

Name of Church
First Church in Wenham Cong

Address
PO Box 487
Wenham, MA 01984

Conference:
Southern New England

Association:
Northeast (SNEUCC)

Title
Associate Pastor Search

Start Date
n/a

Description
FC Wenham Associate Pastor Search

Church Contact Information

No contact information has been added to this profile.

Listing Information

Web Presences

<https://www.firstchurchwenham.org/> *Type: Professional*

<https://www.facebook.com/firstchurchwenham> *Type: Professional*

Additional Formal Ecumenical Affiliations

No response

UCC Conference or Association Staff Contact Person

Name:

Rev. Katie Omberg

Title:

Bridge Area Conference Minister for the Northeast Region

Phone:

508-244-4769

Email:

ombergk@sneucc.org

Summary Ministry Description

You belong here! In our wide-open welcome that starts every worship service, we affirm that we belong to God, to each other, and to our community. Belonging and connection are essential to our ministry and mission. As our Associate Pastor, you will be a part of a vibrant, creative, collaborative, intergenerational, community-centered congregation that seeks to deepen our faith through connecting with God, each other, and our wider world. You will find your calling among a faith community that cherishes where people are on their spiritual journey and celebrates their beautiful diversity. You will have the opportunity to nurture the congregation's faith formation, providing educational and experiential opportunities for children, teens, and adults to develop and deepen our relationship with God and the church. Your leadership will guide our healthy Sunday morning faith formation for children and middle school youth, and create a high school youth program. This is a perfect calling for you if you enjoy building authentic relationships with youth, children, parents, and volunteers, love the synergy of co-creation with other talented people, like to communicate clearly, lead with grace, and can organize with purpose. While about 60 percent of your time will be working and building our faith formation program, you will be able to bring your complete pastoral skills to complement and round out our pastoral staff. Once a month, we look forward to hearing inspiring and dynamic sermons from you, and in collaboration with the senior pastor, there are opportunities to assist in worship, pastoral care, baptisms, weddings, and funerals. We look forward to your leadership, enthusiasm, spiritual depth, and joy in our community.

Church pictures



What we value about living in our area.

Wenham and the surrounding towns each have a distinctive character. They blend into a patchwork with various cultural experiences and natural amenities. We have easy access to many beaches, conservation lands, historic sites, and world-class museums. Our congregation comprises individuals who walk to church and drive from many towns on the North Shore, ranging from Rockport in the north to Salem in the south. Though Wenham has a more rural feel, communities on the North Shore have a regular train service that connects towns and is a 50-minute ride to Boston. While our immediate communities are relatively affluent and homogenous, surrounding towns provide a more diverse population and opportunities to serve a wide variety of people.

Current size of membership

423

Average in person attendance

150

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?

20

Multi-stream

On average, how many viewers are there per service?

15

Languages used in ministry

English

Position Title

Associate Pastor Search

Position Duration

Settled

Compensation Level

Full Time

Does the total support package meet conference compensation guidelines?

No

Scope of Work

Some fields reference [The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ](#).

The United Church of Christ recognizes *The Marks of Faithful and Effective Authorized Ministers* in the formation of ministers, in the practice of active ministry, and throughout life. For the purposes of completing a denominational Profile, ministers are asked to spend some time with the *Marks*.

The Scope of Work developed by our church using the [Call Agreement Workbook](#).

🔗 [Download scope of Work](#)

3 core competencies that we imagine could be foundational in our next minister's relationship with the church.

First:

Faith Formation Leadership Across Generations

The Associate Pastor should be a creative and theologically grounded leader in faith formation, able to design, lead, and evaluate spiritual programs for all ages, with a special emphasis on children and youth. This includes curriculum selection, small group facilitation, intergenerational engagement, and the ability to cultivate spiritual curiosity and depth in diverse settings.

Second:

Relational and Pastoral Care Skills

Building authentic relationships is central to this role. The Associate Pastor should demonstrate exceptional interpersonal and pastoral care abilities—offering spiritual guidance, mentoring, emotional support, and presence to children, teens, adults, and families. This also includes being a trustworthy, empathetic listener and a consistent, compassionate presence during life's transitions.

Third:

Community Engagement and Inclusive Hospitality

Associate Pastor is an ambassador of the church's wide-open welcome, actively engaging with the broader community and inviting others into the life of the church. This includes outreach, visibility at local events, relationship-building with partners, and using communication tools (including social media) to extend welcome. A deep commitment to inclusion and justice is essential, ensuring all feel valued and invited into leadership and belonging.

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)	75000	<input type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	0	<input type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	15000	<input type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 90000			
Pension/Annuity	0	<input type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	0	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	0	<input 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.

The numbers above represent our total package offer, which ranges from \$75,000 to \$90,000, depending on experience. This total amount can be apportioned according to your needs. Cash Salary, housing allowance, pension, Social Security and Medicare offset, medical/dental benefits, life insurance, and disability insurance can be covered and or adjusted within the total package range.

We are excited to work with you on those individual line items in the total compensation package.

Time Benefits are as follows:

Vacation (4 weeks annual)

Sabbatical Leave (3 months after 6 years of service)

PTO and Sick Time

Bereavement

Workman's Compensation

The expected living situation for our next minister.

We prefer our Associate Pastor to live in or near the community our church serves. This is negotiable.

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

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

No response

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).

Community of Practice Participation.

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

- Peer support through clergy communities of practice
- Gatherings for continuing education, support and networking through the Association and the Conference
- UCC Northeast Association monthly breakfast
- Monthly gathering of Hamilton and Wenham clergy
- Interfaith meeting of Cape Ann Clergy

Who Is God Calling to Minister with Us?

The ministry goals we envision our next minister collaborating with the congregation to achieve.

The Associate Pastor plays a vital role in nurturing the spiritual growth and connection of the congregation across all generations. In close collaboration with the Senior Pastor, the Associate Pastor helps cultivate a church community deeply rooted in faith, welcoming, and actively engaged in the wider world. A central goal of this ministry is to foster faith formation and spiritual vitality across the church. This includes offering creative and meaningful opportunities from Bible studies and prayer groups to service projects, book discussions, and contemplative practices. These offerings help individuals and families grow in their relationship with God and one another, wherever they are on their faith journey.

A key focus is to lead and reimagine faith formation for children and youth. Collaborating with the Christian Education Board, the Associate Pastor develops a dynamic, inclusive Sunday morning program where children and teens explore faith with joy and curiosity. This includes recruiting and supporting volunteers, leading the Confirmation program, and building vibrant junior and senior high youth ministries that nurture faith and community. Beyond programming, the Associate Pastor offers pastoral presence and spiritual care, supporting young people, parents, and congregants of all ages through life's joys and challenges. With empathy, wisdom, and consistency, this role helps people feel seen, valued, and grounded in Christ's love. The Associate Pastor also participates in the worship and pastoral life of the church, regularly co-leading services, crafting liturgy, and assisting with baptisms, weddings, funerals, and pastoral care visits.

In all areas of ministry, the Associate Pastor models the church's wide-open welcome, embodying the inclusive and affirming spirit that defines First Church. Through collaborative leadership and a heart for connection, the Associate Pastor helps shape a church that is vibrant, loving, and ever-growing in faith.

How our vision of the minister we are now seeking will assist the congregation in making an impact beyond its walls.

We believe the church is not confined to a building but is called to live and serve beyond its walls. We are seeking an Associate Pastor who shares this vision; someone who will equip, encourage, and walk with us as we extend God's love into our wider community and world.

A key goal is strengthening the church's engagement with the broader community. The Associate Pastor, in partnership with the Senior Pastor, helps to build bridges between the church and the world outside its doors, representing First Church at local events, fostering relationships with schools and organizations, and extending invitations of welcome to new neighbors. This outward-facing ministry is also about deepening congregational involvement—re-inviting those who have become less active, and encouraging all members to grow in their faith through service, mission, and leadership. Working alongside church boards, the Associate Pastor inspires and equips others to carry out God's work in tangible ways.

Ultimately, we seek an Associate Pastor who will help us shine our light brighter in the world and reflect the love, welcome, and hope we know in Christ. With your leadership and companionship, we can become an even more outward-facing, life-giving, and justice-seeking congregation.

Language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

We seek someone with cultural sensitivity and a demonstrated commitment to inclusion and equity. We value a leader who listens deeply, learns continually, and honors diverse faith, identity, and community expressions. As an Open and Affirming congregation, our church's identity is grounded in a radical welcome and belonging. We are committed to growing awareness, hospitality, and action reflecting God's inclusive love. We support and encourage diversity in family expression, relationships, and identity.

Based on what we have learned about who our church is, who our church's neighbor is, and who God is calling the church to become, these are four areas of excellence from The Marks of Faithful & Effective Authorized Ministry that our next minister will display to further equip the congregation's ministry in these areas.

Leading faith formation effectively across generations.

Our next Associate Pastor should excel in nurturing spiritual growth for all ages, especially children, youth, and families. This includes designing creative, inclusive, and theologically rich programs that invite curiosity, deepen faith, and connect generations through shared learning and worship.

Building relationships of mutual trust and interdependence.

Excellence in relational ministry means being a compassionate presence, someone who listens well, offers thoughtful guidance, and walks with people through both everyday moments and life's transitions. Our Associate Pastor should be approachable, trustworthy, and grounded in a ministry of presence and care.

Engaging in mission and outreach.

We are searching for an Associate Pastor who will have a strong capacity for connecting the church with the wider community. This includes visibility in local events, building relationships with schools and organizations, and helping the church reach new people. A passion for justice, inclusion, and relationship-building is key and connecting people to our mission projects and outreach opportunities.

Strategically creating the future of God's church.

Our Associate Pastor should thrive as a collaborative leader working closely with the Senior Pastor, staff, and lay leaders to shape worship, support ministries, and empower volunteers. Excellence here includes thoughtful preaching, creative worship planning, and a servant-leader approach that builds trust and inspires shared vision. We desire someone who thinks outside the church box, adding synergy, ideas, and inspiration to our collaborative process.

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.

God is calling First Church in Wenham to become a community of courageous connection, deepening our faith, strengthening our relationships, and widening our impact in the world.

We are being called to grow closer to God through worship, prayer, and faithful practices that nourish the soul. As a congregation that values both tradition and exploration, we believe that our faith deepens not in isolation but in community. God invites us to meet each other with love and grace, encouraging growth and transformation wherever we are on our spiritual journey.

Within our church family, God calls us to nurture meaningful relationships rooted in empathy, honesty, and care. We are to be a place where people feel known, supported, and inspired. Our diversity of identities, gifts, and beliefs is one of our strengths; through this diversity, we discern God's voice in new ways. As we deepen our relationships, we strive to create a community where people of all generations, backgrounds, and experiences are fully included, valued, and empowered.

God is also calling us to expand our reach beyond our walls. We are being invited to see the needs around us, not only those that are obvious, but especially those that have been overlooked. As people living in a place of privilege, we are challenged to use our resources with humility, courage, and generosity. We are to follow Jesus' example by including the excluded, lifting the vulnerable, and standing alongside those who long for justice and dignity.

Our wide-open welcome is not just a slogan but a sacred calling. God is forming us into a church that reflects divine love in action: in worship and service, relationships and witness, deep listening and bold compassion.

In every connection with God, one another, and the world, we are called to live love more fully, faithfully, and courageously.

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

Our congregation was finalizing a visioning process when COVID hit, and then our Senior Pastor of 15 years retired. Within the first year of our current Senior Pastor's arrival, we revisited our Vision statement. We held eight 'cottage' meetings to discuss First Church's vision for the future and finalize the document. We adopted our new vision statement at our annual meeting in May 2024 and have since worked on bringing that vision to life. The document is attached to our profile. In brief, we aim to deepen our faith by connecting with God, strengthen our community through connections with one another, and expand our outreach by connecting with the world.

One of the strengths of our community is that we are not reluctant to try new things. Over the past two years, we have developed strategies to bring our vision to life. We have started a community event at a local restaurant called Spirituality on Tap, where we get together and have guided relational conversations about finding meaning and purpose in our world. We have expanded our participation in community pride events, including our Pride service, Hamilton Wenham Pride Picnic, North Shore Pride Parade, and our town Pride Flag raising. At the beginning of school, we offer a blessing of children's and teachers' backpacks. In addition, we created a service of blessing of the animals, initiated a game night for fun and connection, and added a spring children's pageant and puppets as an occasional part of our worship service. Youth Sunday is also Bike to church Sunday, complete with a bike tune-up from a mobile bike shop. For the past two years, we have offered a Winter Wellness weekly program in January and February, inviting the community to attend different events, from salsa dancing, tai chi, painting, singing bowls, and an Enneagram class.

We are continually seeking new and innovative ways to engage our church and local community in meaningful, relationship-building activities.

Congregation Reflections

We would describe our congregation's life of faith as...

We take the call to welcome all, wherever each one is in our faith journey, to heart. This variety in experience and perspective is often exemplified, particularly in the faith statements written by confirmands, some of which are shared by their authors as part of the Confirmation service.

At First Church Wenham, God is often represented in gender-neutral and gender-inclusive language and images; however, we also offer a diverse mix, and our church occasionally holds space for more traditional (and traditionally gendered) descriptions of God. This diversity is best exemplified in our varied mix of choral music, which encompasses examples from various eras in church history.

We have had a strong connection with Christ's teachings and fresh expressions of the Spirit. Our Sunday worship time begins with a chime ringing three times, encouraging each participant to take a deep breath and center themselves for worship. Spaces such as these, designed for reflection and

contemplation, are an integral part of our shared worship time.

As a congregation, we recognize faith is both an inward and outward journey of trust and call. It is contemplative and action-oriented.

Strengths or positive qualities of our congregation.

Our congregation is a loving and welcoming community that takes great joy in being together. People connect most deeply through small groups and committees, where relationships and community are strengthened. We have an inspiring music program with many talented musicians. Our pastor and lay leaders nurture a culture of care and collaboration.

We are blessed with dedicated people who care about God's call to meet the needs of our community. This is reflected in our mission programs, our partnership with Family Promise, and our long-standing relationship with the community of Kayenta, Arizona. These relationships are built on mutual respect and a desire for shared growth.

We are a church eager to learn and grow spiritually and in justice work. We value sermons connecting faith to everyday life and appreciate opportunities like book studies and guest speakers, often centered on justice, equity, and belonging. Our congregation is thoughtful, open-hearted, and seeking deeper connection with God, each other, and the world.

Our community is open to trying new experiences and eager to find new ways of connection, mission and ministry.

A growing edge for our congregation and what we plan to strengthen as a congregation

The growing edge of First Church in Wenham is becoming a more outward-facing, culturally diverse, and justice-rooted community, while deepening the spiritual connection that sustains this work.

We already embody a strong foundation of care, welcome, and intergenerational connection. Now, God is calling us to move beyond hospitality into intentional inclusion, especially across lines of race, culture, and economic experience. This means examining our assumptions and practices to ensure that our welcome is genuinely inclusive and expansive.

We are also being called to shift from charity to justice, engaging not only immediate needs but also the deeper systems of inequality around us. To do so, we must expand our visibility in the community, build new relationships, and invite others into our lives together.

This outward movement must be rooted in deep spiritual growth. As we connect with others, we are also invited to connect more intentionally with God through prayer, worship, and study.

Our growing edge is living more fully into the bold love we proclaim with courage, humility, and faithful action.

What worship is like when our congregation gathers.

Our congregation gathers in our historic New England sanctuary, where tradition blends with fresh elements of worship. Each service begins with a warm, always evolving "wide-open welcome" (see attached document) and a pause for three deep breaths with chimes to center ourselves. Moments of silent meditation are woven, offering space to experience the Holy Spirit.

We live-stream our services. Music is a valued part of worship with a full choir, which has several choral directors, and composers as choir members. We appreciate preaching that is inspiring, informative, challenging, and thought-provoking, that ties scripture to current life. Children stay for the beginning of the service and depart after the children's message, except during monthly communion, when the children leave after communion. Communion is inclusive and reflective, with gluten-free bread and juice passed among the congregation.

Baptisms occur during the children's message, with children gathered close and important adults invited to stand. We joyfully celebrate the liturgical seasons with special music and services. Worship at First Church is a balance of reflection, levity, and shared spirit open to all ages.

The educational program/faith formation vision of our church.

We have an inviting program space with five cozy, welcoming classrooms for our faith formation program. On Sundays, children gather in age-specific groups, including a nursery with livestream access, structured programs for preschool and elementary ages, a middle school room, and a teen space for informal connection. Our middle school youth lead annual service projects like food drives, while eighth graders participate in a Confirmation program that culminates in a youth-led worship service featuring their personal faith statements.

Confirmed high schoolers serve as teaching assistants and may join our biannual mission trip to Kayenta, Arizona, partnering with the Navajo Nation on meaningful projects. Faith formation at First Church continues into adulthood with a strong emphasis on community and spiritual growth. We offer prayer groups, Women's Enrichment, a Men's Group, Spirituality on Tap, Bible study, and seasonal adult book studies during Advent and Lent to foster reflection and deeper faith engagement. We also offer seasonal online prayer groups. Across all ages, our faith formation is rooted in connection, service, and lifelong exploration.

How our congregation is organized for ministry and mission.

We have attached the organizational chart and the 2024 Annual Report. We are a collaborative church, and consensus-building is a part of our process.

Decisions that affect the community are communicated by weekly email and during the worship service. We have a monthly Cabinet meeting where the Moderator, chairs of our boards, and pastors bring the work and vision of the church forward for information, encouragement, and any discussion or decision-making the Cabinet needs to accomplish. Discussions other than day-to-day operations that impact the congregation as a whole are brought for congregational vote. New ideas are generated at all levels and developed by appropriate committees, boards, and the Cabinet.

When it comes to decision-making, 7 hours are spent in meetings per month.

Is the pastor expected to attend all church meetings?

No

In times when action had to be taken quickly, for example when a crisis or disaster occurred. These were the key leaders in taking this action and this was accomplished by...

During times of crisis, our church responds quickly thanks to a flexible and collaborative leadership structure. Any church member can directly contact the Pastors, Moderator, or Cabinet. The Pastors meet weekly with the Moderator and hold regular staff meetings with the Church Administrator, ensuring clear and open communication. When urgent action is needed, such as during the COVID-19 pandemic or unexpected events, decisions can be made swiftly via Zoom or in-person gatherings. Key leaders in these responses typically include the Senior Pastor, Associate Pastor, Moderator, and Church Administrator, who consult with Cabinet and board chairs as needed. This structure allows us to adapt effectively while keeping the well-being of the congregation at the center.

A copy of an organization structure, by laws and/or annual report to further explain the patterns of the church's activity and governance

- [2024 FCW Annual Report-FINAL.docx \(1\).pdf](#)
- [FCW CONSTITUTION Updated Spring 2025.pdf](#)
- [Vision Statement Final.pdf](#)
- [Welcome 4 27 25.pdf](#)
- [Organizational chart Boards and Committees Final 2025.docx](#)
- [Staff Chart Final 2025.docx](#)

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:	411
NUMBER OF ACTIVE NON-MEMBERS:	136
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	547

ARE THESE NUMBERS ESTIMATES?

No

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	57%
LESS THAN 10, MORE THAN 5 YEARS:	22%
LESS THAN 5 YEARS:	21%

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	39
12-17	20
18-24	8
25-34	28
35-44	34
45-54	45
55-64	39
65-74	65
75+	77

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	4%
HOUSEHOLDS WITH MINORS:	20%
SINGLE ADULTS AGE 35-65:	15%
JOINT HOUSEHOLDS WITH NO MINORS:	44%
SINGLE ADULTS OVER 65:	17%

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	5%
COLLEGE:	47%
GRADUATE SCHOOL:	45%
SPECIALTY TRAINING:	3%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	41%
ADULTS WHO ARE RETIRED:	51%
ADULTS WHO ARE NOT FULLY EMPLOYED:	8%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

It's a full range, from blue collar to small business to professional.

The mix of ethnic heritages in our congregation, and the overall racial make-up.

While our community lacks racial and ethnic diversity, we are diverse in other ways, such as sexual orientation, age, family structure, socio-economic, and we have ongoing conversations about how best to live our faith and welcome all.


We intentionally welcome diversity when each Sunday begins with our wide-open welcome.

What diversity means in our context?

Diversity in our context is both a present value and a future calling, an invitation to become a more inclusive, expansive, and Spirit-led church. We recognize that our congregation is currently not very racially or culturally diverse, reflecting our surrounding community. Our current reality includes a range of experiences, identities, beliefs, gifts, and ways of connecting with God. We see diversity in our intergenerational life, reflected in our mix of spiritual practices and an open and affirming welcome of people from all gender identities, sexual orientations, and family structures.

Has our congregation recently had a conversation about welcoming diversity, or do we plan to hold one on the near future

Yes

DATE COMPLETED: Feb 25 2022 

Comment after the exercise:

Over the past two years, we have explored the role slavery played in both the town of Wenham and our church. We hosted a screening of Traces of the Trade, a documentary on the Northern slave trade, and each February, we hold a Service of Remembrance honoring and naming the enslaved individuals once connected to our community. These efforts reflect our ongoing commitment to confronting our church's historical complicity in racism and to seeking truth, healing, and justice.

Participation and Staffing

Participation and Planning of Gatherings

WAYS OF CHURCH GATHERING	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
Adult Groups or Classes (in person or online)	12	Senior Pastor and/or Associate Pastor
Baptisms (number last year)	2	Senior Pastor and Associate Pastor
Children's Groups or Classes	30	Associate Pastor and CE Board
Christmas Eve and Easter Worship	500	Senior Pastor, Associate Pastor, Choir Director and Organist
Church-wide Meals	50	Various Boards
Choirs and Music Groups	25	Choir Director Organist and Music Board
Church-based Bible Study	14	Senior Pastor, Associate Pastor, Church Members
Communion (served how often?)	120	Senior Pastor, Associate Pastor and Deacons, Monthly
Confirmation (number confirmed last year)	3	Associate Pastor
Drama or Dance Program	25	Mission Board
Funerals (number last year)	11	Senior Pastor and Associate Pastor (if they choose)
Intergenerational Groups	25	Associate Pastor with CE Board
Outdoor Worship	43	Associate Pastor (Easter Sunrise)
Prayer or Meditation Groups	10	Senior Pastor, Associate Pastor, Church Members
Public Advocacy Work	30	Senior Pastor and Missions Board
Retreats	15	Senior Pastor
Weddings (number last year)	1	Senior Pastor
Worship (digital / online / livestream)	45	Senior Pastor
Youth Groups or Classes	8	Associate Pastor and CE Board

Worship Times

No Response

Additional comments:

List of all members or regular participants in our congregation who are ordained or commissioned ministers, or who hold Lay Ministerial Standing. Additionally the names of Members in Discernment in our congregation.

NAME	THREE-WAY OR FOUR-WAY COVENANT	MINISTRY SETTING	TYPE OF MINISTRY ROLE	RETIRED
Rev. Nancy Butcher	3	Retired	Supply	<input checked="" type="checkbox"/>
Rev. Bill Hausman	none	Retired	None	<input checked="" type="checkbox"/>
Rev. Richard Peace	none	Retired	None	<input checked="" type="checkbox"/>
Rev. Ann Abernethy	none	Retired	Pastor Emeritus	<input checked="" type="checkbox"/>
Rev. Judy Brain	3	Retired	None	<input checked="" type="checkbox"/>
Rev Ted Pomfret	none	Retired	None	<input checked="" type="checkbox"/>

Previous pastors or retired ministers who currently hold membership in the church and their role(s) in the life of the congregation:

Rev. Richard Peace has led our men's retreat. Rev. Nancy Butcher is our Head Deacon and, during our interim period between Associate Pastors, has assisted with communion, preaching, liturgy, and is organizing our Pride Service in June. Rev. Bill Hausman has assisted us with stewardship and fundraising efforts. Rev. Ann Abernathy participated in the installation service of our Senior Pastor.

List of all current staff:

No Response

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

We have a powerful calling centered on connection, compassion, and spiritual growth, with talented, creative, collaborative, and inspiring leadership to carry out that vision. We are excited for our next Associate Pastor to bring their whole self into this synergy, bringing their beautiful talents and ability to shape our future ministry together.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	393637
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	34000
Fundraising Events	140000
Rentals of Church Building	13797
Total	599049

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

546295

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](#)

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?

44

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

No

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (indicate those included during the most recent fiscal year)

Our Church's Wider Mission (OCWM – Basic Support)
One Great Hour of Sharing

In what way is OCWM (Basic Support) gathered?

\$11,500 based on \$23 per member

If calculated as a percentage of operating budget, this is the percentage?

No response

Total amount of loan debt:

No response

Reason for debt:

No response

Are capital and other payments current?

Yes

Capital Campaigns

Description of any building programs projected or underway.

N/A

Pictures

Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
2021	Mortgage Payoff	233786	264137	Cleared Mortgage
2024	Solar Panels	80000	100000	Long term reduction on electric bill and a happy planet

Description of any capital campaigns underway or anticipated:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

Description the prominent mission component(s) involved in the most recent (or current) capital campaign.

We completed renovations of Holland Hall and Sunday School rooms in 2018. The 2021 payoff of the church mortgage was a capital campaign in honor of the retirement of Rev. Michael Duda. A specific mission component of this capital campaign was the creation of a fund to support collaborative projects in the Navajo community of Kayenta. All receipts over the payoff amount of the mortgage (which totaled \$30,351) were directed to the Kayenta Projects Fund.

Does your church have an endowment?

Yes

What is the market value of the assets?

1695000

Are funds drawn as needed, regularly, or under certain circumstances?

5% is drawn annually based on a five year rolling average

What is the percentage rate of draw (last year, compared to 5 years ago)?

Same

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:

The allocation of the draw on the endowment varies year to year. It goes to support missions, physical plant, and operating budget expenses.

At the current rate of draw, how long might the endowment last?

Eternally :)

Please comment on the above calculations or estimates:

No response

Other Assets

1695000

Reserves (savings):

No response

Investments (other than endowment):

No response

Does the church have a parsonage?

No

Description of all buildings owned by the church:

Church Building -Sanctuary, Holland Hall, and classrooms, -recent renovation completed in 2018

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

NA

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 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
Large print bulletins
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:

All levels are accessible for wheelchair access through ramps and a lift, with the exception of the chancel and balcony in the sanctuary.

Policies regarding financial practices of the church:

The budgeting process proceeds: 1. In the fall preceding the next budget year, each Board creates a proposed budget. 2. During the fall pledging campaign, which continues into the budget year, financial commitments by the congregation help determine budgetary choices. 3. Next, raises and cost-of-living increases are proposed. 4. The Cabinet approves a finalized proposed budget. 5 A proposed budget is presented to the congregation for a vote in December of the preceding year.

Reflection: After reviewing the church's finances and assets described above, what this information reflects about our congregation's mission and ministry:

Our church has a deep dedication to fostering spiritual growth within our community as well as reaching outward with missions. Our efforts to maintain a responsible budget support and enable us to live into our discerned vision.

Historical Information

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

We became an Open and Affirming Church in 2009; this is an essential core value of our church. In 2017, our church completed a significant building project. A successful capital campaign to raise \$2,100,000 for the building project began in 2014, and construction started in 2016. Before the building project, our only gathering location was an inaccessible, dated basement-level fellowship space. After a complete redesign, we now have a beautiful fellowship hall called Holland Hall on the same level as the sanctuary. The project also included building a commercial kitchen, an elevator, a small chapel, new classrooms, and a bathroom with a shower. The new building has transformed the church's life and enabled many new possibilities for the congregation. One of the most important events in our church in the past 10 years was the retirement of a long-time and much beloved pastor and the hiring and onboarding of a brand new pastor, bringing new life and new directions to the church.

A specific change our church has managed in the recent past.

A major change that our church has experienced recently is the retirement of our long-time and much-beloved pastor, followed by the recruitment of our current pastor. Our former pastor's retirement occurred during COVID, and it had to be managed in accordance with COVID restrictions, involving small gatherings and outdoor events. While important, these events muted the full impact by not allowing the congregation to engage together in farewells and process the grief of the transition fully. Nevertheless, our new pastor inspired the minds and touched the hearts of our congregation, bringing new life, energy, and vision to our church. People were astounded by the seamless transition, as everyone stepped up to welcome, onboard, and support our new pastor. The health and vibrancy of the congregation is evident in how well we weathered this very painful yet ultimately joyful transition.

Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement....". These are our congregation's values and practices when it comes to conflict.

We developed and adopted elements of a covenant by which we will treat one another when we find ourselves engaged in challenging situations or conversations:

Once a conflict is identified, each party is asked to treat the other with dignity and respect, to listen without interrupting and reflect back what they heard. The goal is to validate each opinion and make sure it is understood accurately. Parties are asked what is needed to find resolution of differing opinions, but often it is about accepting differences.

The development of this covenant prepared us for the process that led First Church to become Open and Affirming in 2009 and still guides us today.

The most recent major conflict through which our church has navigated.

The development of this covenant prepared us for the process that led First Church to become Open and Affirming in 2009 and still guides us today.

Our most recent conflict was between a former interim pastor and a former associate pastor, centering around the scope of work and leadership style. The church leadership, both lay and clergy, sought help through the conference and former ACM and utilized congregational leaders with professional experiences in human resources, conflict management, and psychology. We navigated the conflict, found a resolution, and prevented it from having a significant impact on the congregation.

Through collaboration, listening, speaking authentically, and building consensus, we work towards resolving conflict when it is small. We value meetings to discuss transitions, changes, and conflict so everyone is heard.

Ministerial History:

No response

What our church has learned about itself and its relationship with people who provided ministerial leadership.

We have been blessed with ministerial leaders who have been authentic to their calling, compassionate in their outlook, and collaborative in their leadership; clearly articulating the church's vision for mission and ministry. Each pastor has brought their unique skills and gifts to strengthen and grow our church. Our pastors have helped shape a culture of belonging, curiosity, and care that we continue to nurture. We are grateful for the impact our past and current ministers have had on our lives, and are open to being shaped and challenged by the unique gifts of our next Associate Pastor.

Has any past leader left under pressure or by involuntary termination?

No

Has your church been involved in a Situational Support Consultation?

No

Has a past pastor been the subject of a Fitness Review while at your church?

No

Has a previous minister been a contributor to conflict following their tenure as pastor?

No

Community Vision

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

In recent years, our church has:

- Hosted an annual Thanksgiving lunch for Tewksbury Hospital residents and supported an annual holiday gift drive for that community.
- Intergenerational Mission Trip to Kayenta, AZ
- Invited the community to a program to understand the history of enslaved people in Wenham
- Invited the community to participate in naming the known enslaved people of Wenham
- Participated in the Wenham Pride flag raising, Pride Picnic, and North Shore Pride events.
- Supported Acord, our local food pantry
- Been a founding member of Family Promise with continued support.
- Annual Winter Wellness program - a series of engaging classes focused on physical and mental wellness that is open to all.
- Sponsor Girl Scouts
- Participate in Memorial Day and Veterans Day activities
- Support a literacy program in Lynn
- Supported the 75th anniversary of the Universal Declaration of Human Rights
- Support many North Shore Non-Profits through our Mission Board.
- Service of guided prayer following the 2024 election

Our congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ.

Our Senior Pastor attends UCC clergy groups and association meetings.

How our church engages with the community organizing movements in our community.

We support the Wenham Human Rights Committee and the Hamilton-Wenham Human Rights Coalition. We co-sponsored the 75th anniversary celebration of the Universal Declaration of Human Rights with the Hamilton Wenham Human Rights Coalition through a series of community events. We have provided a choir and speaker for our annual Pride flag raising at Wenham town hall and had a booth at the Annual Pride Picnic as well as walked in the North Shore Pride Parade in Salem. We are a founding partner of Family Promise and provide emergency shelter for them, as well as participate in their fundraising events.

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.

Open and Affirming (ONA).

What the above statement(s) mean(s) to our community. How our congregation plans to work toward the above statements of witness in the future.

Being welcoming is at the heart of who we are. We manifest our commitment to justice through embodying our Open and Affirming statement. We firmly believe that everyone deserves love and respect. We are willing to consider exploring other aspects of these statements.

Our congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).

In the past we have had joint worship and prayer services with Christ Church Episcopal in Hamilton. Our work with regional churches of many faiths is the foundation of the Family Promise organization. As part of our partnership with the Navajo community in Kayenta, we conducted interfaith worship during mission trips. We have participated in interfaith Thanksgiving service.

How our mission statement compares to the actual time spent engaging in different activities.

We seek to deepen our faith through connecting with God, to strengthen our community through connecting with each other, and to expand our outreach through connecting with the world. We are committed to loving each other as God loves us, freely and unconditionally. We welcome people of all gender identities and sexual orientations, races and ethnicities, mental and physical abilities, marital and socio-economic status into the full life, ministry, and leadership of our faith community. We cherish our children and youth, we value the wisdom and heritage of our elder members, and we offer many opportunities to connect. We gather to celebrate the living God and welcome people at any point of their faith journey. We actively collect books for a

literacy program, knit for Kayenta friends, and collect food for our local food pantry. We provide emergency housing for Family Promise and go on week-long work mission trips to Kayenta. We are continually seeking ways to serve our community.

The scope of work assigned to our pastor(s). How their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time.

We encourage our Senior Pastor and our new Associate Pastor to be a visible and active presence for the church in the community through participation in local events, school/youth events, and connections with local organizations. Our congregation wants our Pastors to be active in the community, making connections and serving the wider community.

The ARDA or MissionInsite Reflection

ARDA/MI File

[Download ARDA/MI File](#)

From looking at our congregation's The ARDA or MissionInsite report, these trends and opportunities are what stood out to us.

Most individuals in our area are highly educated, and 75% of the population has white collar jobs. Our area lacks racial diversity; more than 85% of the population is white. This synopsis seems very accurate from our experience at First Church Wenham. We hope to continue to engage families effectively. The report indicates that more people in our area have become involved with religious organizations since 2017, but the increase isn't significant. Of all the religious beliefs surveyed, people in our area agree most strongly with the statement that God is Love, which is a key value for us.

How our congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to our church, and b) other neighborhoods with which our church connects.

Our congregation's demographics generally reflect the demographics of the neighborhood adjacent to the church, as is the same with many of the towns nearby. The demographics become more diverse as you get closer to Boston.

How the demographics of the community are currently shaping ministry, or not.

Our congregation does reflect its community. We care deeply about ministering to our neighbors and staying informed about needs around the world. Exploring ways to interact more deeply with the racial and socio-economic diversity in our region is an area where God is calling us to be.

What we hear when we talk to community leaders and ask them what our church is known for.

We hear that First Church in Wenham is:

- Highly involved in social justice issues.
- A congregation of people who live out their faith daily.
- Inclusive and progressive.
- The oldest institution in town.
- A positive place of welcome
- An important part of the nature of the town.
- Connection to town and family history.

What new people in the church say when asked what got them involved.

New people often say they were drawn in by the warm welcome at the beginning of our service (see attached document). Many mention the vibrant music program and choir. Others are inspired by our mission work and the chance to make a meaningful difference. Families appreciate the strong children's program, and all ages find encouragement to form genuine friendships. They view worship as an engaging experience, which helps them incorporate their faith into their daily lives.

References



☒ Stacey Verge

Completed: 6 days ago

I am the Executive Director of the Acord Food Pantry in Hamilton, Massachusetts. First Church Wenham is Acord's community partner.

Primary Email Address: acord.director@gmail.com

Business: 978-468-7424

Reference Response

First Church Wenham has been a wonderful community partner to Acord Food Pantry. They support our mission in so many ways. Our monthly board meeting is held in one of the meeting rooms/halls in FCW. The staff organizes a monthly collection for Acord. They reach out to us to see what our most needed items are for the month and choose 1 or 2 for their congregants to

donate. The items are collected at FCW and then a volunteer brings them directly to the pantry. They also support our pantry through monetary donations.

In addition, we held our (soon to be annual) first event in Holland Hall at FCW last autumn. Everybody was so incredibly helpful and easy to work with. The staff supported us every step of the way to make the evening a success. The pastors and staff frequently reach out to Acord to see how they can help and what we need. We feel blessed to have them in our community.



☑ Martha Brennan

Completed: 5 days ago

I am a community member and chair of the Wenham Human Rights Committee.

Primary Email Address: Marthab1812@gmail.com

Personal Home: 978-468-0682

Reference Response

I've lived in Wenham for 27 years and witnessed the central role First Church in Wenham (FCW) plays in our community. Though I attend a different church, I've interacted with FCW often—from Girl Scout cookie distribution to memorial services. They are truly a welcoming and inclusive presence. As chair of Wenham's Human Rights Committee, I saw their commitment firsthand when they partnered on our first Pride and Juneteenth events in 2021, even ringing their bells for Juneteenth. Despite vandalism of their Pride flag, they remained vocal allies to the LGBTQ+ community. FCW was also instrumental in launching Family Promise on the North Shore, helping house families in need. They don't just preach inclusion—they live it.



■ Carol Harlow-Carlson

Contacted: 5 days ago

Primary Email Address: harlow-carlson@comcast.net

Reference Response

No response

Closing Prayer

Guiding Spirit, we give thanks for your faithfulness through every season of our life together.
You have called us to be rooted in your love, bound together in community,
and reaching outward in compassion and justice.
As we welcome our new Associate Pastor,
we pray for your Spirit to move among us in fresh and life-giving ways.
Bless them with wisdom, courage, and joy,
May their gifts enrich our community,
And may they feel the warmth of our welcome.
Guide us as you shape a future filled with welcome, purpose, and hope.
And may all we do reflect the love of Christ,
in whose name we pray. Amen.

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 Associate Pastor Search committee conducted a series of 8 listening groups to hear from the congregation regarding the role of our new associate pastor. Information gathered from those meetings informed the development of the Associate Pastor's job description and this profile. The search committee had input on the writing. A subcommittee of Deirdre Pierotti Dean, Alex Overton, Dorothy Goudie, Cindy Imlach, and Rev. Sean created the original draft. Christine Cutter and Shelby Thomson were proofreaders. Rick Sprinkle, our treasurer, had input on the financials.

2. Additional comments for interpreting the profile:

Many thanks to our Search committee for developing our profile. Thank you, Dorothy Goudie, Alex Overton, Karen Anger, Cindy Imlach, Mary Thomson, Archie Campbell, Jim Purdy, Deirdre Pierotti Dean, Rev. Sean, and Daniel Koppell!