

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

### Church Contact Information

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Additional Denominational Affiliations: None

### 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.**)*

The First Congregational Church of Rowley is seeking a Designated Term Pastor to work with the congregation in actualizing a set of goals that have been identified in our three-year strategic plan. The goal of this plan is to acclimate to the ever-changing role of the church in the community and leverage this opportunity to demonstrate Christ's love and acceptance. During the last five years, we have been in a state of transition as we welcomed a new pastor and maneuvered through the pandemic. Ultimately, this time was one of self-reflection and evaluation assessing our strengths, core values and opportunities for growth. This assessment yielded a three-year strategic plan which was launched a year ago. The core belief that underscores the strategic plan is an understanding that "worship" and "church" has moved beyond the walls of the sanctuary into the community. The congregation has found new energy and commitment as a result and are working in a variety of ways to "be alive and engaged in the community." In part, this commitment resulted in five new members in the past year. While

“packing the pews’ is not our goal, it has been exciting to witness the link between community involvement and interest from the community in our church. We are a small but dedicated congregation who believes in and practices participatory leadership. The church originated with the town of Rowley in 1639, founded by Ezeiel Rogers. Its historic roots are rich, and we strive to seek a balance between honoring those roots while simultaneously being progressive about new ways of worship.

2. Name 3 core competencies that you feel you will need in your DTP.
- Spiritual leadership to support and underscore the goals established within the strategic plan and the wisdom to support the congregation in adjusting the goal as needed.
  - Engagement in community outreach activities
  - A builder of relationships
3. Position Scope: \_\_\_\_\_ Fulltime \_\_\_\_\_ ¾ time      X   ½ time    \_\_\_\_\_ ¼ time

4. Position Duration: 3-5 years, preferably 5.

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

If yes, how will that be discerned?

Through ongoing conversations between the minister, Pastor Relations Committee and the Executive Committee with feedback and input from the larger congregation..

In addition, metrics for goal achievement will be discussed and reviewed on a routine basis.

### **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  
  X   Revitalization of current ministries and church vitality  
\_\_\_\_\_ Legacy/hospice  
  X   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.

Emergence from the pandemic was a “wake-up call.” A number of parishioners passed away and others found it difficult to re-establish the practice of “going to church.” Most of the existing youth group members graduated from high school between 2019-2020 which left us with no youth and very few children in attendance at church. We were relying on our endowment funds to meet monthly expenses. It was clear we needed to evaluate how to move forward not only to survive but to be a vital church in the community. As previously mentioned, the congregation worked together to create a 3-year strategic plan which was launched in Jan. 2022. We are seeking a Designated Term Pastor to support the congregation as we work through the strategic plan, assessing what is going well and how we might adjust the plan to meet an ever-changing view of what church means to a wide range of people.

While our outreach has created greater interest in our church, the financial/giving has not increased substantially. We have reduced our expenses to a bare minimum and need to be creative about how we move forward and grow with fewer resources, while also establishing new revenue streams. We seek a pastor to support the next phase of our transition from striving to thriving.

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.	Assess the current state of the strategic plan and identify areas that require adjusting in context of the DTP’s experience in other churches.	The Executive Committee oversees the strategic plan. Our DTP will be a part of that team providing input to adjust goals as necessary. The congregation is fully engaged in the strategic plan. We have 5 teams. Each team supports one goal. This information is shared and discussed at the quarterly cabinet meetings.	The strategic plan status is routinely reviewed at quarterly cabinet meetings, annual and semi-annual meetings. There are outcome metrics for each goal.
2.	Align with local UCC and other denominational churches to establish synergies in sharing resources and programs.	The congregation will participate via all church meetings and cabinet meetings. Some of this work has begun and the congregation participate in shared worship services for special occasions.	Updates and progress toward each goal will be reviewed with the Pastoral Relations Committee; Board of Deacons; Finance/Trustees and Cabinet Meetings.
3.	Assess the current state of spiritual health within the congregation. Identify programs for all age ranges that serve to enrich the “spiritual experience.”	The congregation will provide input and feedback as to what programs or activities would serve to support spiritual well-being.	Assessment would be ongoing using feedback surveys augmented with open dialogue.

# 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 are a church that lives by faith, is known by love.....*a voice of hope serving the community.*”**

The mission statement was created as a part of the visioning process which supported the strategic plan.

## 2. Brief Church History:

The First Congregational Church in Rowley, Massachusetts, as well as the town itself, was established in 1639 on the seventh month and fourth day. At that time in history, the new year was celebrated on March 20<sup>th</sup>, the spring equinox, which made the seventh month September. At least 21 families left Rowley, England, with Ezekiel Rogers and settled here. Ezekiel Rogers was the pastor at St. Peter's Church, Rowley, Yorkshire, England. These emigrants were very industrious and considered comfortably well-off in England. Most of them had been clothiers. Some were the owners of shops for the production of cloth and others were those who wove cloth on consignment. They were the first people in the new world to set up the making of cloth. They spun wool, flax, and hemp, and wove it into linsey-woolsey. The first fulling mill in America was built on Mill River. The sign talking about the mill is on Route 1 close to Jewell Mill.

After their first year (1640), 60 families made up the church body. Our present church is the 4th meeting house and was built in 1842. This fall (2023) we will celebrate our 384th anniversary of our church.

## 3. 2-3 Significant Events:

- During the pandemic, our church services continued in the church's parking lot. Through the use of A/V technology and AM radio bandwidth, everyone could listen to the service in their car via their radio. With masks on, we could communicate between car windows and often there was a gathering of individuals in the parking lot which was full each Sunday. As a result, the congregation had the feeling of being together during a time when isolation was prevalent.
- Development of the ‘Compassionate Care Network’ network was created during the pandemic as an outreach to those who needed extra care and support. The network continues to be a vital support to members and nonmembers of the church community.
- A Visioning process, 2021-2022, culminating into a 3-year strategic plan which included a bold branding campaign that is ongoing and has been successful.

## 4. Church Strengths:

- Community outreach and engagement
- Supportive and loving congregation
- Commitment to being led by the Holy Spirit

## 5. Church Challenges:

- Aging congregation
- Diminishing children and young adults showing interest in the church. This trend began six years ago when most members of the youth group graduated from high school. This time was

followed by the pandemic which made it difficult to engage new youth. In addition, the lack of church members who have young families has resulted in very low Sunday School interest and attendance.

6. Experience of Conflict:

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 1. Problem to solve 2. Disagreement 3. Contest 4. Fight or Flight 5. Intractable)*

2. Please explain why you chose this level.

The congregation has been together for a long time. As a result, there is an inherent trust among parishioners. Conflict arises when communication breaks down between boards, committees, and tasks. Sometimes the left hand doesn't know what the right hand is doing, and this can create tension and misunderstandings. Most often, these issues are resolved with open dialogue, either facilitated by someone, or it gets "hashed out" in a closed-door meeting.

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

- Mutual respect
- Open communication, either facilitated by a neutral party or direct one-to-one discussion.
- Seek to achieve a win-win solution
- Recognition that the "greater good" is our higher purpose

### Basic Church Statistics *Yearly average*

	Church Membership (recorded)	Weekly Worship Attendance	Children & Youth Participation	Adult Ed Participation
Pre-pandemic	146	38 Average (2019)	10-20 Youth Group & Sunday School	9-13
Current year	120	32 Average (2023)	3-5 Sunday School Currently no youth group	5-7

	Income	Overall Budget	Mission Giving	Reserves & Endowment Principals
Pre-pandemic 2019	\$193,458	\$185,887	\$1,373	\$235,346
Current year	\$99,249 YTD \$148,332*	\$124,000 (rounded)	\$1,895 YTD**	\$232,336 As of 8/31/2023

\*Annualized estimate including two fall fund raisers

\*\*Includes Missions Committee and Community Pass-Through events

## Compensation

### Total Compensation Package Amount or Range: \$50,000

Package offered: \_\_\_\_\_ Total Package, no additional monetary benefits offered  
(Choose only one)  Total Package includes optional benefits to be negotiated (list here what those optional benefits may be)

- Paid vacation: Two weeks as follows - One week after a minimum of 6 months, second week after a minimum of 12 months; 2 weeks without restriction for duration of this call.  
(Note: Settled and Designated Term pastors receive 4 weeks / year)
- Sick time: Up to two weeks /year
- Personal Bereavement: Leave up to 5 days / year
- Moving Expenses paid to move to our location

### Housing:

- Housing allowance only  
 Parsonage only  
 Either Parsonage or Housing Allowance Provided

### Please briefly explain your process in discerning your compensation.

The First Congregational Church of Rowley (hereinafter, FCCR) is a small, but vibrant and energetic family-sized, community church. Prior to the pandemic we were larger, and we are in the process of executing a Strategic Plan to revitalize our church. However, to be responsible and to continue our involvement in missions and the community, we must pay careful attention to our financial ability.

## 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.

Nancy D. Schmidt, Moderator and Sr. Deacon

Signature of Search Committee Chairperson  
(typed is sufficient)

Updated 3/5/2024

Date