

Local Church Profile for Churches Seeking an Interim Pastor

Church Information

Full Name: First Church in Cambridge, Congregational, UCC
Address: 11 Garden St, Cambridge, MA 02138
Phone: (617) 547-2724
Email: info@firstchurchcambridge.org
Website: <https://www.firstchurchcambridge.org/>

Additional Denominational Affiliations:

UCC Conference: Southern New England
Association: Metro Boston
Area Conference Minister Name: Rev. Alex Shea Will
ACM phone: (508) 244-4769
ACM email: sheawilla@sneucc.org

Position Details

In a paragraph or two for each item, please answer the following prompts.

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**).*

Our current Senior Pastor is departing at the end of June 2024 after 16 years in that role and 20 years serving our congregation. We are seeking an Interim Minister and Head of Staff to provide pastoral leadership for our vibrant congregation. This position will be responsible for a full range of pastoral duties, including preaching and worship leadership, pastoral care, spiritual formation and teaching, and administrative leadership with a church staff of approximately 20 people.

We are looking for a compassionate and collaborative leader who brings a strong commitment to and comfort engaging with racial and social justice, who can support our active ministries – the ongoing work and journey toward becoming an anti-racist church, homeless ministries, and environmental justice among others – and provide leadership as we “prepare the way” to call a new settled senior minister.

The person serving in this position may also help to represent First Church within the UCC, in our Cambridge community, and in a range of ecumenical and interfaith partnerships.

Candidates need to have a Master of Divinity degree, be ordained and in good standing in the United Church of Christ or an ecumenical partner denomination with at least 10 years' experience in parish ministry, including experience in worship leadership. Head of staff experience or demonstrated track record in areas of pastoral and administrative leadership are also a priority.

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

Strong preaching, effective pastoral care, and collaborative administrative leadership

3. What aspects of the 5 tasks of interim ministry (listed in the instructions sheet) do you anticipate being the focus of your interim time? *5 tasks are heritage, mission, leadership, connections, future*

Future (preparing for a next pastor) and Leadership (sustainable staffing model) as primary focus, with Connections (maintaining and growing external relationships) being important as well

4. Position Scope: Fulltime 3/4 time 1/2 time 1/4 time

5. Position Duration: 12 months 18 months other _____

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*):

Grounded in God our hope and our healing
Growing in community with Jesus our center
Acting in love made bold by the Spirit

2. Brief Church History:

For over 375 years, First Church has welcomed searchers and seekers, pilgrims and pioneers to share on the journey of faith that is guided by God's grace, every step of the way. Even as we celebrate a rich and robust history and tradition, we are called to live out our faith in the present, to make what is ancient fresh, and to make our ideals for the future relevant in the here and now. Our journey includes

being an Open and Affirming congregation and a Just Peace church. For much more, please see this timeline of our history. <https://www.firstchurchcambridge.org/first-church-timeline/>

3. 2-3 Significant Events: Calling Mary Luti to serve as the first female senior minister, enlarging our homeless ministry by calling a minister of street outreach and starting the Friday Cafe, and deepening our commitment to racial justice, including grappling with our own history of enslaved members and a pledge to become an antiracist church.
4. Church Strengths – we are an inclusive and welcoming community of faith; strong and active commitment to racial and social justice; able and committed lay leaders and a strong staff team who work very collaboratively; slow but steady growth in attracting young adults and families.
5. Church challenges - integrating new members into the life of the church; continuing to educate ourselves as to how to move more fully into being an antiracist church; creating a sustainable staffing model including pastoral leadership; and finding ways to sustain our active ministries in alignment with mission and priorities.
6. Experience of conflict - First Church has had what could be better termed ‘tensions’ over issues such as a yearly budget, how to manage the after church fellowship hour, etc., but there have been no serious conflicts in its recent history. Because of the strong sense of community, caring and trust of both lay and ordained leadership within First Church, tensions or disagreements are generally able to be managed through problem solving and conversation.

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 _____

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

Please explain why you chose this level. - Overall we respect each other and the differences we may hold, but the approach that is most often used to resolve tensions or disagreements is to honor the other and use problem solving to come to an agreement.

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

- Open, honest conversations among staff, leadership, congregation
- Willingness to disagree with a commitment to assume best intent and remain in relationship

Basic Church Statistics *Yearly average*

	Church Membership	Weekly Worship Attendance	Children & Youth Participation	Adult Ed Participation
Pre-pandemic	391	125 -150	30	50 *
Current year	406	90 - 120	24	50 *

	Income	Overall Budget	Mission Giving	Reserves & Endowment Principals
Pre-pandemic	1,416,667	1,497,647	91,270	3,396,266
Current year	1,164,300	1,164,300	104,075	3,035,152

*9:30 am Sunday classes, Faith and Life Groups, Aging with Grace, and Contemplation Groups

Compensation

Total Compensation Package Amount or Range:

\$95,000-\$125,000 total package, depending on experience and housing

Package offered: Total Package, no additional monetary benefits offered
 (choose only one) Total Package includes optional benefits to be negotiated (if you wish, list here what those optional benefits may be):

Housing:

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

Please explain briefly your process in discerning your compensation. We have developed a formula to set salaries that takes into account a range of factors and is designed to support equity across all staff positions at the church.

Church body responsible for hiring the Interim Pastor is: Executive Council on the advice of Staff Policy Committee

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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.

James L Cairns

Signature of Search Committee Chairperson
(typed or Jpeg is sufficient)

March 11, 2024

Date