

Name of Church

Acton Congregational Church UCC

Address12 Concord Rd
Acton, MA 01720**Conference:**

Southern New England

Association:

Central Massachusetts

Title

Interim Minister

Start Date

n/a

Description

Acton CC Interim Search

Church Contact Information

No contact information has been added to this profile.

Listing Information**Web Presences**<http://www.actonc.org>

Type: Professional

<https://www.facebook.com/ActonCongregational>

Type: Professional

Additional Formal Ecumenical Affiliations*No response***UCC Conference or Association Staff Contact Person****Name:**

Carol Steinbrecher

Title:

Area Conference Minister

Phone:

508-244-4887

Email:

steinbrecherC@sneucc.org

What we value about living in our area.

As a suburban church, we minister to a community that is focused on family life and being engaged with the towns in which they reside. Our members reside in Acton and near by towns that value and respect their increasingly diverse demographics. ACC is a dedicated, caring congregation at a crossroads as we consider our future and who God is calling us to become. Post-COVID, ACC, like many other churches, has seen a decline in attendance. Our Strategic Plan Taskforce took the time to talk to church members to discern our priorities and how we want to dedicate our energies going forward, given that our numbers are fewer than they once were. We do have a strong core of members who want to do this work; what we are hoping to find in an interim minister

is a stable, caring presence who will walk with us as we navigate the way forward and do the work of calling a settled minister who will continue to guide, challenge, and support us in our journey.

Current size of membership

279

Average in person attendance

80

Does your church hold virtual worship services?

Yes

Choose platform type(s) and number for virtual worship.**Multi-stream**

On average, how many viewers are there per service?

25

Languages used in ministry

English

Position Title

Interim Minister

Position Duration

Intentional Interim

Compensation Level

Other

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines[🔗 Download compensation guidelines](#)**Scope of Work**

Select the expectations of the church's next pastor using the list below and following the [Call Agreement Workbook](#).

Some additional goals for the pastor may also be included here. Expectations should be reasonable based upon the compensation level selected above; for example, a ¼ time pastor likely has time for Worship Leadership, preaching, service preparation, and possibly emergency on-call pastoral care.

Expectations:

- Worship Leadership, Preaching, Service Preparation.
- Leadership with Church governing body and committees.
- Pastoral care, visitation of hospitalized, homebound, and members in care facilities.
- Special services (weddings, funerals, liturgical year services).
- Teaching – Bible Studies, adult education, confirmation, other (please provide a list of any other teaching items).
- Maintain collegial and denominational relationships.
- Other expectations: please provide a list.
 - Staff supervision
 - Participation in Deacons, Council and Trustee monthly meetings

Compensation and Support

The salary basis comes from the [Call Agreement Workbook](#), equal to Cash Salary plus Value of Parsonage/ Housing Allowance. The Conference can assist in determining these amounts or provide a worksheet to be used to calculate these values.

SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED	AMOUNT OR PERCENTAGE (IF DETERMINED)	IS THIS NEGOTIABLE	PASTORAL CANDIDATE DETERMINES
Salary (Cash basis determined from Conference/ Association Guidelines)	105000	<input type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	0	<input type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 105000			
Pension/Annuity	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Life Insurance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	0	<input type="checkbox"/>	<input type="checkbox"/>

If needed, please comment further on your church's salary and benefits for the minister.

This position includes pension; life insurance and disability income plan; social security offset, and health and dental insurance for a total compensation package of \$140,000.

The expected living situation for our next minister.

Living elsewhere to commute as needed.

If a parsonage is provided, will the church offer a home equity allowance to the pastor? (The recommended guidelines for a home equity allowance is equal to 1.5% of the average home value in the community; this is considered taxable to the minister. The Housing Equity Offset should not be calculated into the Salary Basis upon which other Benefits are determined. Churches should consult a tax advisor prior to establishing any account for an equity allowance to ensure compliance with IRS rules on nonqualified deferred compensation plans.)

No

No response

How our church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment.

This is a full-time position.

Additional reimbursements the next Pastor can expect to receive as part of their employment:

Conference and/or Association meeting registrations

Other meeting registrations (or educational requirement registrations).

Criminal background checks.

Peer and professional supports available for ministers in our association/conferences.

Lay members on Pastoral Advisory Committee

Personnel committee with written guidelines/processes

Who Is God Calling Us to Become?

"You shall love the Lord your God with all your heart, and with all your soul, and with all your mind." (Matthew 22:37 NRSV)

Who God is calling us to become as a congregation.

The mission of Acton

Congregational Church (ACC), which it shares with the Church Universal, is to preach and teach the good news of the salvation that was secured for us at great cost through the life, death, and resurrection of Jesus. The church encourages each individual to accept the gift of Christ and to respond to God's love by taking part in worship, ministry to one another, and the Christian nurture of people of all ages. With the guidance of the Holy Spirit, we are called as servants of Christ to live our faith in our daily lives and to reach out to people of this community and the world with love, care, and concern for both their physical and spiritual needs.

Our motto is "Seeking to Live God's Love"

How God is calling us to reach out to address the emerging challenges and opportunities of our community and congregation.

Significant all-congregational effort to develop a strategic plan took place in 2024, led by a task force, codified in a multi-page document, and approved at an annual Congregational Meeting.

The Strategic Plan looks not only inward but also outward to the community and beyond.

The real work of implementing that plan has begun, and will serve as a key guidepost for an Interim Minister and for the settled Senior Minister search.

The recommendations from the Strategic Planning Task force center on a delivery focus of staff and volunteer resources on community formation and maintenance, engaging members and newcomers in community(ies) within the church:

- Do better at welcoming: encountering, engaging and maintaining our community in worship, caregiving and fellowship.
- Promote intergenerational opportunities through programs.
- Promote volunteer-focused activities to raise awareness and increase engagement.
- Encourage strategic decisions and investments to enhance the value of the building to the broader community.
- Focus on "soft entry" events to draw the community in, to become familiar with and comfortable with the church

The plan is on our website - <https://www.actonc.org/strategic-planning-task-force>

11-Year Report

Download a copy of the 11-Year Report developed with the help of our conference staff and UCC Data Hub.

No response

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	279
NUMBER OF ACTIVE NON-MEMBERS:	30
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	309

ARE THESE NUMBERS ESTIMATES?

Yes

Describe the total participation of the church:

DEMOGRAPHIC	NUMBER
MEMBERSHIP 5 YEARS AGO:	438
MEMBERSHIP 10 YEARS AGO:	697
WEEKLY ADULT EDUCATION ATTENDANCE: (IF ANY)	0
YOUTH MINISTRY ATTENDANCE: (IF ANY)	30

ARE THESE NUMBERS ESTIMATES?

No

Number of total participants by age:

AGE	NUMBER
0-11	6
12-17	22
18-24	5
25-34	8
35-44	18
45-54	46
55-64	63
65-74	55
75+	57

ARE THESE NUMBERS ESTIMATES?

Yes

Staff and Volunteer Leadership

List of all current staff:

STAFF OR VOLUNTEER POSITION	WHO GUIDES THE WORK OF THIS POSITION?	COMPENSATION	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Operations and Communications Manager	Senior Minister	full	9 months
Finance Specialist	Operations and Communications Manager	part	9 Months
Director Youth and Family Ministries	Senior Minister	full	1 year
Senior Choir Director	Senior Minister	part	1 year
Organist, Coordinator of Music	Senior Minister	part	30 years
Facilities Specialist	Operations and Communications Manager	part	12 years

Reflection: What this information reflect about our congregation's overall ministry:

We are an open and affirming congregation that welcomes all, with a rich, active ministry through our music program, which includes a bell choir, children's choir, senior choir, and talented musicians who contribute to the service on a rotating basis. We also value the children and young people of our congregation and appreciate the talents of our Family and Youth Ministries Director, who provides a children's moment in worship, leads Sunday School, and guides our junior high, confirmation, and senior high fellowship programs, which includes an annual mission trip.

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	451000
Rental Income, Thrift Shop, Misc.	153000
Interest Income	10000
Total	614000

Current annual expenses (dollars budgeted for most recent fiscal year):

620716

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget–list current budgeted expenses here.

[Download church budget](#)

Has the church ever failed to pay its financial obligations to a minister of the church?

No

Total amount of loan debt:

245000

Reason for debt:

Installation of solar panels and insulation.

Are capital and other payments current?

Yes

Does the church currently have any endowments? If so, what are the values of those endowments?

Endowment:

820000

Endowment:

No response

Endowment:

No response

Capital Campaigns

Description of any building programs projected or underway.

Currently considering a capital campaign to offset/pay off loan taken for Solar Panel installation project and to facilitate installation of air conditioning system to increase summertime use of our church building.

Pictures



Does the church have a parsonage?

No

Describe all buildings owned by the church and include pictures:

Main church building with sanctuary, offices, thrift shop, classrooms, choir spaces, parlor and youth rooms.

Description of non-owned buildings or space used or rented by the church:

None.

Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance
Accessible parking spaces
Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps)
Access to worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aids
Access to child care spaces for wheelchair users and people with other mobility aids
Listening devices in the sanctuary, or wireless technology to connect to hearing aids
Wheelchair access in bathrooms
"Quiet room" with worship viewing and listening availability
Handrails on all stairs

Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)
Curb cuts
Accessible bathroom on each floor
Wheelchair areas in sanctuary (other than "front or back")

Which spaces are accessible to wheelchairs:

Major addition done in 2002 brought church to ADA compliance.

Historical Information

Significant happenings in the history of our church that have shaped the identity of our congregation.

ACC was founded in 1832 and has been a central part of the Acton community throughout its history.

The Covid pandemic brought significant changes to the church and led to the development of a livestreaming ministry

Since the pandemic, the church has:

- Shifted back to in-person worship and some events, with many meetings still held virtually
- Experienced some personnel turnover; it currently enjoys a stable staff, including a dynamic new choir director, experienced and skilled church operations and communications manager, seasoned finance specialist, and gifted youth and family ministries director

* Developed and communicated a comprehensive Strategic Plan that looks forward to the shape of ACC and its staff, programs, etc. Work on implementing this plan has just begun and will be a tremendous guidepost for an interim minister and settled senior minister.

Ministerial History:

Name: Rev. Dr. Richard Olmstead *Years of service:* 22

Name: Rev. Mary Saylor *Years of service:* 14

Name: Rev. Gail Miller *Years of service:* 11

Name: Rev. Colin Baxter (interim) *Years of service:* 2

Name: Rev. Andrew Harris *Years of service:* 4

Name: Rev. Andrew Armstrong *Years of service:* 9

Name: Rev. Holgie Choi *Years of service:* 9

Name: Rev. Sue Remick (interim) *Years of service:* 1

Name: Rev. Ruth Richards *Years of service:* 1

Name: Rev. Barbara Aiello *Years of service:* 8

Name: Rev Beverly Weinhold *Years of service:* 2

Name: Rev. Mark Welsh *Years of service:* 1

Name: Rev. Dr. Emmanuel Akyeampong *Years of service:* 3

Community Vision

How the relationships and activities of our congregation extend outward in service and advocacy.

ACC's engagement is both local and global. Through our volunteer-run Cornerstone Thrift Shop we offer an economical shopping experience, generating income the church can return as contributions to other service organizations. Our Missions and Outreach committee draws on ACC member pledges to contribute to nonprofits that are local, regional, and international in impact.

The church has a volunteer connection with a number of service organizations as well, including the Acton Community Supper, Household Goods Recycling, the Acton Food Pantry, Lazarus House, Habitat for Humanity, and RISE Against Hunger. An annual Christmas tradition, the ACC Mitten Tree, offers the opportunity to give generously to families and seniors in need. In addition, our annual youth mission trip is a hands-on, tangible service to a community in need, in addition to providing a valuable experience. Each year we donate Thanksgiving baskets to our sister church, Jamaica Plain's Iglesia Hispana de la Comunidad.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations, through [Just World Covenants](#) or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.

Accessible to All (A2A).
Faithful and Welcoming.
Global Mission Church.
Open and Affirming (ONA).

References



☒ Barbara Aiello

Completed: today

Associate Minister at ACC - May 2009 - June 2019
Retired after 29 years serving 4 churches in MA
Focus: Pastoral Care/Special ministries/Confirmation

Mobile Phone: 9789790704

Reference Response

Served ten year ministry at ACC, in collaboration w/two senior (Andy Armstrong & Paulo Franca) & one interim pastor (Sue Remick).
I join their Sunday worship on zoom at least twice a month so am somewhat aware of what is going on.
They have dedicated & faithful lay leadership, talented lay preachers, substantial & gifted choir, & a wonderful long-term organist.
I accompanied them through their Open & Affirming discernment, with positive outcome.
They have a strong Stephen Ministry program I was privileged to lead, along with various other Caring Ministry teams.
Their Cornerstone Thrift Shop provides substantial budgetary support and is also a ministry for volunteers & a gathering spot for the community.
There is a recently formed Social Justice ministry I know to be active.
I retired 8 months before the pandemic so did not weather those challenges w/them.
I totally loved my tenure at ACC.



☒ Cesar Depaz

Completed: Saturday, Jan 11, 2025

CESAR DEPAZ
Pastor of Iglesia Hispana de la Comunidad Boston

Personal: 6175438023

Reference Response

Partnering with Acton Congregational Church over the past few years has been a true blessing. Their kindness and dedication to reaching out to Boston's Hispanic community, even from more than an hour away, speaks volumes about their heart for connection and service.

They've consistently shown a genuine willingness to learn and engage with us in meaningful ways, breaking down cultural and geographical barriers to build strong, supportive relationships. Their compassion and openness have been a gift to our community and a shining example of faith in action.

Whether through collaboration, shared worship, or acts of service, Acton Congregational Church has made a lasting impact. I'm confident they'll thrive with a new pastor who shares their vision, building on their strong foundation of outreach, inclusivity, and love



☒ Andrew Harris

Completed: Tuesday, Jan 7, 2025

Served as Associate Minister of Congregational Life at Acton Congregational Church from 2019-2023.

Mobile Phone: 9788864910

Reference Response

I served as Associate Minister of Acton Congregational Church from 2019-2023, primarily working with youth and families, but also participating in worship leadership, pastoral care, and other areas of church life. I worked closely with the outgoing Senior Minister Rev. Paulo Franca. Together, we went through the COVID pandemic and its aftermath. I left ACC in 2023 to accept a call to be the settled pastor at the Burlington United Church of Christ in Burlington, MA. Over my time at ACC we celebrated many wonderful moments in ministry together. We also endured some challenging times, especially during the prolonged COVID lockdown of 2020. Overall, I'm extremely grateful for the time I spent at ACC and I feel blessed to have served alongside the

people of ACC in our shared ministry together. I would be happy to discuss my experience at ACC more deeply with anyone who is interested.

Closing Prayer

Lord we pray that You would speak to us, and speak to those seeking to lead us. You know the one you have called by name to come and minister here. Help us to hear that call as well. We place our faith and hope in You that You would guide our hearts. Help us in ways that we do not yet understand to know Your love and Your will for this church.

"Be Thou my Vision, O Lord of my heart
Naught be all else to me, save that Thou art
Thou my best Thought, by day or by night
Waking or sleeping, Thy presence my Light."

Statement of Consent

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile?

For example, church council or consistory, transition team, etc.

Tom Gillispie - Moderator 2025-2028

Julia Hanna - Personnel, Trustee Representative

2. Additional comments for interpreting the profile:

No response