



**Southern New England Conference**

United Church of Christ

*Living the Love & Justice of Jesus*

**Local Church Profile for Churches Seeking a  
Designated Term Pastor (DTP)  
(2/19/23)**

**Church Contact Information**

Full Name: **First Armenian Church**

Address: **380 Concord Ave., Belmont, MA 02478**

Email: [office@facbelmont.org](mailto:office@facbelmont.org)

Website: <http://www.facbelmont.org/>

Additional Denominational Affiliations: Armenian Evangelical Union of North America (AEUNA,) and Armenian Missionary Association of America (AMAA)

UCC Conference: Southern New England

Association: Metropolitan Boston

Area Conference Minister Name: Rev. Alex Shea Will

ACM email: [sheawilla@sneucc.org](mailto:sheawilla@sneucc.org)

ACM phone: (508) 244-4769

**Position Details**

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

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

First Armenian Church seeks a Senior Pastor to lead our congregation in Boston. As the oldest Armenian Evangelical Church in the area, we've been committed to helping people find and follow Jesus for over 130 years.

Responsibilities:

- Deliver Sunday sermons, including a children's message, administer sacraments, and lead special services

- Conduct weekly Bible study and invest in the spiritual growth of the congregation
- Provide pastoral care and support to individuals, couples, and families
- Collaborate with church leaders to execute the vision and goals for our church
- Attend community events to represent and maintain our place in the community
- Requirements:

Master of Divinity from an accredited theological seminary

- Demonstrated faith in Jesus Christ and knowledge of Biblical teaching and preaching
- Skilled in cross-generational ministry and have a heart for Armenian culture
- Excellent interpersonal and communication skills

Desirable qualifications:

- Familiarity with Armenian culture and the ability to preach in both English and Armenian
- A strong desire to serve the Armenian Evangelical community and to cultivate strong bonds with churched and unchurched members of the Armenian American community

We believe in mutual ministry and working together as a congregation under Christ's leadership. In return for your dedication, we offer a competitive salary, excellent benefits, and a parsonage for housing. Join us in taking our church forward into the 21st century for the glory of God.

2. Name 3 core competencies that you feel you will need in your DTP. **1. Personal faith in Jesus Christ demonstrated through Christ-like character and love; 2. Experience in Biblical teaching and preaching; 3. Skilled at and have a heart and knowledge of Armenian culture, cross-generational ministry**

3. Position Scope:  Fulltime \_\_\_\_\_ <sup>3</sup>/<sub>4</sub> time \_\_\_\_\_ <sup>1</sup>/<sub>2</sub> time \_\_\_\_\_ <sup>1</sup>/<sub>4</sub> time

4. Position Duration:  1-3 years, at which point it may be determined that a longer contract would be offered. \_\_\_\_\_

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

If yes, how will that be discerned? **Through the Pulpit Search Committee, as well as the Church Council.**

### **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

Major conflict/healing

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

**We have an interim minister who travels to be with us on Sundays. Having someone full time for a 1-3 year period would be beneficial to our congregation.**

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.	<b>Preserve and grow our current ministries, such as our Women’s Bible Study; our Sunday School and Youth Group; our Gathering Contemporary Worship; etc.</b>	<b>The congregation is already committed to these ministries, despite not having a full time minister. They welcome the opportunity to preserve and grow them and will support a minister to help achieve this goal.</b>	<b>The growth in attendance, as well as participation and involvement will be indicators of success.</b>
2.	<b>Encourage growth for new ministries such as a Men’s Bible Study; Young Adults; etc.</b>	<b>The current congregation has been asking for these ministries, and with some leadership and guidance they will help develop and grow.</b>	<b>The development of these groups, as well as growth in attendance and involvement will demonstrate success.</b>
3.	<b>Attract new families to our congregation with inspirational sermons and worship music.</b>	<b>Our recent church survey has shown eagerness for these changes and to help welcome new families.</b>	<b>Not only the increase in new families, but we will conduct another church survey to see if we have made progress in achieving our goals.</b>

### **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*): **At First Armenian Church, our mission is to help people find God, grow their faith, discover their purpose, and make a difference. Accomplishing that mission goes beyond the weekend experience. We believe it’s important to find a community to help you live out your faith. We’re committed to impacting our church, our communities, and our world.**

2. **Brief Church History: First Armenian Church is the oldest Armenian Evangelical Church in Boston. Founded in 1891, First Armenian Church has been in existence for over 130 years. Our current location in Belmont, Mass, opened in 1958.**

3. **2-3 Significant Events:**

a. **In 1929, the congregation purchased its own church building in Porter Square, Cambridge.**

b. **In 1954, Hurricanes Carol and Edna, sent the fifty-foot steeple crashing through the roof, leaving the church building beyond repair. In 1955, an opportunity presented itself to purchase land on Concord Avenue, in Belmont. Construction of a church building was completed and services began at our current Belmont location on September 14, 1958.**

c. **In 1992, the Khatchkar (Stone Cross), located on the front lawn of First Armenian Church, was unveiled. The tufa stone for this Khatchkar was flown from Yerevan, Armenia, and carved on the premises of the church. It was formally placed in the spot where it still stands today as a recognition of the Martyrs of the Armenian Genocide.**

d. **April 26th, 2015, brought the commemoration of the 100th anniversary of the Armenian Genocide, which was held jointly with our sister church, Armenian Memorial Church of Watertown and the Armenian Community at large. A wreath-laying ceremony at the Khatchkar followed the worship service.**

4. **Church Strengths: Multiple generations of Armenian families have built and grown the church. The church community is incredibly faithful and supportive of one another. With or without a full-time minister, the church ministries continue and thrive.**

5. **Church Challenges: Like most churches, 1. attracting new members and growing membership; 2. keeping young adults involved after graduation from Sunday School.**

6. **Experience of Conflict: ~25 years ago, we had a minister who was ready to retire after 50+ years with our church, but then made it challenging for a new minister to begin leading.**

- Every church has conflict, some minor, some larger. On a scale of 1-5, where would you rank your church's level of conflict?
- Today, we would rank our ability to address conflict at Level 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 conflict 25 years ago divided our congregation, as well as brought on legal challenges. However, we were able to overcome and mend the divisions. Members and leadership learned a great deal through that experience and are grateful for our church and each other.*

3. Describe your congregation’s values and practices when it comes to conflict. **Our church council prays, talks and works together to find resolution of the conflict.**

**Basic Church Statistics**  
*Yearly average*

	Church Membership	Weekly Worship Attendance	Children & Youth Participation	Adult Ed Participation
Pre-pandemic				
Current year	~200	~50-70	~20-30	~20-30

	Income	Overall Budget	Mission Giving	Reserves & Endowment Principals
Pre-pandemic				\$1 million
Current year				\$1 million

Our financial information is proprietary and not made public, we will discuss with an applicant at the appropriate time.

**Compensation**

**Total Compensation Package Amount or Range: \$95,000 to \$105,000 subject to discussion.**

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

**Salary, Health Insurance; Parsonage, retirement, travel expenses (work related).**

Housing:

- \_\_\_ Housing allowance only
- \_\_\_ Parsonage only
- \_\_\_ x. Can offer either

Please explain briefly your process in discerning your compensation.

**Level of experience; evaluation of compensation offered by comparable churches in the same geographic area, xz**

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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.

Ron Sahatjian, co-moderator  
Signature of Search Committee Chairperson

2/19/2023  
Date