



Southern New England Conference
United Church of Christ
Living the Love & Justice of Jesus

Local Church Profile for Churches Seeking an **Interim Pastor**

Church Information

Full Name: East Weymouth Congregational Church, UCC
Address: 1320 Commercial Street, East Weymouth, MA 02189
Phone: 781-335-6919
Email: eweyucc.office@gmail.com
Website: www.eweyucc.org

Additional Denominational Affiliations:

UCC Conference: Southern New England Association
Area Conference Minister Name: Rev. Patty Kogut
ACM phone: 508-244-4416
ACM email: kogutp@sneucc.org

Position Details

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

The East Weymouth Congregational Church (EWCC) just celebrated its 200th anniversary. We are proud to be part of the Town of Weymouth and of the East Weymouth community in particular. We are seeking a committed minister who will provide pastoral and healing ministry, leadership and guidance to our small but mighty church congregation. EWCC is a friendly, welcoming church with members committed to living its vision and supporting each other and the community. Our congregation is warm, welcoming and inclusive. We have active lay leaders that work well together to provide meaningful services. Members and visitors come from local neighborhoods and beyond to worship and sing together. We support many social issues including those related to LGBTQ issues, racism, social and environmental justice.

We host many events to welcome the community into our church which include concerts and fairs. Our members participate in community events and town meetings. We host the Jackson Square Caroling and Christmas Tree lighting on our front lawn. We serve water during parades through Jackson Square and our mission includes collections for children, homeless and veterans.

2. Name 3 core competencies that you feel you will need in your Interim Pastor.
 - a. Good leadership and interpersonal skills, cultural and social awareness
 - b. Works well with others to develop church worship services (Deacons, Music Director, and Children's Faith Formation Director)
 - c. Supportive of the needs and concerns of members and to provide pastoral care and community service when needed

3. What aspects of the 5 tasks of interim ministry (listed in the instructions sheet) do you anticipate being the focus of your interim time?
 1. Provide leadership through our transition period
 2. Assist the congregation to remain connected with the community
 3. Celebrate our church's 200 year history and long-time members
 4. Our purpose is to be a faithful example of God's love to a spiritually hungry and needy world. The interim minister will help us continue to live our vision: **Faithful to God's Ways we bring hope, love and light to our community and the World.**
 5. Encourage members to continue to look forward, continue to grow and advance into the future.

4. Position Scope: _____ Fulltime _____ 3/4 time 1/2 time _____ 1/4 time

5. Position Duration: 12 months _____ 18 months other _____

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*): Although we need to develop a Mission Statement; this is our Vision Statement:

Faithful to God's Ways we bring hope, love and light to our community and the World

2. Brief Church History: EWCC has been serving its community for 200 years and the Town of Weymouth celebrated its 400th anniversary also this year. The original building burned down, and the church was rebuilt in its current location. Our members participate in Town events, and we open our church to the community during events. Our building also provides a location for the South Shore Stars Day Care so that parents have a safe place to care for their children while they work.

3. 2-3 Significant Events: 1) the hiring of Reverend Gretchen Elmendorf who taught us to go out into the community with our message and to be on social media. 2) Providing worship services during the Pandemic on YouTube every week 2) Working with the Jackson Square Business Association to provide community events. 3) Host fairs to support local vendors, music events for the community and provide building space for South Shore Stars Day Care, Center Stage Dance Studio and Southeastern Philharmonic Orchestra.

4. Church Strengths: committed members, a church family with strong faith, community involvement and supportive of local and worldwide missions

5. Church Challenges: less people to do more tasks, decreased membership, attendance, families and people to assist with heavy lifting

6. Experience of Conflict:

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? 2

2. _____ *Based on this work by Speed Leas*
1. Problem to solve 2. Disagreement 3. Contest 4. Fight or Flight 5. Intractable

3. Please explain why you chose this level. We do not have enough members to perform all the tasks; therefore everyone tries to be a leader to accomplish tasks. We inadvertently step on others' toes due to moving fast to accomplish tasks and there is lack of communication with each other. This behavior leads to disagreement amongst members, even though everyone is doing good work to keep the Church operating. Members are very committed and want the best outcome for our Church.

4. Describe your congregation's values and practices when it comes to conflict. We have a Behavioral Covenant read at the beginning of each meeting and also a Behavioral Covenant for Members how to treat each other.

Basic Church Statistics

Yearly average

	Church Membership	Weekly Worship Attendance	Children & Youth Participation	Adult Ed Participation
Pre-pandemic	50	40	20	40
Current year	49	20	8	20

	Income	Overall Budget	Mission Giving	Reserves & Endowment Principals
Pre-pandemic	2019 = \$144,513	2019 = \$132,413	2019 Budget = \$500	2019 = \$193,198
Current year	12/31/22 = \$147,578	12/31/22 = \$133,112	2022 Budget = \$500	2022 = \$194,489

Compensation

Total Compensation Package Amount or Range: \$40,000

Package offered: Total Package, no additional monetary benefits offered
(choose only one) X Total Package includes optional benefits to be negotiated (if you wish, list here what those optional benefits may be) *Salary/housing and mileage

Please explain briefly your process in discerning your compensation. Given that we are looking to fill this position with a part time pastor, the compensation package is based on time spent to prepare for Sunday Worship, special holiday services, pastoral care and community work as needed.

Church body responsible for hiring the Interim Pastor is: Board of Deacons and two other members from Church Council.

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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.

Tara M. Haley

March 6, 2023

Signature of Search Committee Chairperson
(typed or Jpeg is sufficient)

Date