



Name of Church

First Congregational Church of Rutland UCC

Address

PO Box 484
Rutland, MA 01543

Conference:

Southern New England

Association:

Central Massachusetts

Title

Intentional Interim

Start Date

n/a

Description

FCC Rutland IN Pastor Search

Church Contact Information

No contact information has been added to this profile.

Listing Information

Web Presences

<https://rutlanducc.org> *Type: Other*

<https://www.facebook.com/FirstCongregationalChurchofRutland> *Type: Other*

https://www.instagram.com@first_church_rutland *Type: Other*

Additional Formal Ecumenical Affiliations

No response

UCC Conference or Association Staff Contact Person

Name:

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.

The scenic, rural and historic Town of Rutland is a very close-knit, growing community whose residents are proud to be part of. We are known for our spectacular Fourth of July Celebrations which shows our pride for our country, and for those who founded and protect it. The residents of Rutland are quick to respond in times of tragedy or need. The support from one another can be overwhelming when someone suffers the sudden loss of a loved one or a family is suffering the hardship of a dreaded illness or loss of their home. The First Congregational Church of Rutland has a strong ecumenical relationship with its next door neighbor, St. Patrick Parish, which exhibits our sense of community.

Current size of membership

182

Average in person attendance

50

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?

100

Languages used in ministry

English

Position Title

Intentional Interim

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.
Church Administration, Newsletter, Communications, Staff Supervision.
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).
Other expectations: please provide a list.
Guidance in our search for a settled pastor.

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)	21792	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	10000	<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: 31792			
Pension/Annuity	1	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	1	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	1	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Life Insurance	1	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	1	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	1	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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

The total compensation for this position, including housing and benefits, is \$40,000. Benefits associated with this part time position are negotiable depending on the needs and requests of the candidate.

The expected living situation for our next minister.

A housing allowance will be offered. There is no parsonage available to offer with this position.

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 understand that this is a part time position and it is reasonable that the pastor could be holding another part time position outside of our church. It is likely the pastor would not be available should an emergency situation arise. We are hoping to engage members of our congregation to be available for visitations and unexpected situations that may require attention.

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

Reimbursement for use of personal vehicle.
Conference and/or Association meeting registrations
Criminal background checks.

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

We are associated with the UCC, who offer vast resources to support our church and pastor. Our congregation and members have proven to be very supportive of our ministers.

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 strive to be a Community Church where the love of God is shared and felt by all who enter our building, as well as to those outside our walls. We are reminded of this in our Mission Statement and ONA Statement:

Mission Statement:

Our Church exists to cultivate the love of God and our community and to build a deep conviction that we are all beloved, valued people of worth who are devoted to following Jesus and doing God's work. We welcome and seek Christ's living presence in our town and beyond. Our Church is a place of worship, inspiration, learning and discovery. We are the arms, hands and voice of God's love.

ONA Statement:

The First Congregational Church of Rutland, Massachusetts, UCC, A Community Church, is a welcoming, open, and affirming church. We believe that all people are precious children of God, equal and loved by God. Here you will find acceptance of all people of all races, ages, gender identities, sexual orientations, previous religious affiliations, professions, nationalities, mental conditions or physical capabilities. You will be warmly welcomed, and you will find the freedom to worship with caring people who take joy in both our shared commonalities and differences.

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

Our church has attempted to reach more of the community. In 2019 our church voted to change the name of the church from First Congregational Church of Rutland, to First Congregational Church of Rutland, A Community Church. Our intention was to tell the community that we are here for all of the community. The church funds a Pastor's Discretionary Bank Account to help people in a crisis, including need of food, heating oil, rent or mortgage payment, etc. This account uses money raised by the church by preparing and selling Popcorn and Cotton Candy at local community events. A label on the popcorn explains that this money goes back into helping members of the community.

One other key event in the life of our church, was a recent decision to sell the lease of cell phone radio rights. The church had a contract with AT&T for many years, to allow AT&T to house cell phone equipment in a room the church attic, and to operate an antenna in our steeple. For several reasons, the church voted to sell this lease-right to another company, who will interface with AT&T and any other cell phone carriers who may wish to use our building in a similar fashion. The most important gain to our church was net proceeds of about \$350,000, in exchange for the monthly lease payments from AT&T. We are being prudent about not spending this money except to replace the AT&T lease payments into our operating budget. This gives our congregation a measure of financial stability for the next few years. It is urgent that we grow our church membership for a number of reasons, including funding our operating budget.

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:	182
NUMBER OF ACTIVE NON-MEMBERS:	30
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	212

ARE THESE NUMBERS ESTIMATES?

Yes

Describe the total participation of the church:

DEMOGRAPHIC	NUMBER
MEMBERSHIP 5 YEARS AGO:	225
MEMBERSHIP 10 YEARS AGO:	344
WEEKLY ADULT EDUCATION ATTENDANCE: (IF ANY)	0
YOUTH MINISTRY ATTENDANCE: (IF ANY)	25

ARE THESE NUMBERS ESTIMATES?

No

Number of total participants by age:

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

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
Administrative Assistant	Church Council, Pastor	part	5 years
Music Director	Pastor	part	2 years
Sunday School Superintendent	Pastor	vol	3 years
Sexton	Prudential Committee	part	1 month

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

Our two previous pastors were long term servants, both leaving to retire. Our congregation provides a welcoming and supportive environment for our ministers.

Our most recent church musician brought a variety of music into our church. He played the organ and piano, as well five or six wind instruments. He directed our choir and bell choir. The Rutland Jazz Band was started by our church musician-they play a Coffee House in our church once a month. This brought a new variety of people into our church, both musicians and spectators. Unfortunately, our musician recently needed to leave the country unexpectedly. We are unsure when or if he will return. This has left a void in the musical spirituality of our church, but many are coming together to continue our music ministry.

We are a congregation who can step up when the need arises. Since we have transitioned to a part time pastor position, we are looking for a pastor who can continue to guide us as we share the duties that he/she once performed.



Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	60998
Popcorn and Cotton Candy	3000
church suppers	2100
Quarters Auction	1200
Total	67298

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

186331

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 response

Are capital and other payments current?

Yes

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

Endowment:

No response

Endowment:

No response

Endowment:

No response

Capital Campaigns

Description of any building programs projected or underway.

none

Pictures



Does the church have a parsonage?

No

Describe all buildings owned by the church and include pictures:

The Rutland Congregational Church currently owns its church building. We also own a home that was formerly the parsonage. This house is now being rented to The Devereux School which provides safe, compassionate and effective treatment to children and adults with emotional, behavioral and cognitive differences. They are using the former parsonage as a group home.

The basement level of the church has been rented out by Small Steps Preschool since 1998. You will see a variety of books, toys and artwork that display youth, fun and learning when you enter.

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

none

Accessibility features of our building(s):

Accessible parking spaces

Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps)
Closed-captioning on sanctuary screen and/or livestream
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:

The lower level of the church is street level, no steps. The sanctuary of the church is accessible via elevator which was installed in 1989.

Historical Information

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

Our church was founded in 1723. In 2023 we had a grand celebration of our 300th anniversary. This brought many people, old and new, together, reminding us of how we got to be who we are today.

We have been an integral part of our community, striving to increase our presence in town. In 2019, we decided the full name of our church would be The First Congregational Church of Rutland, UCC, A Community Church.

After a long period of study, an Ad hoc committee led our church through the process to become Open and Affirming. They spent many months studying the meaning of ONA, the ONA position of neighboring congregations, and on other relevant experiences, such as in schools. The committee masterfully led our congregation through the process, and presented the results of their study. In the end, there was little controversy and the church voted overwhelmingly on November 6, 2022 to formally adopt ONA. A multi-color cross sign was erected outdoors, near the front entrance to the sanctuary.

Ministerial History:

Name: Rev David Fish

Years of service: 12

Name: Rev Robyn Burns

Years of service: 3

Name: Rev Richard Pryce

Years of service: 39

Community Vision

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

Our church strives to be a more prominent figure in the town of Rutland. Two years ago we began selling popcorn and cotton candy at town-wide events to share our mission of helping others. All profits from the sales go to the Discretionary Fund, which goes back to the community to help people in need. Three times a year, at Easter, Thanksgiving and Christmas, we hold an Ingathering where food is collected and ingredients for a holiday meal with all the fixings are distributed to families in need. At Christmas, gift cards are collected and distributed. Our Sunday School does monthly mission projects. An example is making Blessing Bags- toiletries and snacks are collected and put in ziploc bags for members of the congregation to take and distribute to someone they know, or to strangers on the street. The Women's Group does a yearly craft project to distribute with a Christmas card to patients at the nursing home. We support the food pantry providing access to food assistance.

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



☒ Lynne Amsden

Completed: Friday, May 16, 2025

I am a member of St Patrick's Catholic Church, located in Rutland MA and have had a relationship with the Rutland UCC Church for years

Primary Email Address: Lm.Amsden@verizon.net

Personal Cell: 5088867153

Reference Response

Over the past 50+ years, St Patrick's Church and the First Congregational have worked together to organize and run the Rutland MA Food Pantry. Currently, I am the Volunteer and Inventory Control Coordinator at this food pantry. In this role I have worked with the Pastor(s) and church members to provide for our community. This work includes reaching out to the Pastor or Mission Committee members to ascertain if there are any immediate food needs within their members. We also recruit volunteers from both churches to staff the pantry during distributions or to stock the pantry shelves. On a personal level, when my Dad passed away in 1995, we held his funeral at the Congregational Church but we held the collation at St Patrick's with members from both churches serving the luncheon.

For as long as I can remember, my family and I have always felt very welcome at the Congregational Church.

☒ Christine Mulry

Contacted: Thursday, May 1, 2025

Primary Email Address: mulfam@charter.net

Reference Response





No response

■ Paula Grimaldi

Contacted: Thursday, May 1, 2025

Primary Email Address: paulagrimaldi4@gmail.com

Reference Response

No response

Closing Prayer

We pray for a pastor who can move us forward and continue our legacy. We pray for guidance and direction to grow our congregation and make our presence known in our community so we can continue to show others the unconditional love God has for us all. We seek inspiration during our worship service. Please help us to fulfill the goals of our Mission and ONA statements.

There are different kinds of gifts, but the same Spirit distributes them. There are different kinds of service, but the same Lord. There are different kinds of working, but in all of them and in everyone it is the same God at work.

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.

Pastor Search Committee:

Steve Angus

David Bishop

Jill Carter

Erica Skerry

Rita Stearns

Administrative Assistant and Church Treasurer:

Teresa Hendrickson

Church Collector:

Stacey Skerry

Pastoral Committee Chairperson:

Kathy Highland

2. Additional comments for interpreting the profile:

We understand that we are seeking a part time pastor and that the tasks checked off under "Expectations" may not be feasible, or time spent on each task may be minimal.

Membership and attendance numbers continue to fluctuate.

We have chosen not to fill out the section regarding "Number of total participants by age". We do not feel confident in guessing how old our parishioners are, nor do we feel comfortable surveying our congregation in regards to how old they are. Our best guess would be to say that the majority of our congregation is "of retirement age", maybe 70%.