



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

## Church Information

Full Name: [First Congregational Church of Braintree](#)  
Address: [12 Elm Street, Braintree, MA 02184](#)  
Phone: [781-843-3616](#)  
Website: [www.firstchurchbraintree.com](http://www.firstchurchbraintree.com)

Additional Denominational Affiliations:

UCC Conference: Southern New England  
Association: Pilgrim  
Area Conference Minister Name: [Patty Kogut](#)  
ACM phone: [508-244-4416](#)  
ACM email: [kogutp@sneucc.org](mailto:kogutp@sneucc.org)

## Position Details

First Congregational Church of Braintree is seeking a pastor for a Interim Position.

We seek a pastor with financial expertise who can help secure the future of this 300-year-old church. The ideal candidate will guide the congregation in a strong, accessible, and invitational faith in God and will assist us in seeking a settled pastor and in the continued growth of our membership and Christian Education programs.

The goals of the Interim position are to work with the strong new leadership team to:

1. Develop a strategy to implement financial security.
2. Retain the congregation through the transition period.
3. Increase our membership and our growing Christian Education Program.
4. Support the local community by attending local events, hosting community events, and focusing on food security.

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

Position Duration:  12 months  18 months other \_\_\_\_\_

# Who We Are

## Church's Mission Statement:

First Church Braintree offers a welcoming, friendly, and joyful home to all believers in Jesus Christ, and to all men, women, and children who are true seekers of hope, peace, forgiveness, and spiritual guidance. We encourage a deepening of Christian belief through greater understanding of scripture, and by way of forward-looking approaches to worship. We also endeavor to be active in the life of our community through loving Christian outreach, and by providing a safe venue for a wide range of worthwhile organizations and groups.

## Brief Church History:

We are proud to be the oldest church in Braintree with ties to the founding of our country. First Congregational Church of Braintree was gathered in 1707 and was the center of both religious and civic activity in the town. The site where the church stands is where John Adams first presented the Braintree Instructions in response to the Stamp Act. We worked with the town to construct the John Adams Memorial Plaza to honor this event and to underscore its importance in the development of democracy.

In more recent history, after the contentious departure of a long-time Pastor in 1999/2000, the church split and experienced a loss in membership. The church called its next settled pastor in 2002 but continued to decline in membership and money over the next decade. After another major split in 2005/2006 when families involved in the Sunday School program left the church, the church instituted a series of Living Room Discussions. Members of the church met in small groups in people's homes for focused discussions on various topics surrounding faith and living in the community. It was through these discussions that people began to listen to one another and realize that the church would have to make some significant changes to continue to exist.

Over the years, changes were made, albeit slowly. In 2009 we rejoined UCC and hired Rev. Leanne Walt, who specialized in Turnaround Ministries. Rev. Leanne's tenure was marked by a small increase in young families. A good deal of attention was paid to community outreach. Unfortunately, when Rev. Walt answered a call to serve another congregation in 2015, many of those young families left with her. Bridge Minister Al Hoyt helped the church to find a Designated Term Minister. In 2016, Rev. Michael Frady answered that call. Pastor Michael focused on getting the members of the church to take ownership of their congregation and take responsibility for its day-to-day needs. He introduced a "Team" based organization chart and encouraged all to find their calling to best serve the church. The worldwide pandemic of 2020 caused the church to lose a lot of momentum and we are still recovering to this day. One happy result of the pandemic is that we now offer live-streaming of the Sunday worship service which is viewed by many people-from homebound members to those who do not live in the area.

**Significant Events:** In the fall of 2009, the church voted to rejoin UCC which led to our commitment to growth and revitalization. After a period of continued decline in membership, the

congregation called Rev. Leanne Walt with the task of revitalizing the membership, ministry, and mission of the church. Rev. Walt left in 2015. In 2016, Rev. Michael Frady began as Designated Term Minister. He has served for almost eight years (his initial commitment was 5 years) but has recently accepted a call to work in a congregation much closer to his home. In February of this year (2024) and after a year-long process, the church became Open & Affirming.

The First Congregational Church of Braintree is an Open & Affirming Congregation working in partnership with all churches of the United Church of Christ. We welcome all God's children into Christian faith regardless of sexual orientation, gender identity or gender expression, political stance or theological perspective, national origin, mental health status, physical and cognitive abilities, and the many diverse forms of family configurations.

We proclaim and affirm that full and equal participation in the life and leadership of our church is open to all. We seek to continue learning and growing together as the inclusive Body of Christ. We are committed to spreading the light and love of Christ onto the world through worship and service. Whoever you are and wherever you are on life's journey, you are welcome here.

**Church Strengths:** Our greatest strengths are our faith in God, our intergenerational membership, our engagement in civic life, committed to Children's Ministries, and our openness to change.

**Church Challenges:** Fiscal solvency, strengthening stewardship, retaining membership, and continuing momentum during the transition in pastoral leadership.

**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?

\_\_\_\_\_ 1 \_\_\_\_\_

1. Problem to solve 2. Disagreement 3. Contest  
(Intractable)

*(Based on this work by Speed Leas  
4. Fight or Flight 5.*

2. Please explain why you chose this level.

Our pastor is leaving and the church is coming together to solve the issue of finding an Interim Pastor.

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

We work together to find a compromised solution, that all can agree on.

**Basic Church Statistics**

Yearly average

	Church Membership	Weekly Worship Attendance	Children & Youth Participation	Adult Ed Participation
Pre-pandemic	70	51	12	
Current year	63	52	8	

	Income	Overall Budget Expenses	Mission Giving	Reserves & Endowment Principals
Pre-pandemic	294700	345400	2600	
Current year	281000	374700	2200	

### Compensation

**Total Compensation Package Amount or Range:** \_\_\_\_\_ **\$85,000.00** \_\_\_\_\_

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

Please explain briefly your process in discerning your compensation.

Church body responsible for hiring the Interim Pastor is: Search 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.

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

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Date