in our transparency and the ability to *do* something together about it and face our issues.

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

We believe the connection between pastor and people is a sacred trust, and that open, caring, healthy relationships are essential to the well-being of the local church. We believe in transparency and clarity, and that relationships should be tended to with love, support and mutual respect. These are our congregation's deeply held values, and we are working towards *practicing* those values.

**Basic Church Statistics**  
*Yearly average*

	Church Membership	Weekly Worship Attendance	Children & Youth Participation	Adult Ed Participation
Pre-pandemic	185	40	12	12
Current year	185	28	2	0

	Income	Overall Budget	Mission Giving	Reserves& Endowment Principals
Pre-pandemic	\$107,000	\$100,000	\$1,500	\$35,000
Current year	\$100,000	\$118,000	\$1,500	\$42,000

**Compensation**

**Total Compensation Package Amount or Range:** \$47,000

Package offered: \_\_\_\_\_ Total Package, no additional monetary benefits offered  
(choose only one) X Total Package Includes Benefits (please list the benefits that are offered)

	Package Option 1	Package Option 2
Salary	\$28,600	\$43,000
Health Insurance	\$14,400	N/A
Pension	\$4,000	\$4,000
<b>Total</b>	<b>\$47,000</b>	<b>\$47,000</b>

Housing:

- ☐ Housing allowance only  
☐ Parsonage only  
☒ Can offer either

Please explain briefly your process in discerning your compensation.

If our designated term pastor needs health insurance, the total 50% time package is \$47,000 per year. The total package is still \$47,000 per year if they do not need health insurance. In that case, their cash amount would be more, but the pastor compensation would be the same expense to our church budget.

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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.

**Kathie Anne Huhtala** (electronically signed)

01/09/2023

\_\_\_\_\_  
 Signature of Search Committee Chairperson  
*(typed is sufficient)*

\_\_\_\_\_  
 Date