

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

Church Contact Information

Full Name: **The United Congregational Church of Holyoke**

Address: **300 Appleton Street, Holyoke, MA 01040**

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Additional Denominational Affiliations:

UCC Conference: **Southern New England**

Association: **Hampden Association**

Area Conference Minister Name: **Rev. Terry Yasuko Ogawa**

ACM email: ogawatv@sneucc.org

ACM phone: **(860) 761-7192**

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 seek a designated pastor to walk beside us, inspire us, energize us with leadership and faith, someone who appeals to young and old alike, who rejoices in providing pastoral care. We are looking for a pastor to continue forward the teachings of Jesus Christ. A pastor who will provide inspirational messages to carry with us into our homes and lives. We are located in a historic city with a historic civic mission borne of big hopes, one that welcomed immigrants with open arms. Our city is in the midst of revitalization and growth. We want a pastor who will take part in our community, to improve our visibility and lead as an ambassador to all while addressing the social issues of our city and times. We want to continue our mission of bringing people to our equally historic and beautiful Sanctuary and Chapel, making best use of these spaces and the two magnificent organs contained within. We are open and welcoming as was Jesus in his ministry. We are a mixture of traditional and progressive Christians who value each other's perspectives while coming together in fellowship. We feel lucky to have and to celebrate these houses of worship, and look forward to partnering with a pastor who will help us become the best "now" and "future" here in the heart of Holyoke, MA.

2. Name 3 core competencies that you feel you will need in your DTP.
 - **Be able to deliver inspiring, relatable messages and worship services that speak to the needs of our congregation and visitors.**
 - **Great communication skills that include ability to nurture and develop relationships both inside and outside of the church as well as a comfort level leading in an urban setting.**
 - **Skill to communicate effectively with different personalities to help us strive to respect differing perspectives, and to relate to each other in ways that foster deeper understanding and maximize participation in discussions and decision making.**
 - **Have basic administrative skills and act as “Head of Staff” to include supervision of a part time associate pastor who leads an alternative online service each Sunday.**

3. Position Scope: X Fulltime _____ ¾ time _____ ½ time _____ ¼ time

4. Position Duration: up to 5 years

Three months is usually enough time for a pastor to settle into a new church, develop a consistent routine, and establish relationships with the staff and congregation. An initial review will be done at the end of the 90 day period.

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

If yes, how will that be discerned?

Annual performance reviews will be conducted at which it could be determined a DTP will move into the settled position with the approval of the congregation.

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 had an Interim Pastor in place for 1½ years. It has been decided that we will not pursue another Interim but would begin to seek a Designated Term Pastor. We believe this to be the best fit for this time of transition in our church.

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.	Reconnect with “inactive” members and friends who have not participated in church life since the onset of the pandemic and change in Pastoral leadership	Want to learn why members no longer attend and learn what we can do as a congregation to correct any issues that may have caused this.	Increased attendance not only in worship service but in other activities of the church.
2.	Work with the congregation to understand where we are in the church’s lifecycle and help exploring options that will lead to a unified future vision.	The congregation will commit to listening to varying views regardless of beliefs to form a more cohesive group.	This goal will be accomplished when differing viewpoints are able to be discussed among congregants as we move forward.
3.	Reinvigorate the role of the church within changing times of the city of Holyoke and the world	The congregation will commit to working with various civic groups in order to strengthen our visibility.	This goal is accomplished when we have formed relationships with city leaders and residents.

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*):

We want to work with a new pastor to revise our current Mission Statement based on our vision for the future.

2. Brief Church History:

Here in Holyoke, we go back to 1799. The United Congregational Church of Holyoke is a merger of Baptist, Congregationalist, and German Reform congregations. We have invited everyone here to worship, pray, meditate, gather, talk, discuss, dialogue about where we are in America; to talk with each other across biblical, theological, political, social, and economic divides.

3. 2-3 Significant Events:

- **Became an “Open and Affirming” congregation in 2012**
- **Hosted two Awakenings Conferences in 2012 and 2014**
- **Began live streaming of Sunday Worship in 2022**

4. Church Strengths:

For a small church, we are BIG on Outreach. Being an urban church, we like to work with the community just outside our doors. We’ve provided funding for disaster relief and the efforts in Ukraine. We provide monthly community meals, family movie events, contribute to many missions, provide bag lunches every week to a local food pantry, hold events on the street to giveaway clothing to those in need, help young families with diapers, wipes and clothing for the little ones and so much more.

5. Church Challenges:

We are an aging church. Like many congregations, our most active members are older. Membership has declined in part due to deaths and attrition. The pandemic played a large part in affecting attendance as did a change in pastoral leadership. We would like attendance at worship to increase to the years before the pandemic. We would like to engage the younger generations in our community to become members of our church family, which in turn would increase attendance in our weekly child/youth program. We want to recognize and honor the value of our traditions while addressing the changing needs of our congregation and the community around us.

6. Experience of Conflict:

During the time of the pandemic, our pastoral team of 12 years resigned unexpectedly. Rumor and dissension ensued around this event. Tensions were high especially since communication was impacted by the absence of in-person worship services and gatherings.

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

(Based on this 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 has been disagreement as to whether or not we are a “progressive” church. The adjective “progressive” can be subjective and mean different things to each congregant. Being “Open and Affirming” is widely accepted as being progressive. We are a mix of progressive and traditional Christians.

There has been disagreement among members when it comes to changing wording of traditional hymns and prayers to adopt a more politically correct stance. (i.e. whether the word “Lord” should be used). There is a perception that some care more about partisan ideology than biblical. Perhaps now is a good time, with a new pastor, to find our balance between spiritual devotion and political fervor and lead us into becoming a more unified congregation.

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

We have held retreats and congregational meetings to discuss any conflict that may arise.

We strive to use this time with the goal to listen to all without judgement or criticism.

Basic Church Statistics

Yearly average

	Church Membership	Weekly Worship Attendance	Children & Youth Participation	Adult Ed Participation
Pre-pandemic	107	35-40 – 10am Svc	7	5-10 – Seekers 4 – Jack Horner's Corner
Current year	47 Active 55 Inactive	20-25 – 10am Svc 20-25 – 11am Zoom	1	5-10 - Seekers

It is also important to note that many of those contained within the “inactive” list remain on our rolls as attendance was impacted not only by the pandemic but by changes in our pastoral staff during the same period of time. These are folks we want to reconnect with now that the days of the pandemic are over and we are embarking on a new beginning.

	Income	Overall Budget	Mission Giving	Reserves & Endowment Principals
Pre-pandemic	\$9,000.00 '19	-\$67,049.41	\$14,500.00	*
Current year	\$10,332.00 '22	-\$41,465.00 '23	\$8,431.00 Jan-Aug	*

***Endowment amounts are subject to non-disclosure guidelines. However, it is important to note that current market activity has eroded principal values over the last two years. Our budgets tend to start out in the red as we depend upon interest payments from invested funds to cover any shortfall.**

Compensation

Base Package Amount or Range: \$60k - \$75k base including housing (excludes benefits)

The range of compensation above is base salary including housing allowance. This range does not include additional benefits which are negotiable and may vary depending upon the candidate's requirements.

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

Benefits are negotiable and are not included in the base compensation and may comprise of but not limited to the following:

- **Health Insurance**

- **SECA (self-employment tax offset)**
- **Annuity (14% of base salary)**
- **Moving Expenses (one-time expense not included in salary package)**

We are prepared to be flexible to meet the needs for the right candidate. We recognize that there may be benefits outside the usual offered that may be negotiated.

Housing:

- ☒ Housing allowance only
☐ Parsonage only
☐ Can offer either

We do not provide a parsonage. Housing Allowance is negotiable within the base salary range. We would prefer (but not necessary for the right candidate) to have our Pastor reside in the Holyoke, MA or immediate surrounding area. This will lend itself to being a connected part of the community our church serves.

Please explain briefly your process in discerning your compensation.

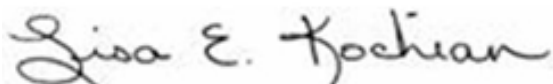
Compensation is derived based on cost of living and proportionate to current salary values in the area. Salary is commensurate with experience.

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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.



Signature of Search Committee Chairperson

11/27/2023
Date

Pictures to include in profile:

