



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

Church Contact Information

Full Name: Mayflower Congregational United Church of Christ,
Incorporated
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Additional Denominational Affiliations:

UCC Conference: Florida
Association:
Area Conference Minister Name: Rev. S. LaTrell Harrison
ACM email: LHarrison@uccfla.org
ACM phone: 404-734-4986

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. *(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. It must be **no more than 2,000 characters, including punctuation and spaces, and in a single, unformatted paragraph**).*

We are seeking a Designated Term Pastor to lead us through a transition period and to perform pastoral services to the congregation during this

transition. Key skills this individual should possess are: open and effective communication; inspiring, Bible-based Sunday messages; encouragement of lay participation in Sunday services (i. e., use of liturgists and engaging the congregation in the message by asking and answering questions); willingness to visit and support individuals in time of need; guidance in establishing and building teams (e. g., Pastoral Relations Team, Missions Team, Activities Team, Worship and Music Team, Pastoral Care Team, etc.); innovative ideas for increasing attendance and giving; and guidance on establishing educational and Bible study opportunities throughout the liturgical year, whether Pastor-led or lay-led.

2. Name 3 core competencies that you feel you will need in your DTP.

- Communication
- Leadership
- Growth

3. Position Scope: Full-time ¾ time ½ time ¼ time

4. Position Duration: Initially One Year with option to extend if deemed needed

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

If yes, how will that be discerned?

By mutual agreement and consent among the congregation, the council and the pastor.

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 are in a season of needs – need to revitalize and stabilize following a period of congregational dissatisfaction and a possible need to restructure and reassess our goals going forward into the future.

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.	Better communication between leadership and the congregation	By taking advantage of established avenues for voicing concerns	Acknowledgment of their concerns and assurance they are being addressed appropriately
2.	Increased attendance and giving	Being more open about their church home and inviting friends and neighbors to share the experience	More frequent reporting of attendance and giving statistics in the newsletter and the Sunday bulletins

3.	Better support of the congregation in troubled times	Communicating their needs to the church office so the pastor or a care team member can address them	Their frustrations with perceived lack of compassionate care from the church will be alleviated
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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)*:

To reach out to the unchurched, to guide people on their journey of faith, and help people become responsible ministers in Christ's Church.

2. Brief Church History:

Mayflower was started as a seed church of Naples UCC and was incorporated in 1990. Worship services were initially held in the chapel of a local retirement community and then moved to the cafeteria of a nearby elementary school. The first pastor relocated a few years after the beginning of the congregation and an interim pastor helped to begin a period of growth. Under the leadership of the next settled pastor growth continued, the congregation purchased land, built the first building (what is now the Family Life Center) in 1999 and built a second building, the current Worship Center in 2004. That pastor left in 2011 and an interim served for approximately one year and helped prepare the congregation for the next chapter of Mayflower's journey. Most notably, she orchestrated the establishment or revitalization and structure of various teams including Pastoral Relations, Missions, Activities, and Worship and Music. The most recent settled pastor was called to begin ministry here in July 2012 and submitted his resignation letter to the Council on September 1, 2023.

3. 2-3 Significant Events:

- Ongoing support of Habitat for Humanity of Collier County – most notably by committing a percentage of the funds pledged to the building of the Worship Center and by pledging significant amounts when Habitat conducts periodic matching fund drives
- Becoming one of the first Blue Zones certified Faith Based Organizations in Collier County
- Being recognized as an Open and Affirming congregation within the denomination

4. Church Strengths:

- A friendly and welcoming congregation – while all churches strive to be welcoming, we truly do offer an “extravagant welcome” at Mayflower and many visitors who return cite that as the main reason they come back
- A caring congregation – when we have members and friends going through difficult times, they can count on receiving telephone calls, cards, prayers and offers of assistance

5. Church Challenges:

- Dwindling attendance – in most instances this is due to natural attrition (relocation or death) but has not been offset by new attendees
- Financial instability – partially due to the seasonal nature of our area where at least 50% of our church family are only here for a portion of the year
- Property upkeep challenges – an offshoot of the financial issues and the aging of our congregation

- Appeal to a younger population – in years past we did have young families but, as they aged and moved on, we failed to draw in new ones

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? 3
(Based on the 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.

There is a low level of conflict within the congregation as there always is due to personalities. There is a higher level of conflict between the congregation and the Pastor due to unmet expectations of the congregation and, to some degree of the Pastor. The congregation expected more compassionate care and visitation, more religious education and more communication and support. The Pastor seemed to expect the congregation to be more self-sufficient without giving them guidance on how to be so.

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

Theoretically, conflict would be addressed and tactfully resolved between the involved parties. In reality, it is most often handled in a passive-aggressive manner or evaded altogether. For example, as relations between the congregation and the Pastor have deteriorated, some members have ceased to fulfill their financial pledges and/or stopped attending worship services without explanation to either the Council or the Pastor thus limiting our ability to address their concerns.

Basic Church Statistics
Yearly average

	Church Membership	Weekly Worship Attendance	Children & Youth Participation	Adult Ed Participation
Prepandemic	105	65	-0-	-0-
Current year	65	41	-0-	-0-

Being a seasonal congregation attendance is nearly double in the winter months what it is in the summer months.

	Income	Overall Budget	Mission Giving	Reserves & Endowment Principals
Pre-pandemic 2018-2019	\$300,680	\$318,812	\$ 5,096	-0-
2019-2020	\$315,388	\$321,343	\$10,536	
Current year	\$154,499 ¹	\$345,300	\$ 3,528 ¹	\$10,000 ²

¹ First half of fiscal year which runs April 1 through March 31

² Current reserve balance. Average reserve balance for first half of fiscal year was \$37,132. No established endowments.

Compensation

Total Compensation Package Amount or Range: \$80,000-\$90,000

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

Package includes salary, housing allowance, annuity contribution, life insurance premium, payroll tax reimbursement.

Housing:

- X Housing allowance only
- Parsonage only
- Can offer either

Please explain briefly your process in discerning your compensation.

Based on our small congregation size and expected experience level of a called designated term pastor of about ten years, we estimated \$40,000 in annual salary plus \$2,500 per month housing allowance. We then added in the accepted estimated percentages for annuity, life insurance and payroll taxes.

Ministry Description

In 2,000 characters or less, describe your church and the type of minister you need. Think of this section as your "sales pitch." It is the first thing the candidate will see about you.

Mayflower is a congregation of great faith and a heart for acceptance of everyone. Most who enter our doors return and many stay to make this their church home. Sadly, we are an aging congregation and have not been successful in finding ways to rebuild our population as it shrinks due to natural attrition. Some of the congregation believe the key is to attract younger people and some feel, due to this community being one of seasonal residents and retirees, that we would better focus on attracting newly retired and relocated households. We are seeking a Pastor who can offer us insight into using our strengths to become the best family of faith we can be and to become the best choice available for those seeking a place of worship.

As we work toward building a solid church community, we need a Pastor who can guide and support us. Lacking adequate guidance and leadership over the past few years, our teams and lay leaders have lost sight of goals and do not have the needed tools to be effective in their roles. The teams established during our previous interim period have struggled to maintain momentum during this settled period of 10+ years and some have all but disbanded. We need an effective communicator and leader, a faith educator and an empathetic supporter of those in our church family who have physical and emotional needs due to illness or other trials of life.

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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.

Jeffry Stephenson
Signature of Search Committee Chairperson
(*typed is sufficient*)

10/11/2023
Date