

# Church Profiles for Designated Term Pastor

Lakeville United Church of Christ  
North Congregational Church





# LAKEVILLE UNITED CHURCH OF CHRIST

Searching for a Designated Term Pastor





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

## Lakeville United Church of Christ is seeking a **Designated Term Pastor (DTP)**

### **Church Contact Information**

Full Name: Lakeville United Church of Christ  
Address: 1 Precinct Street, Lakeville, MA 02347  
Phone: 508-947-4979  
Website: <https://www.lakevilleucc.net/>

Additional Denominational Affiliations: none at this time

UCC Conference: Southern New England  
Association: Old Colony Association  
Area Conference Minister Name: Rev. Alex Shea-Will (He/Him), Northeast Region  
ACM email: [sheawilla@sneucc.org](mailto:sheawilla@sneucc.org)  
ACM phone: 508-244-4769

### **Position Details**

**We are a small, but energetic congregation with a mission to care for our community and the world. We want to make a difference! We were planted as the Lakeville United Church of Christ in 1966, and now we look to a brighter future as we are deeply rooted and ready to blossom with our new covenantal partner, North Congregational Church (NCC) of Middleboro. This partnership is sure to offer us endless possibilities. We are looking for a pastor to guide us along our journey.**

The core competencies that are important to us include:

- 1. Caring/Sociable**
- 2. Communicative/Collaborative**
- 3. Organized/Efficient**
- 4. Strong problem-solving skills/Guides toward consensus**

This is a **Half-time position**.

The designated term is **three years**.

The Designated Term Pastor is **eligible** for the settled pastor position. **This will be mutually agreed upon between the Pastor and the Congregation.**

## Designated Term Ministry Goals

We decided to call a Designated Term Pastor to help us **revitalize our current ministries and church vitality**, and more importantly to guide us through the **reassessment of our ministry, including our covenantal partnership with NCC. We felt a 3-year term would be a reasonable period of time for both the Pastor and the two churches to determine if this partnership would continue.** Our goals for this Designated period:

	<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.	Governance and Structure Revisions	-Structure that aligns with current governance practices -Present recommendations at congregational meeting in 2023-2024	-Positions are filled -People know what their role is and have what they need
2.	Community of Care - (expand lay program of caring and supporting one another)	-Develop a written document listing community resources to have available for those looking for help -Identify a core group of volunteers as response team and ministry; team learning from the pastor -Utilize church calling list to check in with people	-Assess whether or not the response team was able to function successfully when the pastor is not available
3.	Opportunities for Community Outreach	-Offer three youth and family outreach events between September 2023 and July 2024	-Assess the success of the events by number of attendees, volunteers needed to run the event, the amount of money and time to support the event



A collection of Matchbox cars was sent to the children of Ukraine via Straight Ahead Ministries.

**Who We Are** -To live God's word, with the help of the Holy Spirit. We gather to seek and renew our faith in God and Jesus Christ. We strive to respond to His teaching through worship, learning, serving, loving, and reaching out to others. This is our mission.

LUCC is the result of the merging of Grove Chapel Church and Precinct Church, both located in Lakeville (1966). Since our merger, we have had five settled pastors and 8 interim pastors. A couple of years ago, we had several significant changes as our financial secretary and administrative assistant resigned; both were paid positions; our volunteer treasurer retired after 42 years. Devoted church members volunteered to fill these positions. Previously, the volunteer Treasurer and Board of Trustees made the financial decisions; we revamped that process and now, a team, including the Treasurer, Assistant Treasurers and Stewardship Committee representatives are responsible for maintaining our finances. These procedural changes came with inevitable conflicts and bumps in the road; a number of lessons were learned during this time.

**Significant Events include:**

1. Obviously, COVID challenged us to adapt to new ways to worship, both virtually and in-person. We have become better at short-term planning, being flexible and respecting people's personal decisions regarding their comfort level with in-person participation.
2. On October 23, 2022, LUCC passed a motion with a majority vote to become an ONA church.
3. On November 13, 2022, LUCC voted to enter into covenantal partnership with North Congregational Church (NCC); the motion passed unanimously. The final partnership structure was affirmed by unanimous vote of each congregation on June 11, 2023.



In 2022, our church voted to become an Open and Affirming Church.

### **Our Strengths:**

1. The congregation is enriched by helping people both in our wider communities and in our own congregation.
2. Our long-held value of generosity and hands-on work creates joyful occasions for people working together for others.
3. Jesus continues to lead the way for ALL of us as we pray at keeping each other safe, whole, and loved in today's world.
4. We continue to be a safe space for the young adults who grew up at LUCC, who have begun to bring their infants and toddlers for baptism since we reopened for in-person services.



Each February, church and community members make blankets and donate them to Hasbro Children's Hospital in Rhode Island in honor of a child in our congregation that passed away.

### **Our Challenges:**

As is the recent trend, we are experiencing declining membership and church attendance, therefore we have declining financial support. We no longer have an active Sunday School.

### **Our Experience with Conflict:**

We have experienced some conflict, caused by a breakdown in communications and a build-up of events. We know how important it is to respectfully work together, listen carefully to others' perspectives, engage in constructive conversation, and resolve issues together. This is lifework in progress, as the need for mindful listening and beneficial conflict resolution often surfaces in our conversations. As a direct response to this conflict, we created a Behavioral Covenant that is read at every Council and Congregational meeting.

Every church has conflicts, some minor, some larger. On a scale of 1-5, based on the work of Speed Leas, **LUCC has experienced conflict between 2 (Disagreement) - 3 (Contest).** Please ask us **why we chose this level.**

**We have learned a great deal from our past experience with conflict. We have learned that direct, timely, honest communication, albeit difficult, results in a better outcome for all.**



On June 11, 2023, the Covenantal Partnership was signed by both LUCC and NCC

**Basic Church Statistics**  
*Yearly average*

	Church Membership	Weekly Worship Attendance	Children & Youth Participation	Adult Ed Participation
Pre-pandemic	100	30	none	Bible Study
Current year	75	25-35	none	none

	Income	Overall Budget	Mission Giving	Reserves & Endowment Principals
Pre-pandemic End of Year 2019	181,095.00	175,000.00	6,137.00	301,533.00
Current year End of Year 2022	117,855.00	128,595.00	2,995.00	292,210.00

**Compensation**

Total Compensation Package for the full-time position is \$104,000. Each church (LUCC and NCC) is responsible for half or \$52,000.

This package includes salary, housing, health, dental, vision, annuity, life and disability, travel, education and miscellaneous expenses to be worked out with the candidate.

It does not include guest pastors or worship supplies.

We will entertain a Sabbatical, 5-7 years after employment.

**Some of our people - our most precious assets!**



**Our curbside Dinner Peeps!**



**Baptism February 2022**



**Church Picnic September 2022**



**Crop and Craft Day in Fellowship Hall**

## 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 covenantal partners openly share vital information. 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.

Susan E. Norton  
Signature of Search Committee Chairperson

Date – July 24, 2023

*Updated 7/24/2023*



**North Congregational Church  
Middleborough, Massachusetts 02346**



**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)**

**Church Contact Information**

Full Name: **North Congregational Church, United Church of Christ**

Address: **38 Plymouth Street, Middleborough, MA 02346**

Phone: **508-747-0732**

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

Additional Denominational Affiliations:

UCC Conference: **Southern New England**

Association: **Old Colony**

Area Conference Minister Name: **Rev. Alex Shea-Will**

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

ACM phone: **508-244-4769**

**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 and curiosity about your position. Include keywords that will help candidates search.*

**Joyful expectations, endless possibilities!**

If you could be the proverbial “fly on the wall” on any given Sunday at North Congregational Church, you would observe a genuine warmth as our congregation gathers. Our joy and friendships are the soul of our church. We welcome all, not just because it is “in the manual,” but because we truly enjoy getting to know others. For nearly 3 ½ centuries, “The Little Yellow Church” has stood on Titicut Green and has let its “Little Light Shine”! It has served as a powerful beacon that never dims and has always lit the way to God’s love and Jesus’ teachings.

At this time, North Congregational Church is seeking an energetic pastor who will embrace an opportunity to allow their inner light to shine and to share their gifts! Our new minister will guide and support a close-knit congregation of faithful, loving, and caring Christians. We are a small, diverse, and active congregation. Our mission is to welcome all, enthusiastically worship, and actively witness. With the right leadership, this congregation will continue to have an impact on our neighbors, and possibly further explore other opportunities to reach out to those in need.

We wish to use our God-driven gifts to step beyond the church walls and be the hands and feet of God within our community. Although NCC is rich in history, going back to 1675, we are unafraid to change. We carefully decided to move to a 1/2-time designated pastor and the congregation also voted to sell our parsonage (closing date March 5, 2023). Currently we are engaged in an exciting, shared pastor experiment with a nearby UCC congregation. Widely referred to as The Little Yellow Church, we are known to many but want to reach out to more. The diversity flag makes clear our Open and Affirming stand, and our “All are Welcome” belief. We have worked hard to maintain our reputation as a progressive church. We are searching for a pastor who believes as we do, that our ministry is to welcome the

stranger and meet their needs. We need a pastor to ground our faith, to optimize mission efforts and to love us for who we are.

*Please read our, North Congregational Church and Lakeville United Church of Christ's shared thoughts on the last page of this profile. We are truly excited to be in a covenantal partnership! Our Covenantal Partnership Agreement is attached to our profile.*



**Fall Fair**



**Fellowship After Service**



**Best Sunday Ushers Ever!**

2. Name 4 core competencies that you feel you will need in your DTP.
  1. **Organized**
  2. **Progressive**
  3. **Compassionate**
  4. **Engaging**
  
3. Position Scope: **Half-Time (LUCC is also searching for half-time, therefore this is a full-time position)**  
 Position Duration: **3 Years**
  
4. Is the DTP eligible for the settled position? **Yes**  
 If yes, how will that be discerned?  
**Our congregation, Board, and new DTM will work in a supportive and collaborative manner toward visioning and goals. Ongoing communication and review process will provide feedback.**

### 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 apply to you.

Revitalization of current ministries and church vitality

Reassessment of ministry, which may include **Covenantal Partnership**

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

**Our Board met with our departing interim minister and our area conference minister, and they both strongly advocated going in the direction of calling a DTM. The Board initially had mixed feelings, mainly concerns about extensive time taken so far for the interim process as well as the congregation's perception of yet another interim minister. After discussion and prayer, the Board unanimously agreed to go the designated term route. We think the idea of focusing on just a few critical, concrete goals over a mid-term, specific period makes sense for our congregation. We are entering a new phase in our very long history; we are pursuing a partnership of sharing a pastor with another area church. This is providing us with tremendous opportunities but of course there will also be challenges. We want the best chance for making this work, and our DTM will be key to helping us with this experiment. We also need to work on building our church for the future by continuing to inspire and motivate our current church community while finding new ways to reach our wider community. We like the idea of enabling our DTM to focus on such goals. At the same time, we will have the opportunity to offer our DTM a settled position, should the relationship work out well.**

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.	<p><b>A.</b> Establish new congregational goals. Provide opportunities for more congregational involvement in the areas of “welcome, worship and witness” thus supporting our mission statement.</p> <p><b>B.</b> Reassess the activities which each ministry team runs each calendar year.</p>	<p><b>A.</b> Our congregation, with the guidance from our new DTM, would explore new ways to impact our community by being more visible and active. The growth of the Welcome and Witness teams may strengthen our foundation and serve our neighbors.</p> <p><b>B.</b> Our congregation, BOM and DTM must be efficient when planning the church calendar. Working “smarter not harder” should be prioritized to prevent overload and burnout.</p>	<p><b>A.</b> Semi-annual report of new community involvement progress would include a summary of the work and would assess its effectiveness towards our mission statement.</p> <p><b>B.</b> Each ministry team will record events, hours spent and participating help and submit the information in the annual report.</p>
2.	<p>Reassess the current governing model focusing on the decrease in congregational participation. Explore alternatives and other governing structures that would support our mission statement. Modify or adapt current ways that would encourage and provide church members opportunities to serve.</p>	<p>Working with our DTM, we can explore various models of governance and establish updated bylaws to reflect the changes. As we move forward in this visioning process, our need for restructuring will be clarified.</p>	<p>Incremental steps will be taken to assure the changes made are successful and sustainable. The congregation will review the proposed governing model at the annual meeting.</p>
3.	<p>Increase membership and youth involvement.</p>	<p>Finding new ways to reach out to the community to make a connection with both youth and chronologically mature.</p>	<p>Set yearly goals. 3 new activities that would be considered cross generational.</p>

### Who We Are

1. Church’s Mission Statement *(or name that one needs to be developed)*:

**“North Congregational Church United Church of Christ is a growing and vital church community whose door is open to all. As a church, our core values are acceptance, community, and love. Guided by God’s light and Jesus’ teachings we offer Unconditional Welcome, Transforming Worship and Compassionate Witness”.**



## 2. Brief Church History:

We recognize that our history as a parish centers the experience of colonizers to the North American continent dating back to 1621 when Pilgrims made their way from Plymouth to what Middleborough is now. The story we have inherited states that the local Wampanoag people “gave” 38 1/2 acres of land for a parish house, a burial ground and training field, though we now understand that it was more likely the land was acquired in 1675 under implicit threat than given willingly. We cherish this fourth building known as Titicut Parish and North Congregational Church, built in 1893 after a fire destroyed the third meeting house. Our Little Yellow Church building resonates with the sounds of the 1893 Hutchings organ in worship, and its clock tower with a sonorous bell stands above the rest of the village thanks to the generous assistance of the Pratt family.

## 3. 2-3 Significant Events:

- In 2007 the North Congregational Church made the decision to become an Open and Affirming congregation. Because the church had called a lesbian pastor, it was evident that being ONA was an important step in our journey.
- 2020-2023, the pandemic years, were life altering for all people and all churches. At NCC we chose not to dwell on what we lost, but our focus was on what we found! What we found was an exciting opportunity. We entered an experimental yoking/partnership with Lakeville United Church of Christ in early 2022. We are truly grateful that we are on this walk of faith with amazing people from a church 7 miles away.



**2022 Experimental Partnership**

**4. Church Strengths:**

**North Congregational Church, though small in number, has great strength. With all sincerity, we enjoy meeting and welcoming new people! Community members and our NCC congregation were asked to describe North Congregational Church and a sampling of their descriptive words include: “welcoming, faithful, supportive, creative, and loving.”**

**We don’t just welcome people because it’s “in the manual “. We welcome people because of who we are and we genuinely like one another! During good times and bad NCC is there to praise and support one another. This support is not only for those within the congregation but extends outside of our doors and into our community.**

**The Little Yellow Church is a place where we can truly be ourselves, and we hope that feeling is palpable for those walking in the doors for the first time or the hundredth.**

**5. Church Challenges:**

**Leadership involvement**

**Maintaining an aging building**

**Being a progressive church in a conservative community**

**Burnout (Family/church responsibilities)**

**Reimagining “church” to meet the needs of family and community.**

**6. Experience of Conflict**

**Here is an example of a difficult discussion and decision that had to be made in 2022.**

The parsonage was a historic but aging building that could no longer be sustained fiscally by North Congregational Church. The Board held several informational sessions where these serious issues were brought forth. The congregation voted to sell the property during its annual meeting. The sale was completed in March 2023. Our Board is currently working with an investment advisor to ensure the best way to save and invest these funds.

Early in our interim time, our Board, transition team and congregation reached an agreement to remain honest and transparent with one another. Because of this we have become more confident, united, and trusting in each other. We have learned that having a difference of opinion is not a bad thing, in fact it provides additional perspectives. We have become better listeners and have learned that we each have a voice and our individual thoughts are important.

1. Every church has conflicts, some minor, some larger. On a scale of 1-5, where would you rank your church's level of conflict?

1 ([\*Based on this work by Speed Leas\*](#)) *Problem to solve.*

2. Please explain why you chose this level.

**We are imperfect people! However, we believe that communication, respect, and transparency are key elements in diffusing conflict, and we strive to practice those beliefs.**

3. Describe your congregation's values and practices when it comes to conflict.

**We know who we are and how we want to be, confidently carrying God's light. We do recognize there will be moments of struggle, and we face them with our arms linked together. With open minds and hearts, we will walk with our new pastor who is excited about joining our adventure into the future.**

**Basic Church Statistics**

Yearly average

	<b>Church Membership</b>	<b>Weekly Worship Attendance</b>	<b>Children &amp; Youth Participation</b>	<b>Adult Ed Participation</b>
Pre-pandemic	119	70	20	33
Current year	72	32	3	0
	<b>Income</b>	<b>Overall Budget</b>	<b>Mission Giving</b>	<b>Reserves &amp; Endowment Principals</b>
Pre-pandemic	\$138,800	\$141,000	\$4,500	\$18,000
Current year	\$123,500	\$119,300	\$3,500	\$490,000

**Compensation**

**Total Compensation Package Amount or Range:   \$52,000**

Package offered: **(Choose only one)**

Total Package, no additional monetary benefits offered.

Total Package Includes Benefits (please list the benefits that are offered) **Benefits to be determined based on candidate's needs, e.g., housing allowance, health insurance, pension, etc.**

Housing:

Housing allowance only

Parsonage only

Can offer either.

## 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.

**Joan Allison**

Signature of Search Committee Chairperson  
*(Typed is sufficient)*

\_\_\_\_\_  
Date 7/30/2023

## Worship June 2023



**Thoughts and feelings from NCC and LUCC:**

The Pandemic years were a period of trials and a time of transition. Like so many churches, we faced a variety of challenges and struggles. But God had a plan! Metaphorically speaking the Lord placed us in a state of chrysalis. Through this transformation we would be given an opportunity to think new thoughts and to do old familiar things in new and innovative ways. We are also grateful that God’s divine plan included another UCC (Lakeville United Church of Christ) located 7 miles away that was also in a period of transition.

As we emerged from the pandemic in 2022, we began our initial conversations with LUCC. In February 2022, both churches agreed to an experimental 6-month “walk of faith,” a yoking partnership. We shared a minister, music director, choir and pooled the gifts of our talented congregations! After the 6 months, we made a more formal arrangement and voting at each church took place. A unanimous affirmative vote was made to enter a covenantal partnership!

Easter 2023, Christ has Risen! And there is joy in Middleborough and Lakeville as there is a “Resurrection Movement” happening there as well! We have now celebrated one year of sharing and working together. As we reflect, we recognize that we are stronger together and we can reach further into our local community and make a positive difference in the lives of more people. We are truly pleased about where we are today, but the possibilities are endless as to where WE can be tomorrow!



Trivia Night @NCC, LUCC “Winners” 2022



Signing of Covenantal Partnership June 2023



NCC-LUCC Search Teams Cooperative Activity

**How did LUCC and NCC come to the decision that the covenantal partnership was right and in the best interest for both churches?**

Lakeville United Church of Christ	North Congregational Church	
<p>The hearts and minds of our Church had been functioning under the auspices of less ministerial and lay leader availability due to finances, decreased membership and tired volunteers at LUCC. At a council meeting, a church member mentioned that NCC was in a similar search process, and they were seeking a part-time minister. That evening, around the council meeting, several people in the room saw an opportunity to have a conversation with people and friends that we knew at NCC. There were many similarities between our congregations and there were differences that could shed light on our path to securing a pastor. A small group of people were designated to meet with people from NCC to start a conversation about yoking. After many conversations, joint services, and gatherings, we are prepared to pray and work together with NCC to grow through our Covenantal Partnership for a shared minister and faith.</p>	<p>Following the departure of our 20-year pastor, we worked with three interim ministers who helped us answer the initial questions: “Who are we?” and “Who is God calling us to become?” Interestingly, seven miles south of us, another UCC (Lakeville United Church of Christ) was also in a time of transition. These were our exploratory steps:</p>	
	<p><b>JAN 2022</b></p>	<p>“The Possibilities Team” was formed to participate in initial conversations with LUCC. “I wonder...” “How could we help each other...?”</p>
	<p><b>FEB 2022</b></p>	<p>Each church creates call agreements for their shared interim minister. Together LUCC and NCC then agreed to a 6-month shared ministry experimental walk of faith.</p>
	<p><b>JUN - AUG 2022</b></p>	<p>Shared summer worship services with alternating hosts were well received. This affirmed the compatibility of both parties.</p>
	<p><b>NOV 2022</b></p>	<p>LUCC and NCC Congregational “Covenantal Partnership” vote. Interim Minister resignation.</p>
	<p><b>JAN 2023</b></p>	<p>A congregational vote was held to hire a “part-time” “Designated Term Pastor” because of the search process.</p>
	<p><b>MAR 2023</b></p>	<p>Interim Bridge Minister was called to each church with fully shared financial support and defined shared responsibilities to both churches.</p>
	<p><b>JUNE 2023</b></p>	<p>Signing of our Covenantal Partnership.</p>
	<p>At NCC we are excited about our future! “Joyous Expectations and Endless Possibilities” shared with our neighbors at LUCC and with our new Designated Term Minister.</p>	

**Shared Ministry Goal**

<b>Goal: Describe what you hope to accomplish during this time, with specificity.</b>	<b>Commitment: Describe how the congregation will prioritize and participate in reaching this goal.</b>	<b>Assessment: Describe how the congregation will know the goal has been accomplished.</b>
With guidance from our DTP and with conference support develop a shared ministry model that will be effective, sustainable and provide more opportunities for growth in both churches.	Our congregation will commit to the necessary work to build a foundation where a shared ministry model has a greater chance to succeed.	At our annual congregational meetings review the shared ministry process. Evaluating smaller incremental steps will be helpful to see if the shared ministry model is moving in a successful direction.

## **A Covenantal Partnership**

**Lakeville United Church of Christ of Lakeville,**  
**MA** *(Name of Church + City, State)* and

**North Congregational Church UCC of Middleborough, MA.**  
*(Name of Church + City, State)*

Having sought the guidance of the Holy Spirit and believing that God has called us to share in the mutual ministry of Christ, the members of Lakeville United Church of Christ at 1 Precinct St., Lakeville, MA and North Congregational Church at 38 Plymouth St., Middleborough, MA at regularly called meetings of both congregations on Sunday, June 4, 2023, voted to enter into covenant with one another in shared ministry beginning on June 5, 2023. All parties execute the following agreement in good faith, with the affirmation of the two congregations, and, though still separate, will share in new aspirations, hopes and engagement together.

### **1. Continuity of Identity**

Although we are joined together as one in the Body of Christ, this ministry partnership maintains the distinct identities of each congregation. This shared ministry partnership is not a merger, consolidation, nor a dissolution of either congregation. Both churches will maintain their own constitution, budget, leadership teams, and committee structures.

### **2. Term of Shared Ministry Partnership**

Following approval of the LUCC Church Council, the NCC Board of Ministries, and both congregations, this ministry partnership officially begins on June 5, 2023.

Both congregations agree to continue engaging in this shared ministry partnership for at least three years after the arrival of the Designated Term Pastor. After three years, the shared ministry will continue with an annual evaluation both congregations, as outlined in 9. Review of Shared Ministry. Dissolution of the shared ministry partnership cannot be accomplished prior to consultation with the Judicatory staff of each setting, being the Southern New England Conference of the United Church of Christ.

### **3. Sharing a Pastor**

One full-time pastor is shared between LUCC and NCC.

The pastor will serve the two congregations based on a percentage of time in a work week: 50% time to LUCC and 50% time to NCC, respectively. Both Congregations covenant to be understanding and flexible towards this percentage of time functioning as a guideline due to the nature of the office and duties of a pastor.

Additionally, the pastor will covenant to be present for both leadership team meetings at both churches each month and at both Annual Meetings. The pastor will be welcome to participate in any events at either congregation, time permitting, and at the pastor's discretion. Any events will be made known ahead of time that are of importance to either congregation.

#### 4. Financially Supporting a Pastor

LUCC covenants to provide 50% of the total cost of the compensation package supporting one full-time pastor and NCC covenants to provide 50%. This percentage arrangement will be reviewed annually to determine if adjustments need to be made to either the percentage agreement or how the compensation package is divided between the two churches.

The total amount of financially supporting a pastor may adjust year to year based on changes in benefits and salary costs. Conference Guidelines will be utilized as a guideline for salary recommendations and benefit possibilities.

The churches will share equal responsibility for vacation, sick leave, and continuing education time off. The churches may work together to find pulpit supply or vacation coverage and share equal financial responsibility if desired.

#### 5. Worship

Each congregation will maintain their own regular Sunday services, AND there are multiple opportunities for worshipping God together throughout this ministry partnership. Joint worship services may take the form of, but are not limited to:

- Mid-week Lenten services
- Holiday services (such as Juneteenth and/or Watch night)
- Select Holy Week services (such as Maundy Thursday and/or Good Friday)
- 5<sup>th</sup> Sunday joint worship services
- Summer worship

In partnership with the pastor, the members of the Joint Leadership Team will determine the frequency of these joint services.

The members of the Joint Leadership Team from NCC will be a member of the Worship Team and two other members designated by the Board of Ministries; members of the team from LUCC will be a member of the Diaconate and two other members designated by the Council.

#### Current Sunday Worship Service Times:

Worship at LUCC will be at 9:00 a.m. and worship at NCC will be at 11:00 a.m. Any changes to this will be discussed and recommended by the Joint Leadership Team.

The pastor will be present at both congregations every Sunday unless the pastor is on vacation or continuing education.

Other Service Times: Services for Christmas Eve and Easter morning worship will be determined yearly. These service times, and all other nonregular Sunday service times, will be discerned at Joint Leadership Team meetings.

#### 6. Partnership Assembly Meetings

Partnership assembly meetings between the LUCC Council and NCC Board of Ministries may take place up to four times a year (quarterly), along with the potential of meeting more often during the first year. These meetings would serve as a resource to the Joint Leadership Team. The agenda for these meetings will include a time of devotion/spiritual growth, a time of deepening our relationships with one another, review of the progress of our shared ministry, discussion of ways to expand our shared ministry, and any additional items proposed by members of either team or the pastor. Location of these meetings will alternate between each church. The host Moderator will chair the meetings. Minutes of these meetings will be taken by the secretary/clerk of the council/board who is "hosting" that particular meeting at their church.

7. Communication and Conflict Resolution

Both leadership teams covenant to practice healthy communication and conflict resolution with one another and the pastor. As followers of Jesus, we understand this to take the form of Matthew 18 when we are in community with one another. Matthew 18 outlines the importance of addressing issues directly and compassionately, while uplifting the values of transparency, truth-telling in love, integrity, forgiveness, reconciliation, and prayer.

The partners are working on a communication and support plan for the pastor and two congregations - to eventually evolve into either two separate PPRC (Pastor Parish Relations Committee) teams and/or a joint Parish Relations Team. Training for such will be provided by the United Church of Christ and/or the Southern New England Conference.

8. Shared Ministry

Both congregations will continue to explore ways to expand our shared ministry together as well as ways to deepen our relationships with one another and our communities. We can do more as church together!

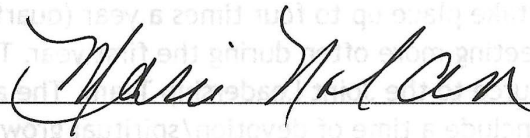
9. Review of Shared Ministry

The effectiveness of this shared ministry partnership will be reviewed annually and discussed at a Joint Leadership Team meeting. Affirmations and recommendations regarding this shared ministry partnership will be discussed annually at a Joint Leadership Team meeting and shared with the two congregations. This meeting's agenda will also include a review of the covenant and all agreements listed within it.

Covenant Approved by the Congregation of Lakeville United Church of Christ

on 6/12/2023 (Date)

Signature of Moderator: \_\_\_\_\_



Covenant Approved by the Congregation of North Congregational Church UCC

on 12 June 2023 (Date)

Signature of Moderator: \_\_\_\_\_

