



Local Church Profile for Churches Seeking an Interim Pastor

Church Information

Full Name: Pilgrim United Church of Christ
Address: 24515 Rampart Blvd. Port Charlotte, FL 33980
Phone: (941) 629-2633
Email: office@pilgrimonline.org
Website: www.pilgrimonline.org

Additional Denominational Affiliations:

UCC Conference: Florida
Association: No Association
Area Conference Minister Name: Rev. S. LaTrell Harrison
ACM cell phone: (404) 734-4986
ACM email: LHarrison@uccfla.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).*

We are seeking an Interim Pastor with the ability to help our church work through our reconstruction (both externally and internally) providing guidance and experience. Hurricane Ian struck our area of SWFL in the fall of 2022 and we are still recovering and reconstructing. This event affected not only all three of the buildings on our campus; but, it also uncovered several internal issues/conflicts that need resolving before we hire a Settled Pastor.

The congregation is currently meeting in our Community Center during our reconstruction period. The current membership roll is 108; with an average worship attendance of 71. Many have not come back onto our campus due to the reconstruction.

Our church is biblically based, spiritually grounded with a strong focus on ministry outreach. We are open and friendly to all. Our biggest mission is Joyful Noise Childcare Learning Center, with a current enrollment of over 200 children. We have a small outdoor food pantry outside of our sanctuary, that helps serve the community with their needs. Once reconstruction is complete of our Sanctuary, we can open our larger food pantry again.

We are seeking an experienced Intentional Interim that will help guide us in our pastor search; while we also examine our finance structure, our partnership with Joyful Noise, and how we see our church in the future (who we are now and who we want to be in the future). This person will help us create a new strategic plan while also helping us through the grieving process of losing not only our current pastor, but the lingering effects from a previous pastor.

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

- a. Assessing and streamlining financial procedures for our church and school.
- b. Strategic Planning for our future growth and needs.
- c. Managing change within the congregation's perspective of our school and its previous leadership.

3. What aspects of the 5 tasks of interim ministry (*listed in separate document titled: "types of transitional ministers"*) do you anticipate being the focus of your interim time?

- a. Heritage: Come within the congregation still have not gotten over the loss of the previous pastor, with constant comparisons and reminders.
- b. Leadership: Our by-laws are outdated and need to be streamlined and current with latest technology and processes. The congregation is learning how to be a congregation again as past leadership made all the decisions for them.
- c. Mission: There is a need to "rebrand" and do new things; but there is no vision as to how to work on it.
- d. Connections: We work with many different organizations through missions. More could be done to bridge the gap between us and them to expand on those relationships.
- e. Future/Search Process: As we work on our internal tasks, we strive to be able to move forward and make arrangements for a settled pastor, with the guidance of our interim.

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

5. **Position Duration:** _____ 12 months _____ 18 months other: **1.5 -3 years**

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):

Pilgrim UCC Church is a biblically grounded, outreach orientated, and open and friendly Church to all. We are driven by the Spirit of Jesus in our hearts now and in the future. To help people know Christ personally and grow in their faith.

2. Brief Church History:

- Originally called Pilgrim Community Church, it was the brain child of a retired Congregational minister and missionary, in the winter of 1963-64.
- Spent several years moving to three different locations as we continued to grow, finally purchasing and building our own building in 1994. Adding a Community Center in 1999.
- In June of 2004, Pilgrim responded to the community's need for a safe space for their young children to attend, with a high-quality educational environment. Joyful Noise Learning Center was created. As Pilgrim's largest mission, we serve over 204 students and families and a staff of 30.
- The COVID-19 Virus hit, March of 2020. Services were held on-line for the first time featuring a sermon and music. The congregation remained at home till the vaccines came out and members were comfortable to return.
- Hurricane Ian's September 28, 2022, impact on Pilgrim Church Campus and our community was devastating. We are still feeling the impact within the community and our church is still in the reconstruction phase.

3. 2-3 Significant Events:

- a. 2022-present: Hurricane Ian. We are still recovering and reconstructing from a significant hurricane that damaged our campus in September 2022.
- b. 2020- 2021: Covid-19 Pandemic. Our church closed and we moved to livestreaming services. We were able to keep staff and families at Joyful Noise during this period, with modified work schedules and procedures.
- c. 2019-2020: Our Pastor retired after 22 years. The associate pastor and Temporary Interim filled the gap till we hired our Settled Pastor came in December of 2020.

4. Church Strengths:

- a. Mission outreach. Through our local ministries we make a valuable contribution to the health and well-being of our local communities.

- b.** Joyful Noise Learning Center. We have a ten-classroom learning center, for children ages 1 years old through the first grade. This is our biggest mission at Pilgrim Church with over 200 families.
- c.** Pilgrim's Campus. We own (with no mortgage) over 9.6 acres, with two buildings and a pond. This campus holds great promise for future utilization.
- d.** Congregation's resilience through hard times and challenges. They persevere and continue to show up and help others strive to be good stewards.

5. Church Challenges:

- a.** Finances of the Church and Joyful Noise.
- b.** Congregational perceptions and views of Joyful Noise; and vice versa.
- c.** Reuniting fellowship after a hurricane and COVID-19 and brining the congregation back to the campus.
- d.** Still learning to become a "congregational church" again after having a core leadership team making all the decisions.

6. Experience of Conflict:

- a.** Every church has conflict, some minor, some larger. On a scale of 1-5, where would you rank your church's level of conflict? ([*Based on this work by Speed Leas*](#))

i. *Problem to solve* _____

iv. *Fight or Flight* _____

ii. *Disagreement* X

v. *Intractable* _____

iii. *Contest* _____

- b.** Please explain why you chose this level.

We are in the "Disagreement" stage. As issues are identified, we are able to come together to problem solve. However, some voices over power others, leaving them bitter and in disagreement. Strong voices in leadership roles can sometimes lead to feelings of bullying and hurt feelings of those unable to speak up. The two voices remain in conflict, with the issue unresolved; we become stuck. Despite this conflict, with some guidance, we can come back together with a different mindset to look at problems; a temporary fix can be used till we are able to create a clear and permanent solution.

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

Moderator and Council try to be as transparent as possible with issues that may arise. Open and honest conversation is the best approach to resolve issues. Sometimes the issues get in a "stuck pattern", waiting for issues to be resolved on their own or just a permanent shelved item. Our congregation is still learning how to be a congregation, making their decisions, as previous leadership was a top-down model.

Basic Church Statistics

Yearly average

| | Church Membership | Weekly Worship Attendance | Children & Youth Participation | Adult Ed Participation |
|--------------|-------------------|---------------------------|--------------------------------|------------------------|
| Pre-pandemic | 276 (2019) | 179 (2019) | 17 (2019) | 15 (2019) |
| Current year | 100 (2024) | 71 (2024) | 10 (2024) | 13 (2024) |

| | Income | Overall Budget | Mission Giving | Reserves & Endowment Principals |
|--------------|---------------------|---------------------|--------------------|---------------------------------|
| Pre-pandemic | \$250,844.00 (2019) | \$286,500.00 (2019) | \$35,000.00 (2019) | \$486,817.00 (2019) |
| Current year | \$196,713.20 (7/24) | \$247,614.00 (2024) | \$35,000.00 (2024) | \$304,008.10 (2024) |

Compensation

Total Compensation Package Amount or Range: __\$28,479 - \$38,824__

Package offered: _____ Total Package, no additional monetary benefits offered
(choose only one) **X** Total Package includes optional benefits to be negotiated

Housing:

- X** Housing allowance only
_____ Parsonage only
_____ Either Parsonage or Housing Allowance Provided

Please explain briefly your process in discerning your compensation.

This compensation package follows the 2024 Conference Guidelines. Given budget constraints, this is the amount we can afford at the time for Half-Time.

\$37,191 - \$50,700 cash salary based on experience

\$11,157 - \$15,210 housing at 30%

\$ 2,845 - \$ 3,879 social security offset 7.65%

\$ 5,207 - \$ 7,098 pension at 14%

\$ 558 - \$ 761 disability at 1.65%

\$56,958 - \$77,648 Full-Time compensation range (50% for Half-Time compensation)

Ministry Description

In 2,000 characters or less, describe your church and the type of minister you need. Think of this section as your “sales pitch.” It is the first thing the candidate will see about you.

Welcome to Pilgrim Church, we are happy that you are here! Please excuse our dust, as we finish our Sanctuary reconstruction from Hurricane Ian. So much to finish on our campus as we get closer to the finish line! We are looking forward to our new building and our new pastor leading us into a bright future.

Our church is located in sunny Southwest Florida, close to the Peace River, in Port Charlotte, Florida. Our property is located at 24515 Rampart Blvd. It includes a 10,953 square foot sanctuary with office which seats approximately 300 people; a detached social hall at 11,978 square feet (250 seats); and our learning center at 9,662 square feet. The church was constructed in 1994 with additions in 1999 (social hall) and 2010 (learning center). The site consists of 9.62 acres, or 419,100 square feet.

Pilgrim Church is well known in the community for our outreach. Through our local ministries we make a valuable contribution to the health and well-being of our local communities. A monthly “Moment for Missions” is presented to the congregation before Sunday worship starts, focusing on one of the missions and presenting their representative with a collection. We love to give back to our community, and do so with our time and our pledges. Our biggest mission is our Joyful Noise Learning Center, reaching over 200 children and families; helping them grow in their faith and to know God personally.

Check out our area, this part of Florida enjoys the advantages of a small town with conveniences of a city nearby. Weather is mild to hot year round. Gulf beaches are only 25 miles to the West with Peace River water access only two miles away. There is a vibrant Arts Community with numerous art shows. For the musically inclined, Charlotte, Venice, Naples, Sarasota all have symphony orchestras. There are community theaters performing up and down the Gulf Coast that bring major Broadway productions. We look forward to hearing from you soon!

Church body responsible for hiring the Interim Pastor is:

Interim Search Committee with congregational vote approval.

+ + +

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.

Jessica Warne-Emard
Signature of Search Committee Chairperson
(typed or Jpeg is sufficient)

8/1/2024
Date