



<b>Name of Church</b>
Congregational Church of Grafton, UCC
<b>Address</b>
PO Box 421 Grafton, MA 01519
<b>Conference:</b>
Southern New England
<b>Association:</b>
Central Massachusetts
<b>Title</b>
Interim Pastor Search
<b>Start Date</b>
n/a
<b>Description</b>
Congregational Church of Grafton, UCC Interim Pastor Search

### Church Contact Information

No contact information has been added to this profile.

### Listing Information

#### Web Presences

<http://www.uccgraffton.org> *Type: Professional*

<http://www.facebook.com/UCCGrafton> *Type: Professional*

#### Additional Formal Ecumenical Affiliations

N/A

#### UCC Conference or Association Staff Contact Person

**Name:**

Reverend Carol Steinbrecher

**Title:**

Area Conference Minister, North Central Region

**Phone:**

508-244-4887

**Email:**

SteinbrecherC@sneucc.org

#### What we value about living in our area.

Practically all of the benefits of New England living are readily available to Grafton residents. Our town has all the amenities of a small, quiet suburban area with many community activities. A vibrant arts scene and excellent schools make Grafton attractive

to young families. At the same time Boston, Providence and Worcester are in close proximity. Finally, due to the growth of the town over the last decade, Grafton now contains a healthy mix of long-time and new residents.

**Current size of membership**

73

**Average in person attendance**

30

**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?

0

**Languages used in ministry**

English

**Position Title**

Interim Pastor Search

**Position Duration**

Intentional Interim

**Compensation Level**

Other

**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.  
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).  
Maintain collegial and denominational relationships.  
Other expectations: please provide a list.  
work with Search Team and congregation on profile for a Settled Pastor  
attendance at special church events (tbd)

**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)	49000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 49000			
Pension/Annuity	6900	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	3800	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	10000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Life Insurance	735	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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

Total package offered (salary basis plus benefits) = \$70,435 for 3/4 time  
Housing is included in salary base

The expected living situation for our next minister.

Flexible, housing allowance may be negotiated.

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 are flexible and willing to discuss the scope of ministerial duties and assistance from lay leadership.

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

Criminal background checks.

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

Grafton Area Ministry Association  
[Clergy Resources SNEUCC](#)

### 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.

Our congregation has worked together in the last two years to develop our mission and vision statements to define our calling.

### MISSION STATEMENT

We, the Congregational Church of Grafton,  
**Celebrate** God's presence and love,  
**Connect** to God, one another and the community,  
**Affirm** our journeys and unique gifts,  
**Share** hope, healing and spiritual growth.

### VISION STATEMENT

We envision diverse models that strengthen, broaden, and deepen the place of the church in our lives and in our community.

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

Out of the Mission and Vision statement, we have identified the following goals:

### GOALS

**Goal 1:** Inspire more people to come and engage in the work and worship of our church

**Goal 2:** Expand outreach and mission in our community and beyond

**Goal 3:** Foster awareness of God's love, of Jesus' teachings, and the movement of the Holy Spirit among us

**Goal 4:** Provide opportunities for spiritual growth and fellowship

## 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:	73
NUMBER OF ACTIVE NON-MEMBERS:	8
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	81

ARE THESE NUMBERS ESTIMATES?

No

Describe the total participation of the church:

DEMOGRAPHIC	NUMBER
MEMBERSHIP 5 YEARS AGO:	75
MEMBERSHIP 10 YEARS AGO:	105
WEEKLY ADULT EDUCATION ATTENDANCE: (IF ANY)	0
YOUTH MINISTRY ATTENDANCE: (IF ANY)	0

ARE THESE NUMBERS ESTIMATES?

No

### Number of total participants by age:

AGE	NUMBER
0-11	10
12-17	6
18-24	11
25-34	1
35-44	6
45-54	13
55-64	15
65-74	8
75+	14

### ARE THESE NUMBERS ESTIMATES?

No

### Staff and Volunteer Leadership

#### List of all current staff:

*No Response*

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

Overall, CCG is an active, healthy church. In our worship, we feel that music is very important. We also want to reach out virtually to worship with people outside our walls. We need a sexton because many groups, both Church organized and from the greater community, use our building. And finally, an Administrative Assistant frees the Pastor from administrative tasks.

### Church Finances

#### Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	71836
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	48320
Endowment Draw (beyond what is permitted by spending policy, "drawing down the principal")	20067
Fundraising Events	37518
Total	219311

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

195312

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:

N/A

Are capital and other payments current?

Yes

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

Endowment:

1044333

Endowment:

*No response*

Endowment:

*No response*

### Capital Campaigns

Description of any building programs projected or underway.

Renovation/Restoration of the church exterior and repair of the front walkway.

Pictures



Does the church have a parsonage?

No

Describe all buildings owned by the church and include pictures:

We own our beautiful and historical Congregational Church building on the Grafton Common.

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

# UNITED CHURCH OF CHRIST

## Interim Pastor Search Congregational Church of Grafton, UCC Grafton, MA

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

Large print bulletins

Wheelchair access in bathrooms

Handrails on all stairs

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

Curb cuts

### Which spaces are accessible to wheelchairs:

Accessibility features of our building(s):

Wheelchair accessible entry to ground floor level of the building

A lift from ground level to the Sanctuary

ADA compliant bathroom on the ground floor

Sanctuary and all rooms on the ground floor (offices, meeting rooms, bathroom, kitchen) are accessible.

## Historical Information

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

In 1980, we held the First Harvest Fair and Apple Pie Social for the Grafton community. The Fair has become an iconic and much anticipated event in the life of the town and beyond. To host such a large-scale event, we have been blessed by the volunteer participation of friends and members, as well as many others from various groups and organizations in the town. This year, we will be hosting the 46<sup>th</sup> annual Fair!

The Thrift Shop was formed in 1950 by the Women's Association and in 2016 was brought into the church building which solidified the community's awareness of the Shop's role as a mission of the church.

During the Covid pandemic, our church adapted well. Our creativity, resilience and sense of community were strengthened during this time. We seamlessly transitioned into virtual platforms for our worship service and meetings. We adapted our Fair and Women's retreat so that they could continue. We successfully continued our Capital Campaign for restoration of stained glass windows.

### Ministerial History:

*No response*

## Community Vision

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

Locally, our church charters BSA Troop 107, Pack 107, and Troop 2019. We host these groups' weekly meetings and they reciprocate by volunteering at our annual Harvest Fair, helping with maintaining our grounds, and contributing to our mission projects with donations and their time.

We also participate in events run by the Grafton Recreational Department, such as the yearly Grafton Celebrates the Holidays, Fall Festival, and Community Yard Sale. We also open our building (bathrooms!) for events on the Common.

In the Greater Worcester Area, we support Worcester Fellowship's Thursday Cafe by providing lunches and collecting white socks for at risk adults. We also send donations of clothing items, toiletries, diapers, feminine products, backpacks of school supplies, Thanksgiving baskets, and Christmas gifts and toys to the Central Mass Housing Alliance, Worcester Area Missions Society, Pernet Family Health Services, the Grafton Food Bank and Crescent Manor Nursing Home.

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).

## References

*None contacted yet*

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### Closing Prayer

Loving God, we lift up our Church, its people, work, and worship. We pray for your guidance. We ask that you open our minds and hearts to receive renewed vitality for faithful worship and action. Move us to share our spiritual gifts, time, and resources to fellowship together as one family in the Body of Christ. Lead us to the mission you have planned for us. We pray with expectation and hope that you will align our church with your purposes. Break through our human limitations, as you show us your Way. We trust that you are with us and that your Spirit is working in our midst.  
Amen

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### 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.*

Members of the Nominating Team, Deacons, Treasurer, and Cabinet.

#### 2. Additional comments for interpreting the profile:

*No response*