



## POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

### LISTING INFORMATION

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**Church name:** First Reformed Church of the United Church of Christ, Hamburg

Street address: 76 S. Third St., Hamburg, PA 19526

Supplemental web links:

Website: [hamburgfirstucc.org](http://hamburgfirstucc.org)

Facebook: [1stuccofHamburg](https://www.facebook.com/1stuccofHamburg)

YouTube: <https://youtube.com/playlist?list=PLIVKYDPwTIA12GzxpJ0Nzise0jwoaq0j5>

**Additional ecumenical affiliations (e.g. denominations, communions, fellowships):**

Conference: Pennsylvania Southeast Conference

Association: Covenant

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

Rev. Kevin McLemore, Associate Conference Minister for Search & Call

[mclemore@psec.org](mailto:mclemore@psec.org) 773-717-0029

### **Summary Ministry Description:**

*In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?*

We would like to become a church that is a shining example of Christians, reaching out and spreading God's love and compassion into the community. Our church is looking to enter into a service project – examples of potential outreach / community support may include providing free meals to the needy, rides to appointments, providing professional support, or raising money for and supporting community organizations. Our candidate should be outgoing, friendly, compassionate, and motivated to help us get this project underway. We are looking for someone with a deep faith who wants to spread the word and workings of Jesus Christ to the people of our community.

**Photographs:**



First Reformed UCC, Hamburg



Sanctuary



Auditorium with stage



Land Hall with small stage/altar



Mission House – temp housing for needy



First Church Hamburg-er Festival stand

**What we value about living in our area (2 – 3 sentences):**

Hamburg still has a small town feeling. There is a feeling of community where people still care about and look out for their neighbors. It is centrally located within a reasonable distance to major cities like Philadelphia and New York City.

**Current size of membership:** 209

**Languages used in ministry (other than English):** English only

**Position Title:** Full time Pastor

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

A Designated-term pastor is preferred. An interim position may be considered upon candidate request and approval of the Transition Team.

Designated-Term – a called position for a designated time period for a defined purpose (usually 18-24 months), in which the pastor may move church membership to the congregation served and may move standing to the related association.

Intentional Interim – a called position for a temporary term of congregational preparation for a settled-pastor search, 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?**

Based on salary basis alone, we are a bit lower. However, we offer all of the other benefits suggested by the conference and are willing to negotiate salary with the right applicant.

**SCOPE OF WORK**

*(add here the Scope of Work developed by your church using the Call Agreement Workbook)*

- preparation and leadership of Sunday worship – crafting the liturgy, scripture study, sermon prep, including bulletin preparation, music choice, finding and guiding lay liturgists, preaching, prayers, etc.
- faith formation and vitality – through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them
- leadership development – working with people in the church to create ministry and programs

- community engagement – leading the way for the church to be an ambassador of God’s love
- pastoral care in collaboration with spiritual council or other lay people – at least the elderly and the sick and those grieving
- weddings and funerals for participants in the worshipping community
- strategic planning for current and new directions in ministry
- faithful financial development
- attend meetings and give leadership as needed in relation to church programs, always in collaboration with lay leadership – meetings of the governance board, committee meetings, administrative work such as planning and training of lay leaders
- be available to the community for funerals, weddings, special service programs and as a representative of the church in community organizations
- participate in wider church meetings and activities such as conference and association meetings
- counseling when there are special needs, listening and referral (including staff)
- study and pray to keep learning and improving skills and understanding so as to lead, teach, preach better
- inspiring and energizing and deepening the spiritual connections and faith understanding through whatever they do.

### **For Candidates interested in a Designated Position**

- focuses on the designated tasks for the designated purpose of the ministerial position for the life of the congregation
  - help us grow our congregation,
  - finalize a clear path for our vision of missionary service to the community
- the nature of the designated term is for a 18 – 24 month period, goals and progress to be assessed near the end of that period,
- upon conclusion of the stated term and according to the pre-written agreement, the position may become a settled position
- provide guidance in the writing of our (long) Local Church Profile, focusing on the three questions: Who are we now? Who is our neighbor? Who is God calling us to become?

### **For candidates interested in an Intentional Interim position**

- serves as temporary pastor aiding in our period of transition
- provide guidance in the writing of our (long) Local Church Profile, focusing on the three questions: Who are we now? Who is our neighbor? Who is God calling us to become?
- guide us using the five key areas to identify and prepare the congregation for the calling of its next pastor: heritage, mission, leadership, connections, and future
- typical term of 12 – 18 months, not eligible for the settled position as stated in a call/covenant agreement.

**Core Competencies:**

*(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)*

Sociable, compassionate, enthusiastic

**COMPENSATION AND SUPPORT**

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Salary Basis *(from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance):*

\$66,700 to \$85,000 commensurate with education and experience.

**Benefits (choose one):**

Salary plus Benefits

**What is the expected living situation for your next minister (e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed)?**

If position eventually becomes a settled one for the candidate, we hope that the pastor would "live nearby with a housing allowance".

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

Our preference is for our *settled* pastor to live nearby.

**State any incentives (e.g. school debt reduction or retention bonus after a certain number of years in position):**

Incentives will be considered after three to five years of employment and commensurate with church growth and pastor's performance.

**Describe peer and professional supports available for ministers in your association/conference:**

Our Pastoral Relations Committee will work with our Pastor to provide any support needed from within our church. We expect our pastor to be a member of the Northern Berks Ministerium, which offers support for its members. The Conference provides

opportunities for fellowship and education through its “Communities of Practice” program.

**If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister’s bi-vocational employment:**

We are seeking a full-time minister.

### **WHO IS GOD CALLING TO MINISTER WITH US?**

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**Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.**

Goals would include a strong, charismatic, spiritual leader who will lead us in the growth of our church and bring “First Church” outside of our walls and into the community as a source of faith, support, and inspiration.

**Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.**

We’re looking for new ideas and, with an aging congregation, we need invigoration from the outside.

**Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation’s sense of calling.**

Our community is becoming more multi-cultural so we need to “move with the times” and become more diverse. Therefore, a multi-lingual preacher would be an asset.

**Based on what you have learned about who your church is, who your church’s neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation’s ministry in these areas.**

Exhibiting a Spiritual Foundation & Ongoing Practice  
Strengthening Inter- and Intra- Personal Assets  
Caring for All Creation  
Engaging Sacred Stories and Traditions