

Name of Church
First Congregational Church of Williamsburg UCC
Address
PO Box 308 Williamsburg, MA 01096
Conference:
Southern New England
Association:
Hampshire
Title
Intentional Interim Pastor - First Congregational Church Williamsburg
Start Date
n/a
Description
IN church profile for FCC Williamsburg, MA

Church Contact Information

No contact information has been added to this profile.

Listing Information

Web Presences

<https://burgychurch.org/>

Type: Other

Additional Formal Ecumenical Affiliations

NACCC

UCC Conference or Association Staff Contact Person

Name:

Rev. Terry Yasuko Ogawa, M.S, M.Div.

Title:

Area Conference Minister, SNEUCC, Northwest Region

Phone:

(860) 761-7192

Email:

OgawaTY@sneucc.org

What we value about living in our area.

We are a small but active congregation with a rich 253-year heritage as a Christian presence in Williamsburg and an abiding connection to the community. We are seeking a worship leader, a calm confident interpreter of God's word to inspire and motivate us we seek to share God's love with each other and our community. We are seeking a facilitator, a group discussion leader to provide practical guidance related to the future of our congregation borne of experience and training. We are looking for an experienced person with perspective that can help facilitate discussions leading to realistic goals, based on our capacity and resources.

Current size of membership

55

Average in person attendance

15

Does your church hold virtual worship services?

Yes

Choose platform type(s) and number for virtual worship.

Video Hosting Platform

On average, how many views are received per service?

30

Languages used in ministry

English

Position Title

Intentional Interim Pastor - First Congregational Church Williamsburg

Position Duration

Intentional Interim

Compensation Level

1/2 Time (approximately 20-22 hours/week)

Does the total support package meet conference compensation guidelines?

No

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.

Pastoral care, visitation of hospitalized, homebound, and members in care facilities.

Other expectations: please provide a list.

Visioning

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)	50000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	0	<input type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	7000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 57000			
Pension/Annuity	3000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	0	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	5000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Life Insurance	0	<input 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.

No response

The expected living situation for our next minister.

Living elsewhere and commuting 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.

We will be sensitive to the pastor's needs, and we are flexible in our schedule requirements. However, we are looking for a pastor to preach from the pulpit at least three Sunday mornings per month.

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

Reimbursement for use of personal vehicle.

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

No response

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.

We are a small but active congregation with a rich 253-year heritage as a Christian presence in Williamsburg and an abiding connection to the community. We are seeking a worship leader, a calm confident interpreter of God's word to inspire and motivate us we seek to share God's love with each other and our community. We are seeking a facilitator, a group discussion leader to provide practical guidance related to the future of our congregation borne of experience and training. We are looking for an experienced person with perspective that can help facilitate discussions leading to realistic goals, based on our capacity and resources.

We conduct traditional services, full of hymns and organ music, in a beautiful and historic church. We want to honor our traditions, and the foundation they provide for us. We want to build on our past, but we are open to new directions for our ministry. We yearn to continue to be a relevant Christian presence in Williamsburg and the wider community throughout the foothills of the Berkshires.

We have a core group of lay leaders that have been discussing the church's future direction. In 2023, we engaged in the ADAPT program offered by UCC's Center for Transformational Leadership. We feel that without making substantive changes to our ministry we may have a limited horizon of sustainability. We presently have resources, finances and volunteer labor for at least five years, and we are looking for a facilitator that can work with us to help map our church's future journey.

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

We want to serve the community in and around Williamsburg as a dedicated Christian presence. We have regular weekly Sunday services as well as special events (wedding, funerals and holidays (esp. Easter & Xmas). We have a beautiful and historic church and sanctuary for worship (quintessential New England), a working clock & bell, and a Johnson Tracker organ (plus six other pianos). During the pandemic, we installed a new sound system and internet video streaming that is on-going.

Our service to the community is often centered around food, such as Take & Eat (preparing and delivering meals to 50-60 seniors every other weekend) and the Cathedral of the Night in nearby Northampton. We are participants in Church World Service, Mother's Day Blanket Drive, Father's Day Tools of Hope, One Great Hour of Sharing, Neighbors in Need, Strengthen the Church, and Veterans of the Cross.

We have some financial means through our Trust Funds, and we have been investing in the church building, with recent new roof, upgraded fire & electric, new air handler, and kitchen upgrades.

Our Congregation is challenged with cultural forces which places less value on traditional "church", along with an aging membership with less energy, but with a small group of dedicated "doers."

11-Year Report

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

[Download 11-Year Report](#)

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	50
NUMBER OF ACTIVE NON-MEMBERS:	15
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	65

ARE THESE NUMBERS ESTIMATES?

Yes

Describe the total participation of the church:

DEMOGRAPHIC	NUMBER
MEMBERSHIP 5 YEARS AGO:	65
MEMBERSHIP 10 YEARS AGO:	85
WEEKLY ADULT EDUCATION ATTENDANCE: (IF ANY)	0
YOUTH MINISTRY ATTENDANCE: (IF ANY)	0

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	0
12-17	0
18-24	0
25-34	0
35-44	5
45-54	10
55-64	20
65-74	40
75+	25

ARE THESE NUMBERS ESTIMATES?

Yes

Staff and Volunteer Leadership

List of all current staff:

No Response

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

We have an aging church membership with less energy, but we have a small core group of dedicated doers. Our active members are willing to work, but typically do not take leadership responsibility. We fear that the congregation's energy is not sufficient to undertake necessary changes.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	38000
Endowment Draw (beyond what is permitted by spending policy, "drawing down the principal")	9000
Fundraising Events	3000
Total	50000

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

54000

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:

No response

Reason for debt:

no debt

Are capital and other payments current?

Yes

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

Endowment:

570000

Endowment:

No response

Endowment:

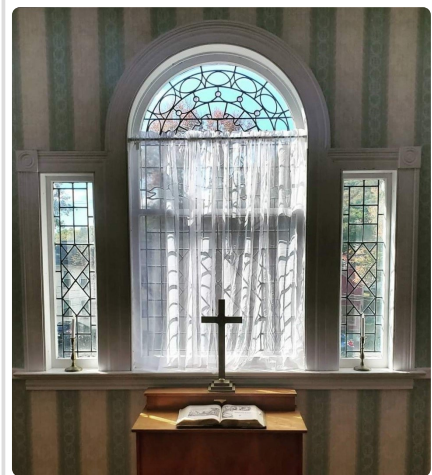
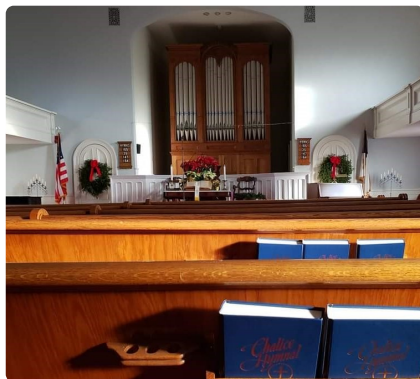
No response

Capital Campaigns

Description of any building programs projected or underway.

No response

Pictures



Does the church have a parsonage?

No

Describe all buildings owned by the church and include pictures:

The present Williamsburg church building, built in 1835, has undergone two major expansion projects. In the 1890s the sanctuary was raised to its present second floor position, and the chapel & steeple were added to the front of the church. In 1957, an educational wing was added to the rear of the building to provide classrooms, offices, rest rooms and a new kitchen with an expanded dining area. We own the building outright with no mortgage.

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
Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)

Which spaces are accessible to wheelchairs:

Historical Information

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

The Williamsburg Congregational Church was founded in 1771, and the core of the present church building was built in 1835 with major expansions in the 1890s and in 1957. We joined the UCC in 1961, and became dually affiliated with the NACCC in 2004.

The population of Williamsburg includes many families that are descended from the farmers who cleared the forested hills more than 200 years ago. There is also a large population of educators, professionals, artists and artisans who have come to Williamsburg over the years to enjoy the beauty and tranquility of a small town.

Our previous Pastor was part-time and retired in July of 2022. Since then, a dedicated Worship Team has designed and facilitated the Sunday worship services. We recently worked with a shepherd in the ADAPT program of the UCC's Center for Transformational Leadership to help us discern what God has for us to do in the future.

Ministerial History:

No response

Community Vision

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

Service: Congregation of caring members with outreach that is often centered around food, such as Take & Eat (preparing and delivering meals to 50-60 seniors every other weekend) and the Cathedral of the Night in nearby Northampton. We are participants in Church World Service, Mother's Day Blanket Drive, Father's Day Tools of Hope, One Great Hour of Sharing, Neighbors in Need, Strengthen the Church, and Veterans of the Cross.

Location: Because of its central location in the village, the church hall is used as a community meeting place for many organization, including the historical Society, AA, Girl Scouts, meditation groups, yoga classes, musical performances and plays. Recently our church was the center of the memorial services in commemoration of the 150th Anniversary of the Mill River Disaster, where the church was filled to near capacity.

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.

None.

References



☒ Joy Moore

Completed: Sunday, Dec 29, 2024

President of Williamsburg Grange #225

Leader of another Town organization who works closely with members of the Church.

Mobile Phone: 4135391147

Reference Response

I was honored to be asked to provide a reference for the First Congregational Church of Williamsburg UCC. Its members' commitment to their ministry and community continually impresses me. They tirelessly feed the hungry, tend to those in need, and provide spiritual leadership/fellowship. They are members and leaders of multiple local organizations, and volunteer thousands of hours for their fellow humans. They do this quietly, without pomp or seeking recognition. The town would be poorer in spirit and succor without this small, but vibrant community.

I admire their tenacity in maintaining services and all they have accomplished without a full-time pastor, and look forward to their future growth. If I can provide any further information to assist with the decision, please reach out.



☒ Sylvia Lapinski

Completed: Monday, Dec 16, 2024

I am a friend of this church, i have provided music and pulpit fill as a lay person on occasion.

Personal: 4132960134

Reference Response

I have always been encouraged by the faith of the congregants...any one of them is more than able to lead a meaningful worship service and engage those present. It is, like many of our small hilltown churches, an aging population trying to determine how to stay relevant and encourage new membership. The few people who do attend are actively involved in all aspects of the community...they offer the building for use by various groups, including the local historical society and a chapter of AA...they participate in Cathedral of the Night in a nearby city, and are one of the main leaders in a weekend Take and Eat program for seniors in the area. The church is very involved in local food and clothing drives.

Services are live streamed, there is accomodation for the hearing impaired. i believe like most of our local churches they simply hope to continue to be a presence for the faithful.

Closing Prayer

May God bless our future and provide guidance and discernment through the Holy Spirit to lead us in our ongoing mission to be the body of Christ in Williamsburg.

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.

The Pastor Search Team, consisting of: Roy Beals, Robin Everett, Jennifer Burdick, and Jim Hyslip.

2. Additional comments for interpreting the profile:

No response

Reference letter for the First Congregational Church of Williamsburg, Ma.

From: Douglas G. Small

Date: January 6, 2025

To whom it may concern,

I am the pastor of two small churches, one in Chesterfield, the other in Worthington. Chesterfield is adjacent to Williamsburg. Worthington is, as they say, “down the road a bit.”

When Williamsburg’s previous pastor retired, I offered to be of service to the folks in Williamsburg if they ran into difficult situations where it would be helpful to have an ordained pastor. There has been only one such situation, a memorial service. On that occasion the members were helpful, understanding and supportive.

The folks in Williamsburg have been leading worship without professional leadership for some time. The leadership team discovered that the folks in Chesterfield held a community breakfast every month, and for over a year, Williamsburg has been joining Chesterfield for breakfast and worship.

It is in the breakfast and worship context that I am acquainted with some members of the church. They are devoted, thoughtful, friendly and appreciate good music and good fellowship. It is a joy to have them join the Chesterfield fellowship.

I wish I had some great words of wisdom for a candidate. I don’t. I know the church itself is beautiful and is in good repair, and I know that the congregation loves it, but I do not have a clear vision of what kind of ministry might work best.

Williamsburg itself is in an interesting community. It is just outside of Northampton, the home of Smith College, and the County seat. Williamsburg is also the gateway to the smaller Hilltowns. Williamsburg then becomes the mixing point between two quite different cultures. This is going to require that a candidate be able to walk with one foot in a barnyard and the other in academia.

I wish you, the candidate, and the church the very best for a successful and fulfilling relationship.

Sincerely,

Douglas Small