

PENN CENTRAL CONFERENCE

REQUEST FOR PASTORAL LEADERSHIP ~ SMALL CHURCH MINISTRY

Church Name: Emmanuel United Church of Christ Church Address: Meets at 100 Haybrook Drive, York, Pennsylvania 17406 (at Hayshire UCC) Website: <http://www.emmanuelnyork.org/>

Vacant Position: 1/4 time settled pastor

Date of Vacancy: Currently Available

Current Membership: 18

Membership 5 years ago: 18

Membership 10 years ago: 18

Average Weekly Worship Attendance: 18

Participating in Weekly Adult Education: 18

Participating in Youth Ministries: N/A

Current Year Annual Church Budget: \$ 36,680.00

Current Year Our Church's Wider Mission (OCWM): \$ 10% of total giving

Pledging Units: _____ Average Annual Pledge Amount: \$ _____

What is the mission emphasis of this local church?

We are "A Sojourner's Home", an intentionally small congregation learning and living the journey of faith that looks to the future with a strong commitment to the educational ministry of its people. By exploring scriptures which includes contextual and origin information, being aware of social-justice issues and community needs, and being mindful of our carbon footprint in a climate crisis world, we strengthen our personal spiritual maturity as best we can. We reach out in welcome to other spiritually hungry and spiritually homeless who might enjoy journeying with a small group who think of church in a different way. We are seeking an effective teacher/preacher/ worship and discussion time leader who is intrigued by and celebrates divergent views, opinions, and theologies. This person would think "outside the box" to create relevant and inspiring worship, and stimulating and meaningful after-worship discussion which sends us out for the week and motivates our return on Sunday to practice and once again examine how to be the best person/people we can be.

List examples of how your church is in relationship (covenant) with other local churches of the United Church of Christ and other churches in the area:

One of the local churches houses our congregation twice a month. While we maintain our identity, we have joined that congregation during some social opportunities.

Because we do not have a church building, another church agreed to host a fund-raising program for our Kenya Mission Project.

Participating in Association activities in the past year: 4

Participating in Penn Central Conference UCC activities in the past year: 6

Pastoral duties include (check all that apply):

We are calling a pastor to be ¼ time with us, so we realize that person will undoubtedly need other employment which may cause time and energy constraints.

With the understanding this is a ¼ time position, the following are those items we deem most important in how they plan use of time.

- partner with us by crafting relevant and inspiring worship (including bulletins)
- ask thought-provoking questions which lead to stimulating and meaningful after-worship discussions
- challenge us to “think outside the box” when appropriate, and to move into the future with courage and grace
- encourage our Praxis Committee and our ongoing ministries and missions
- offer pastoral leadership and a comforting presence, where and when needed
- attend our bimonthly Council and semiyearly congregational meetings
- do minor administrative tasks for the church (as mutually agreed upon)
- be a conduit of information from the wider church to our congregation

Knowing this is a ¼ time position, the following are items we deem least important in how they plan use of time:

- do tasks to maintain a church building
- spend hours on “shut-in” house calls
- maintain regular office hours

In addition to the above, what other expectations will the church have for your new pastor?

1. Has a strong commitment to the educational ministry of this church by being an effective preacher/teacher/worship and discussion time leader. The word effective describes being self-motivated, asking thought provoking questions, and creating a place to grow everyone’s faith, including your own.
2. Accepting of divergent views, opinions, and theologies.
3. Encourages people to relate their faith to their daily lives.

What are the church’s goals for the next three years? Who is God Calling this congregation to be?

Spiritual Growth – We will continue to develop our unique worship style incorporating Christian and other life giving/affirming sacred texts, music, and arts, and involving the lay participation and dialogue in the worship service. We will seek new ways to encourage participation of all in discussion hour and continue to seek personal spiritual maturity as best we

are able, taking care to encourage and empower those who join with us. We will make time to celebrate who we are!

Viability – We will seek to reach out in welcome to other seekers, the spiritually hungry and spiritually homeless who might enjoy journeying with a small, welcoming group. As guided by our Living Will, we will continue to do our best to make fiscally responsible decisions.

Partners – We will find new ways to share our “Living Will” model with all churches who find themselves with dwindling resources to support a church building. We will seek to discover the intersections of community needs (both local and global) and our own passions and energy. We will be heedful of our carbon footprint as we seek how to best be the church in a climate crisis world.

Location, Location, Location – We have met in a community center, a hotel meeting room, and are currently renting space in the social room of another UCC church. We celebrate the fact we don’t have a building to maintain since it enables us to keep our nimble, simple version of church. There is ongoing discussion of other possible meeting locations such as coffee shops or other less isolated spaces increasing the potential for more interaction with others.

Passing It Forward - We will find ways to welcome the younger generations as they come among us. We know that by sharing stories between generations there is a better understanding of one another.

What Ifs That We Are Asking Ourselves - What if we write letters to the editor regarding issues that we care about - especially unjust systems - speaking truth to power? What if we give our Facebook page, our meet up and website a new look? What if we have little intriguing ads about Emmanuel to put on community bulletin boards or community Facebook pages. What if we sponsor a Spanish class? What if we have “cool and thought provoking” Emmanuel tee shirts highlighting in some way our ONA / Creation Justice / AIM etc., to wear when we volunteer in the community? What if we invite Lancaster seminarians to visit us to dialogue with an inquisitive, small, and engaging UCC congregation?

Is there unresolved conflict in the church? **No**

Rate the level of conflict in the church (Low 1, 2, 3, 4, 5, High) **Low**

Do you perceive that your previous pastor was a contributor to the conflict? **N/A**

What are the perceived issues in your congregation now? **No known issues.**

COMPENSATION OFFERED

Please Note:

The compensation package offered to the new minister is typically **no less** than that of the most recent settled pastor.

1) SALARY AND HOUSING

- a) Cash Salary: \$ **19,000.00** (**Salary and housing allowance can be negotiated**)
- b) Housing Allowance: \$ _____
Or value of parsonage (30% of cash salary): \$ _____

2) BENEFITS (As negotiated)

- a) Annuity UCC Pension Plan (14% of Salary & Housing): \$ _____
- b) Social Security Allowance (Salary and Housing x 7.65%): \$ _____
- c) Life Insurance & Disability Income Plan (Salary and Housing x 1.5%): \$ _____
- d) Health & Dental Insurance (UCC rate): \$ _____
_____ Individual _____ Family
- e) Vacation: **5** weeks
- f) Continuing Education/Study Leave: _____ weeks
- g) Sabbatical Leave: _____ months after _____ years
- h) Other: _____

3) REIMBURSEMENT FOR CHURCH RELATED EXPENSES

- a) Mileage (Current IRS rate): \$ **yes** _____
- b) Cell phone & Internet: \$ _____
- c) Conferences/Meetings: \$ _____
- d) Other Church Related Expenses: \$ _____
- e) Criminal Background Check: \$ _____

TOTAL COMPENSATION PACKAGE FOR PASTORAL SERVICES: \$ _____

The position is considered:

_____ Full time

Part-time (specify # Hours per week: **10-12** or # Units per week: _____)

The compensation is within the Penn Central Conference Clergy Compensation Guidelines.

A Pastoral Relations Committee will be established to regularly support the new minister.

A formal review and evaluation of the ministry will be conducted **once a year**.

Termination by either party with at least **90 days'** written notice.

Who will screen/select pastoral candidates? **A team of covenant participants**

Person(s) preparing this request: **Council Members**

Date prepared: **4 February 2023**

Conference: **Penn Central Conference**

Association: **York**

UCC Conference or Association Staff Contact Person:

Rev. Nora Foust, DMin

ACM for Ministerial and Congregational Excellence

Penn Central Conference, United Church of Christ

PO Box 6625, Harrisburg, PA 17112

nfoust@pccucc.org

717-652-1560 (office), 717-433-2587 (cell)

[The information contained in this form will be shared with potential pastoral candidates.]