

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

### Church Contact Information

Full Name: **North Woburn Congregational Church**  
Address: **896 Main St, Woburn, MA 01801**  
Phone: **781 933 1229**  
Website: <https://www.northchurchwoburn.org> (a work in progress)

Additional Denominational Affiliations:

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

### 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.**)*

**Woburn North Congregational Church (NCC) is one of the oldest, brand-new churches out there!!**

**Are you curious? Yes? Read on!!**

**NCC's mission statement is "Feeding Body and Soul" and that's what we're doing. This past fall we discovered our calling through our work with community partner Woburn Welcomes. We had a very successful coat drive, toy drive and holiday toy party for the migrant community newly arrived here in Woburn. Coats and toys arrived from all over New England. Enthusiastic volunteers came from Woburn and the surrounding area. These successes are reinforcing our reinvigorated**

energy. Calling in this new direction will create a place for the doers in our community, young and old, who want to put their feet to their faith. We are seeking a designated term minister, part-time, to carry us through a 1-to-3-year period while we continue to build on the vision of our mission-based ministry with our community partners. We also desire to continue our worship-based ministry. The vision for our mission-based ministry and mission aligns with our values. It is a priority to create a fun and inspiring place for the youth of the City of Woburn.

Not all of us are on board with our new direction. Our minister will need above-average skills in leadership and spiritual care in this challenging time for our congregation. Our new minister should be prepared to lead weekly worship services through this period of transition. Our new minister should work closely with our Transition Team on timing and events. Our church is seeking a minister who has a deep spiritual practice of discernment and is willing to teach us those skills to aid us in making decisions that are rooted in the call of God as our church evolves.

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

- **Enthusiastic about community ministry**
- **Passionate about social justice**
- **Starting a youth ministry**

3. Position Scope: \_\_\_\_\_ Fulltime   $\frac{3}{4}$  time \_\_\_\_\_  $\frac{1}{2}$  time \_\_\_\_\_  $\frac{1}{4}$  time

4. Position Duration: **1 – 3 years**

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

If yes, how will that be discerned?

**We will discern this through ongoing talks with the minister about where we are, where we want to be and whether the minister sees themselves as a part of this. This is an exciting time for North Church and constant, clear communication will help us to continue to transition to this point of our ministry calling.**

## 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.

**When our interim minister arrived, we were and still are a grieving church. In the period of only a few months, we lost our music minister of 45 years and our settled minister of 16 years. We were - and still are - suffering from the damage of the COVID Pandemic. Many of our friends have drifted away or have died. Along with these absences we have lost our youth ministry, programming, and our reason for being church. Our interim minister has helped us journey through this grieving time to a place of peace.**

**This is where you come in. We've done the hard work of grieving losses and have found energy in providing for others. The parishioners, in prayerful discernment with the interim minister, have discerned that a Designated Term Minister with a passion for community ministry, social justice and love for inclusive community-based youth programming is the best path with which to go forward.**

**We have evolved during the past 2 years to a spirit-filled group of mostly like-minded, passionate people who want to minister with God and love to our beloved diverse community of Woburn. With our current interim minister’s term coming to a close, we wish to continue to move forward with the same momentum that we have created.**

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.	Build a successful community ministry together with our community partners: Know Your Neighbor Woburn, Woburn Welcomes and Woburn UMC	The congregation will work with established community partners. They will introduce their Designated Term Minister to these community partners via the congregation’s representatives. These representatives will report back to the church each month with the projects each partner is working on. If these projects align with the ministry and mission of the church then the church commits time, money and talent to the project.	The congregation will know that this goal is accomplished when their partnerships are solid and the work of the people is consistent.
2.	Create a community youth program that aligns with our vision of social justice and community mission work.	The church will work to provide a safe space for all youth and children of the community of Woburn. There will be volunteers who support the Designated Term Minister in the development and execution of the program.	When there is a youth program that is spirit filled and bustling with the children and youth of the City of Woburn.
3.	Spiritual Care Some members of our congregation feel left behind and their grieving continues. Recognizing this we see the need for spiritual care for our shut ins and people who are still grieving their losses of the difficult time we just journeyed through.	The congregation would like to work with their Designated Term Minister to foster and support an ongoing community of spiritual care.	When the entire congregation feels loved and cared for.

4.	Conflict management. As with all groups, we have a few why-change-it-it's-always-been-this-way folks	We would like to learn the skills to both listen to others and to be heard by same.	When the congregation recognize and praise each without anger.

## 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)*:

- **Feeding Body and Soul**

2. Brief Church History:

- **Established in 1849 as an offshoot of First Congregational Church for those who couldn't make the weekly trek into town.**
- **A lively base for the community of North Woburn for many years**
- **A significant decline of congregants around 2004 due to passing away and then another decline post COVID**

3. 2-3 Significant Events:

- **Reverend Dr Marian Williams arrived in the early 2000's after the departure of the church's long-term minister**
- **COVID shuttered the church and, after the world and the church opened back up, the church lost Reverend Williams to retirement and our long-term organist George Wiseman to death.**

- **The church has slowly come away from grieving and is experiencing a revival due to the local influx of migrants and to the church body rising to the occasion.**

4. Church Strengths:

- **North Church is a warm, welcoming, and safe community space with people who truly care about each other.**
- **Not only does North Church welcome parishioners, but it welcomes other entities such as MAIR-MA (Massachusetts Integrative Resources) and Iglesia Adventista Del Séptimo Día El Faro.**
- **The state of the property and the funds has been well managed.**

5. Church Challenges:

- **The dwindling and aging population of the congregation.**
- **Although the budget is well managed, the church is running a yearly deficit.**
- **Vitality of the existing members; sustaining the momentum**
- **Conflict about the direction of the church. Without any changes the church will be a Legacy Church that has enough funds to operate for 3 – 8 years.**

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? 4  
*(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.
  - **Although most all are on board with moving in a different direction from our former worship-only basis, there are still a few holders on who are intractable and demonstrative. It behooves the congregation at large to take a united line on the forward momentum but most of us are conflict-avoidant.**
3. Describe your congregation's values and practices when it comes to conflict.

- **Conflict has not been dealt with. Under the guidance of strong ministers, the congregation avoided conflict at all costs. Whatever conflict there was, was generally avoided at all costs and swept under the proverbial rug.**

**The current, interim minister has skillfully guided many of the members toward discussion and resolution by bringing the conflict into the open and that, in turn, has enabled many congregants to determine how best to work with each other to forge a path forward.**

**Basic Church Statistics**  
*Yearly average*

	Church Membership	Weekly Worship Attendance	Children & Youth Participation	Adult Ed Participation
Pre-pandemic	110	35	10	0
Current year	41	24	4	0

	Income	Overall Budget	Mission Giving	Reserves & Endowment Principals
Pre-pandemic	\$119,293	\$125,263	\$3,731	\$234,482
Current year	\$94,928	\$104,797	\$2,387	\$283,935

**Compensation**

**Total Compensation Package Amount or Range:**

Package offered:

Please note:

**(choose only one)**     Total Package Includes Benefits (please list the benefits that are offered)

Salary: \$75,000  
Includes housing, medical and annuity

Housing:

Housing allowance only

Please explain briefly your process in discerning your compensation.

Throughout the years, the Prudential Committee has worked closely with the Conference to determine what similar churches are offering and, realizing that salary and others are serious factors in the consideration of acquiring and retaining a minister, have decided to make this a priority. We welcome the opportunity to participate in active conversation with you about not only your vision but also our vision, compensation and, of course, all about you!!

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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.

*Kerstin JD Lochrie, MBA, aPHRI*

Signature of Search Committee Chairperson

\_\_ May 4, 2024

Date