

Name of Church
First Congregational UCC
Address
725 Washington St Holliston, MA 01746
Conference:
Southern New England
Association:
Central Massachusetts
Title
Interim Pastor
Start Date
n/a
Description
First Congregational UCC, Holliston, MA

Church Contact Information

(508) 429-8608 (Church Primary Phone)

office@hollistonucc.org (Church Email)

Listing Information

Web Presences

<https://hollistonucc.org/> *Type: Professional*

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

<https://www.youtube.com/@fcholliston> *Type: Professional*

<https://www.instagram.com/fcholliston> *Type: Professional*

Additional Formal Ecumenical Affiliations

none

UCC Conference or Association Staff Contact Person

Name:

Carol Steinbrecher

Title:

Area Conference Minister

Phone:

No response

Email:

SteinbrecherC@sneucc.org

What we value about living in our area.

Just far enough from the urban sprawl of Boston to maintain our quintessential New England village feel, yet close enough to allow residents easy access to all that the great city has to offer, Holliston has a long standing, well-deserved reputation as a great place to live. Lifelong friendships are formed in Holliston, and gestures of mutual support – be they small or big – abound. Holliston is cherished for its strong sense of community, and thus Hollistonians show up for one another.

Holliston's quaint downtown village – anchored of course, by the historic and beautiful Holliston First Congregational Church! - is home to engaged small businesses which contribute to the local charm and foster connections among residents.

Rich cultural offerings can be found in Holliston and our surrounding area. The highly regarded Holliston school district is a source of pride, attracting many young families to our town. Add the adventure of the popular Upper Charles River Rail Trail, and it can be genuinely said that Holliston provides options to our population which address spirit, mind, and body.

All of these items mentioned above make Holliston a truly special place to live, blending tradition, community spirit, and opportunity.

Current size of membership

232

Average in person attendance

70

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

Languages used in ministry

English

Position Title

Interim Pastor

Position Duration

Intentional Interim

Compensation Level

Other

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines

[🔗 Download compensation guidelines](#)

Scope of Work

Select the expectations of the church's next pastor using the list below and following the Call Agreement Workbook.

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

Expectations:

- Worship Leadership, Preaching, Service Preparation.
- 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).
- Maintain collegial and denominational relationships.

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)	55000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	35000	<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: 90000			
Pension/Annuity	13000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	7000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	16000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Life Insurance	1000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	0	<input type="checkbox"/>	<input type="checkbox"/>

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

Total package including benefits is 127k. Total compensation changes depending on if the Interim chooses to use the parsonage. If they chose not to use the parsonage, a housing allowance is made available and is part of the above package. A home equity allowance is made available if the parsonage is chosen. Benefit numbers are approximations based on current payments made directly to the vendors.

The expected living situation for our next minister.

The parsonage is available, but housing allowance can 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.)

Yes

A home equity allowance meeting the SNEUCC guidelines will be available if the parsonage is used by the Interim Minister.

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

This is a FULL TIME position.

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

Reimbursement for use of personal vehicle.

Criminal background checks.

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

Reimbursement for Conference and Association meeting registrations, and educational requirement registrations is negotiable.

Holliston clergy is also supported in part by the Metrowest Interfaith Community, which is "a collaborative network of religious leaders and advocates representing diverse faith traditions." They meet every few months either online or at the Missionary Shrine of Our Lady of Fatima in Holliston.

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 have been united by a strong and loving minister. Her "big tent" approach has enabled congregants to work, worship, and build together despite potentially different opinions. We have united around both adult and youth work missions, a vibrant music program, a yearly women's retreat and more recently, a climate change initiative. God is calling us to continue to work together and to take more responsibility for the loving dynamics as we say goodbye to a minister who has lead with warmth and heart for the past 16 years.

Our congregation is now called to self-reflection as we enter the interim and search phase. How do we continue to nurture ourselves? How do we support the greater community in more outward-facing ways? What steps can we take forward in financial and church management to live our stated values? We are being called to move forward, to face the future and any questions that may arise as a result. We are being called to decide together how to enact God's love with each other and the community.

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

The congregation is fortunate to have several gifted and motivated members who have taken on challenging areas of study and intentional action. Last year, a group of approximately 25 members met throughout the year to study climate change from a Christian perspective. Members of that group continue to have an impact on the church's worship, physical plant decision-making, and education.

The issues of immigration and financial stress are challenges in the larger community that the church is working to address directly. Food insecurity is a concern in our town and the surrounding towns, and the church has made this a major fundraising and practical effort for Christian outreach. There are opportunities to give cash, donate materials and volunteer, and we maintain connections with the local providers. During worship, congregants doing immigration advocacy have spoken about their work as a "mission moment." Given the current political climate, we are stepping forward, highlighting those doing justice work and inviting any congregants so moved to join them.

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:	232
NUMBER OF ACTIVE NON-MEMBERS:	25
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	257

ARE THESE NUMBERS ESTIMATES?

Yes

Describe the total participation of the church:

DEMOGRAPHIC	NUMBER
MEMBERSHIP 5 YEARS AGO:	275
MEMBERSHIP 10 YEARS AGO:	350
WEEKLY ADULT EDUCATION ATTENDANCE: (IF ANY)	25
YOUTH MINISTRY ATTENDANCE: (IF ANY)	30

ARE THESE NUMBERS ESTIMATES?

No

Number of total participants by age:

AGE	NUMBER
0-11	8
12-17	15
18-24	17
25-34	7
35-44	18
45-54	39
55-64	51
65-74	78
75+	24

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
Moderator	Leadership Council	vol	One Year
Clerk	Leadership Council	vol	One Year
Treasurer	Leadership Council	vol	One Year
Minister of Music	Pastor	part	Fifteen Years
Sexton	Pastor	part	Six Years
Business Manager	Pastor	part	Thirteen Years
Director of Children's Ministries	Pastor	part	One Year
Youth Group Director	Pastor	part	One Year
Holliston Community Children's Center Director	Pastor	full	Ten Years
Church Administrator	Business Manager	part	Fourteen years
Deacons	Pastor	vol	One - Three years

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

The staff forms the backbone of the church, providing diverse and extensive ministry services, leading to a vibrant community life. Our staff represents the demographics of the church membership.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	360541
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	21311
Rentals (\$ to us, includes HCCC)	226724
Total	608576

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

640000

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:

none

Are capital and other payments current?

No

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

Endowment:

1097121

Endowment:

262940

Endowment:

36607

Capital Campaigns

Description of any building programs projected or underway.

The above "endowment" numbers include a strategic reserve fund and a building fund.
We have no current building programs in process.

Pictures



Does the church have a parsonage?

Yes

Fair market rental value of the parsonage:

No response

How is the parsonage used?

No response

Street

24 Hollis Street

City

Holliston

State

MA

Zip

1746

Finished square footage:

1500

Number of Bedrooms:

3

Number of Bathrooms:

2

Assessed real estate value:

No response

Available for minister residence?

Yes

Expected minister residence?

No

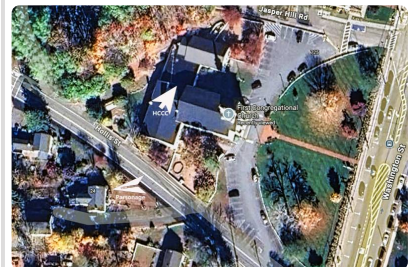
Condition of structure, systems and appliances

Appliances and floors recently updated

Entity in the church responsible for review and needed repairs

Operational Ministry

Parsonage pictures



Describe all buildings owned by the church and include pictures:

Parsonage and barn on premises

Church building

Attached school classrooms to rear of church building, currently house Holliston Community Children's Center Day Care, a program of the church

Jordan Hall, attached to north side of church

Storage sheds

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)
 Access to child care spaces for wheelchair users and people with other mobility aids
 Wheelchair access in bathrooms

"Quiet room" with worship viewing and listening availability
 Handrails on all stairs
 Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)
 Wheelchair areas in sanctuary (other than "front or back")

Which spaces are accessible to wheelchairs:

Without elevator (ground level, handicap entrance)

Chapel
 Sunday School/Nursery classrooms
 Fellowship Hall

With elevator (main level)

Jordan Hall
 Kitchen
 Church office
 Ladies Parlor
 Handicap bathroom
 HCCC classrooms

With elevator (2nd level)

Sanctuary (not including balcony)

With elevator (3rd level, 1/2 level up from 2nd)

Pastor's office
 Business office
 Choir room

Historical Information

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

Significant happenings in the history of our church include:

- Sponsorship of a child care and preschool in our building.
- Our decision to commit to be an Open and Affirming church.
- Refurbishing and redesigning our church green to provide a beautiful space for church and community events.

In 2019 our church reorganized our leadership structure. Over the years our church had accumulated a tangle of several dozen committees which resulted in cumbersome meetings, overlapping responsibilities, and more committee members than our church membership could fill. A team of skilled church leaders restructured the committees into three over-arching ministries: The Worship & Welcome Ministry, the Discipleship Ministry, and the Operational Ministry. Leaders from each of these ministries along with staff leaders form the Leadership Council.

Ministerial History:

Name: Jan Gregory-Charpentier, Assoc. Pastor

Years of service: 6

Name: William Tucker, Senior Pastor

Years of service: 11

Name: Timothy Benson, Snr. Pastor

Years of service: 6

Name: Bonnie Steinroeder, Senior Pastor

Years of service: 16

Name: David Fountain, Interim

Years of service: 3

Name: Elizabeth Rogers, Associate Pastor

Years of service: 1

Name: Andrea Castner Wyatt, Associate Pastor

Years of service: 5

Name: Jack Lyons, Interim

Years of service: 1

Community Vision

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

Our church extends outward by listening and learning about the needs of other people and the opportunities God has for service and advocacy.

- Contributing to food pantries in surrounding towns
- Mission trips to Maine, Haiti, and continued support to those organizations
- Service and fund raising by Youth Group and Confirmation classes
- Sharing gifts to anonymous families at Christmastime
- Sponsorship of local English as a Second Language classes
- Donations to CASA (Court Appointed Special Advocates) an advocacy group for children with special needs in Worcester
- Donation to areas in our country experiencing disasters, for example, flood victims in Ashville, NC and victims of fires in California
- Operating a child care center and preschool (Holliston Community Children's Center)
- Participating and hosting World Day of Prayer

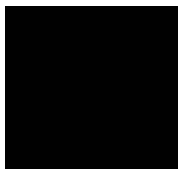
Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations, through Just World Covenants or affiliations with other groups. Check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

Open and Affirming (ONA).

Other UCC designations:

Level One Green Congregation

References



Joanne Hines

Completed: today

To Whom it May Concern:

I grew up at FCC. I was baptized, confirmed and married there.

Primary Email Address: joannehines55@gmail.com

Personal Cell: 5082598113

Reference Response

Laura Orth

Sheila Adams

Completed: 5 days ago

Member of UCC Holliston and President of Holliston Historical Society

Primary Email Address: adamssjt1@aol.com

Personal Home: 508 429-4876

Reference Response

I may be called or contacted for a reference for the place of the Congregational Church in Holliston.

Karen Jewitt

Contacted: Wednesday, Jan 7, 2026

Primary Email Address: info@hollistonfoodpantryshef.org

Reference Response

No response

Closing Prayer

Work willingly at whatever you do,
working for the Lord rather than for people.
Colossians 3:23
Dear God, we come to you with open hearts.
Our beloved minister's season of rest has arrived.
We cherish one another, and as a group we are searching
For one to be beside us as we work to discern our future,
to guide our Congregation, and to serve You in unity.
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.

Interim Search Committee:

Laura Orth
Linda Schumacher
Bud Dodge
Loretta Larraga
John Keogh

Business Manager:

Karen Putvinski

2. Additional comments for interpreting the profile:

No response