

Local Church Profile for Churches Seeking a Designated Term Pastor (DTP)

Church Contact Information

Full Name: Trinity Church
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Additional Denominational Affiliations:

The American Baptist Church
The Episcopal Church
The United Methodist Church

UCC Conference: Southern New England Association: Northwest Region
Area Conference Minister: Rev. Terry Yasuko Ogawa, M.S., M.Div.
ACM phone: (860) 761-7192
ACM email: ogawaty@sneucc.org

Position Details

1. Describe the ministry position for which you are seeking a pastor. (This will be the first impression most candidates have of you. Highlight your gifts and graces as well as your needs so that candidates have the best sense of connection to curiosity about your position. Include keywords that will help candidates search. It must be **no more than 2,000 characters, including punctuation and spaces, and in a single, unformatted paragraph**).

Trinity Church is located in the village of Shelburne Falls along the Mohawk Trail/Rt 2 in northwestern Massachusetts, an area of forests, hill towns, world renowned foliage, and unattended farm stands selling produce on the honor system. The Village straddles two towns, Shelburne on one side of the river and Buckland on the other. Downtown includes a pharmacy with original soda fountain, bookshops, several eateries, a historic candle-pin bowling alley, two village grocers, several hair stylists, numerous art galleries, artisans' studios and three banks. Shelburne Falls is famous for a former trolley bridge and since 1929 a footbridge garden, the Bridge of Flowers. Our Trinity Church Leadership Team recently shifted to have transparency and to partner for tasks, including co-chairs. We need to become financially and otherwise sustainable, branch out in several ways in order to strengthen our future beyond a decade. Our congregation seeks a pastor to shepherd our church balancing quasi-traditional and forward reaching ministry and assisting in leading our congregation, leadership team, and staff. We unite for one Sunday service per week, one Communion service per month. Visitation to those unable to attend services, and pastoral counseling as needed would be appreciated. We are powerfully interested in what is going to come next and also in why we do what we do. We are a resilient community that needs a leader to watch and see with us. We know that we

will know what we are supposed to do at the right moment. We are also willing to wait and be patient for God's next revelation. Why? Because we want to keep the story of Jesus alive in Shelburne Falls and spread the strength of community to more people. Indeed we would like all to work less. But we will keep going till we know what God wants us to do, besides keeping on keeping on. Then we will do it. Our why is the story of Jesus. Our way is patience and resilience and active alertness to our community.

2. Name 3 core competencies that you feel you will need in your DTP.
This position requires an ecumenical mind, a heart inclusive of all, ability to communicate well- including listening- and deep faith and actions reflecting Jesus' ways.

3. Position Scope: X Fulltime (or ¾ time)

4. Position Duration: 2 years and possibly more.

5. Is the DTP eligible for the settled position? X Y _____ N

If yes, how will that be discerned?

By the Leadership Team with congregational approval, and annual reviews.

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.

- X New ministry development, start or continuance
- X 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 were initially completing the Profile for an Interim Pastor and realized some goals had been completed and others were already in process.

At our Annual Meeting it became apparent to the whole congregation that we are not financially sustainable. We have been running mostly on withdrawals from invested gifts from years ago.

3. Please explain your goals for this Designated period using the table below.

	Goal: with specificity, describe what you hope to accomplish during this time.	Commitment: describe how the congregation will prioritize and participate in reaching this goal?	Assessment: describe how the congregation will know the goal has been accomplished.
1.	Refresh connections to inactive members.	Persons team with minister to engage in conversations.	Possibly stabilize some membership/attendance.
2.	Develop community outreach. (Increase visibility of Trinity Church as a church and community center)	Plan on staging 2-3 community focused events	These special events will have happened. Attendance numbers will reflect depth of outreach.
3.	Get to know new attendees and ask if they want to become a member of Trinity Church.	Leadership Team and Minister continue to invite people attending services to become members.	Increase in number of members of Trinity Church.
4.	Work with Conference staff to develop a plan and strategy to become financially sustainable.	Stewardship Team, to be determined, will partner with the pastor.	Our Annual Report for 2023 and after will reflect fewer withdrawals, from investment accounts, than previous years.
5.	Work with Center for Transformational Leadership at the SNEUCC Conference to evaluate building plans for outreach and income.	Building Use Team, to be determined, will work on this with the pastor.	We will have more building/grounds use requests.

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):
As an Open and Affirming congregation the mission and purpose of Trinity Church is to gather as God’s people, to grow in faith, love and service and to go into the world as disciples and apostles.

2. Brief Church History:
Episcopal congregants celebrated their first service in their new building on Easter Sunday, 1885. In 1951 the small Episcopal, Baptist and Congregational churches in the village of Shelburne Falls joined to form a new, ecumenical ministry, blending traditions and resources. This lively community of faith grew when the Methodist congregation came into the fold in 1971.

Of note, joining our congregation does not require being or signing up as one of the four denominations listed above, the fifth branch being non-denominational.

Weekly community meals have been served here for over 30 years.

We maintain a two story parsonage next door.

3. 2-3 Significant Events:

Long range fundraising efforts completed by 2007 made our building accessible with an addition and a lift, renovated bathrooms and kitchen facility from then to now.

Our community went through the process of becoming an Open and Affirming congregation, where everyone is safe and welcome. November 20, 2016 it became official by vote at a special meeting.

During pandemic church closure we had the cracks and ceiling details restored. At this time we also bought and had solar panels put on the church roof.

4. Church Strengths:

While we may be described as a “smaller church”, we find that smaller can be beautiful and that we have the potential to be more flexible than a larger congregation. Our congregation is full of Love and we continue to strive to know each other and be known to each other with deeper personal connections. We are who we are called to be united in faith, striving to hear and follow God’s desire for us and helping to bear each other's burdens and celebrate each other's joys. We at Trinity Church continue to live our mission statement to gather as God’s people, to grow in faith, love and service, and to go into the world as disciples and apostles.

Trinity church is a deeply faithful, loving, generous and vital church. We are very proud to have completed the process of becoming an open and affirming church. Our church door is open to everyone. We open our hearts by being a place where community, both members and nonmembers, can come in love during celebrations of all kinds: funerals, weddings, baptisms, weekly playgroups, AA meetings, Tai Chi, ukulele lessons and our infamous community meal. We have a free Community Clothes Closet which runs in tandem with the local Food Pantry. We have also agreed to be an emergency warming center during environmental catastrophes. We also reach beyond our community by participating in the Adopt-A-Family program, the Salvation Army Red Kettle Drive as well as the yearly walks for CWS/Crop Hunger and for Cystic Fibrosis.

Trinity Church is unique because we are born out of the merging of four churches. Each merger certainly came with many challenges; however this history will help strengthen us as we move forward in this process of finding our new pastor. We will be moving forward on this spiritual journey together, a journey of faith and action and listening to and responding to God and each other. We pray for divine guidance on this journey, knowing that our deep faith and commitment to each other will pave the way to find a new spiritual leader for our beloved Trinity Church.

5. Church Challenges: It is not an easy time but we shall make it a joyful time of discerning who we are and who we are called to be. We don’t know where we are going but we are going, with the grace of God.

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? 1-5

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

2. and 3. Please explain why you chose this level. Describe your congregation’s values and practices when it comes to conflict.

When we have conflict here at Trinity Church we have a variety of ways of dealing with it.

- Many times nothing will be said. (quietly holding onto feelings.)
- We also have responses of a hit and run—striking out verbally and giving no chance for discussion. (Can be hurtful.)
- Some folks have simply left the congregation.
- We have had a lack of trust.
- We have some die-hard followers of denominational hierarchy. No opportunity there for growth, understanding....
- We could use a vehicle to process difficult things.
- We could sometimes benefit from educational forums.

The Leadership Team is currently getting coaching through a Together We Thrive coach. This is working to reflect back to us our own words as our values, hopes, fears, and visions. We are able to brainstorm. We feel this process has been positively helpful thus far.

Coming together we, the Leadership Team, pray, listen, and discuss, usually coming to a place of peaceful resolution.

Basic Church Statistics Yearly average

	Church Membership	Weekly Worship Attendance	Children & Youth Participation	Adult Ed Participation
Pre-pandemic (2019)	137	32	3	6
Current year (2022)	136	31	4	4

	Income	Overall Budget	Mission Giving	Reserves & Endowment Principals
Pre-pandemic (2019)	\$45,846	\$144,397	\$2,000	\$1,189,688
Current year (2022)	\$36,005	\$142,881	\$2,000	\$953,674

Compensation

Total Compensation Package Amount or Range: \$57,000

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

Housing:

- Housing allowance only
- Parsonage only
- Can offer either

Please explain briefly your process in discerning your compensation.

The compensation package above includes gross pay– it is reflective of the sum of insurance, taxes, utilities and net pay. The current market value for renting the parsonage, which includes off-street parking, one parking space in the garage, landscaping and snow removal, is between \$2,000 and \$2,500 per month. (Our geographic area, Shelburne Falls in Franklin County Massachusetts, has a median household income of \$62,607; our total package is 81,000 which exceeds this number.)

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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.

Eileen McCusker-Rauch & Beth Martin
Signature of Search Committee Chairperson
(typed is sufficient)

August 1, 2023
Date