

Local Church Profile

Designated Term Minister (DTM)

Church Contact Information

Full Name: Chinese Congregational Church

Address: 21 Walter U. Lum Place, San Francisco, CA 94108

Web Site: www.ChineseCongSF.org

Additional Denominational Affiliation

UCC Conference: Northern California Nevada Conference

Bridge Conference Minister: Rev. Davena Jones

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510.247.8990

Associate Conference Minister: Rev. Celestine Fields

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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.*

Chinese Congregational Church, in San Francisco, seeks a Designated Term Minister to serve full time for a term of 24 months (or more) beginning as soon as possible. The DTM will provide critical continuity to the congregation as we continue to stake out our identity as a progressive church in ethnic Chinatown and explore what that means for our mission and faith witness. We have, for example, voted to be an Open and Affirming congregation, and will be working on our ONA covenant, revising our mission statement, and perhaps even consider a name change. We face challenges in serving our Cantonese-speaking parishioners. The DTM will also help prepare us for a new Settled Minister.

At this point the DTM will be the only ministerial staff person of CCC but will collaborate with a group of dedicated and talented lay leaders. We currently number approximately 75 members; of these, about 60 are English speaking, about 10 are Cantonese speakers, and about 5 are fully bilingual.

The position includes, but is not limited to, preaching and liturgical responsibilities in a weekly worship service. We currently conduct English worship in person and via ZOOM during the first three Sundays of the month. The fourth and fifth Sunday are ZOOM only. We are providing monthly Cantonese worship services featuring guest speakers, with the DTM planning the liturgy and providing general guidance to ensure continuity and consistency between the two congregations. The DTM will also provide pastoral care and meet with multiple committees and boards. We would expect the DTM to continue to promote sacred conversations about matters of race, social justice & LBGTQIA+ issues.

A more detailed job description will be provided to applicants.

2. *Name core competencies that you feel you will need in your DTM.*

Liturgical leadership

Strong administrative and organizational skills

Ability to collaborate with a diverse—including culturally and ethnically--group of people

Skill/experience in transition/interim ministry

Computer skills sufficient to plan and organize worship services and perform administrative tasks

3. *Position scope* Full Time 3/4time 1/2time

4. *Position duration:* Two years (may be extended subject to agreement by both parties)

5. *Is the DTM eligible for the settled position?* Yes

If YES, will there be discernment?

The Church Council & the Diaconate will assess the church's progress on the goals associated with this position during the designated term and consider the match between the DTM's skills and the goals for the next season of ministry as discerned by church leaders.

Designated Term Ministry Goals

1. *Please choose all the reasons for choosing a Designated Term Minister 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, linking 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.*

After an almost three-year search, in July 2021 we extended a call to an ordained PCUSA minister who we thought would fill our needs. He challenged and guided us to become Open and Affirming, and made us more knowledgeable and aware of our responsibility as Asian Americans to be supportive of other ethnic and underserved communities. But we found that in the process, he handled conflicts and disagreements in an unnecessarily combative manner. Rather than work with our leadership on this matter, he chose to leave.

Chinese Congregational Church seeks a Designated Term Minister who will guide us through this new era of challenge and change. It is an apt time for new beginnings and reassessment, as we celebrate in 2023 our 150th year of service to our community, pastoral continuity to the congregation, and ultimately collegial continuity to the new Settled Minister when appointed. A DTM two-year term will bridge the transition and will allow us to focus on two additional priorities: strengthening the network of care that makes CCC so rewarding for those who experience it, and recalibrating our life and programs to the realities of post-pandemic life.

3. *The goals articulated below, form the core of our discernment to call a DTM, who will be an important enabler of our progress.*

	GOALS <i>What we hope to accomplish during this time</i>	COMMITMENT <i>How the congregation will participate in reaching this goal</i>	ASSESSMENT <i>How the congregation will know the goal has been accomplished</i>
1	<u>Develop a realistic vision and plan for a new season of mission and ministry.</u>	Members will be encouraged to attend guided listening/visioning/planning sessions	A revamped mission statement, with a clearly articulated plan, will be developed and approved by the congregation.
2	To ensure continuity in programmatic & spiritual vitality, pastoral care, and administrative function through the year+ transition period and across the threshold to the new season of ministry.	Having grown in knowledge of ONA and racial & social justice issues, and having survived the challenges of the pandemic era, the congregation is very invested in the success of the next settled pastorate. Priority will be given, from the Council to the committees to members, to launching a new era of continuous vitality. Calling a DTM whose service may extend beyond the transition period, is a key commitment.	The church's ministry, particularly its worship and its care of the membership, will continue smoothly and without interruptions. The new settled minister will step seamlessly into the role with the "wind" of the congregation's spiritual support at their back.
3	To strengthen the web of congregational care available to members, friends, visitors, and newcomers	Congregation care and membership development are key priorities expressed in the Church Profile guiding the new Settled Minister search. All leadership and committees will focus their ministries	Visitors will be promptly and individually welcomed, readily recognized, invited into active fellowship and service. Outreach to those in spiritual or material need will be swift and substantive.

		on making the “open door” an ever more functional commitment not only in word but in deed.	
4	To discern and implement necessary post pandemic readjustments to the life of the congregation.	The church has allocated resources to enable us to offer programs and services that can spread between in-person and non-geographic participation	Attendance at virtual and in-person services will continue to increase as the congregation demonstrates its readiness to resume the vitality of pre-pandemic church life. We will produce hybrid services that are more seamless and lively. We will look for new forms of engagement for attendees.

Statement of Consent

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and to 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 designated 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.

