

Name of Church

Foster Memorial UCC

Address1791 Wilbraham Rd
Springfield, MA 01119**Conference:**

Southern New England

Association:

Hampden

Title

Intentional Interim Pastor

Start Date

n/a

Description

Foster Memorial UCC, Springfield, MA Intentional Interim Pastor

Church Contact Information

(413) 782-2112 (Church Primary Phone)

fostermemorial@msn.com (Church Email)

Listing Information**Web Presences**<https://www.fostermemorial.org> *Type: Professional*<https://www.facebook.com/Foster-Memorial-Church-359879278221> *Type: Professional*<http://www.youtube.com/@fostermemorialchurch7723> *Type: Professional***Additional Formal Ecumenical Affiliations***No response***UCC Conference or Association Staff Contact Person****Name:**

Rev. David Jones

Title:

ACM Northwest

Phone:

860-761-7192

Email:

jonesd@sneucc.org

What we value about living in our area.

We are a welcoming, active congregation that shares commitment to social justice, peace, and joy in our 16 Acres neighborhood of Springfield Massachusetts and surrounding towns. Members and friends can be found in front of our church amid our beautiful gardens, waving for peace every week, hosting annual peace day events and vendor fairs, and enjoying ice cream socials. Around back, the parking lot is the site for our monthly drive-through food donations. As you enter the building, you are greeted by a large rainbow flag, showing that we are Open and Affirming, along with a dedicated deacon to greet you no matter which door you use. We have ramps and a lift as mobility aids and hearing devices for use by anyone who needs one. This area and our church building are a true reflection of our congregation and our purpose: We are a joyful, welcoming, inclusive, and supportive community of Christ followers, eager to shine God's love by connecting people through partnerships and service that foster peace and hope in our neighborhood, wider community, and world.

Our Interim Pastor will help us continue as we strive to meet the purpose we have set for ourselves as we search for our next settled pastor.

Current size of membership

115

Average in person attendance

60

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

Intentional Interim Pastor

Position Duration

Intentional Interim

Compensation Level

Other

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference 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.
Pastoral care, visitation of hospitalized, homebound, and members in care facilities.
Special services (weddings, funerals, liturgical year services).
Maintain collegial and denominational relationships.
Mission and service involvements.

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)	45000	☒	☐
Housing Allowance	10000	☒	☐
Any Experiential Difference (Related to years of experience)	0	☒	☐
Salary Basis: 55000			
Pension/Annuity	7700	☐	☐
Social Security and Medicare Offset	4203	☐	☐
Medical/Dental Insurance	6300	☐	☐
Life Insurance	1200	☐	☐
Disability Insurance	0	☐	☐
Worker's Compensation	0	☐	☐

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

Staff supervision is minimal, primarily coordination with the part-time Administrative Assistant.
Worker's compensation is covered in our insurance policy.

The expected living situation for our next minister.

Living within reasonable commuting distance with a housing allowance.

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 have an active executive board that takes on much of the responsibility for operating the church. Our pastor will need to be physically present for Sunday worship services and one Wednesday evening per month. Other in-office time and pastoral care visits can be negotiated.

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

Hampden Association Committee on Ministry and UCC Area Minister provide support.

Who Is God Calling Us to Become?

"You shall love the Lord your God with all your heart, and with all your soul, and with all your mind." (Matthew 22:37 NRSV)

Who God is calling us to become as a congregation.

We are a joyful, welcoming and inclusive community of Christ followers committed to shining God's love in our neighborhood and world. As an Open and Affirming congregation, we embrace people of every identity and background, celebrating the fullness of God's image in all. We believe God is calling us to deepen our hospitality, strengthen our community partnerships, and serve with compassion and hope. In this next chapter, we seek leadership that will nurture our joy, expand our outreach, and help us live more fully into Christ's love.

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

We have a dedicated and active congregation of lay people, including eight retired pastors. Our Interim Pastor will support us by continuing and strengthening our service and outreach through:

Sponsor and add more community events to attract more newcomers and members.

Filmed on-line service which provides inclusion and outreach beyond our local community.

Presence on social media. Consider increasing our presence on additional platforms, blogs, more options to give on-line.

Increasing members and revenue to the church is key to our survival and ability to continue in our ministries.

Mutual support and relations with UCC Hampden Association, Southern New England UCC Conference and national and global UCC.

Mutual relations with our more than twenty local and regional community outreach partners.

11-Year Report

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

[Download 11_YEAR_REPORT_Foster Memorial Springfield _2025.pdf](#)

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	110
NUMBER OF ACTIVE NON-MEMBERS:	5
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	115

ARE THESE NUMBERS ESTIMATES?

Yes

Describe the total participation of the church:

DEMOGRAPHIC	NUMBER
MEMBERSHIP 5 YEARS AGO:	112
MEMBERSHIP 10 YEARS AGO:	143
WEEKLY ADULT EDUCATION ATTENDANCE: (IF ANY)	0
YOUTH MINISTRY ATTENDANCE: (IF ANY)	30

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	15
12-17	15
18-24	0
25-34	10
35-44	0
45-54	20
55-64	0
65-74	10
75+	42

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
Administrator	Pastor	part	1 year
Music Director	Music Team	part	30 years
Child Care	Christian Ed Team	part	3 years

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

The demographics, staff, and leadership of our church reflect our priorities: to welcome all through missions in our neighborhood, child care and youth programs, and joyful music ministry. The Executive Board of the church community, in concert with the Moderator, are responsible for guiding the Church. The pastor is our spiritual guide; the moderator will oversee the Executive Board by open discussion with the pastor, the board and membership. Input by membership will be through the diaconate or directly to the board. Executive Board members are elected in accordance with our bylaws.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	127000
Fundraising Events	9000
Room Service Fees	6000
House Rental	10800
Total	152800

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

176000

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 FosterMayBudgetSnip.png](#)

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?

No

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

Endowment:

267000

Endowment:

67000

Endowment:

No response

Capital Campaigns

Description of any building programs projected or underway.

We expect a capital campaign for building but it has not been started yet.

Pictures



Does the church have a parsonage?

No

Describe all buildings owned by the church and include pictures:

Church building
House in church parking lot

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

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
Wheelchair access in bathrooms
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:

Sanctuary (except pulpit and chancel)
Fellowship Hall
Meeting Rooms
Restrooms on all levels

Historical Information

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

The history of the congregation goes back to the 1890's when Hope Congregational Church began having Sunday services in the 16 Acres section of Springfield, MA. The cornerstone was laid on land donated by Cyrus Foster in memory of his parents in 1911. In 1926, the 16 Acres Branch of Hope Congregational Church became separately incorporated as Foster Memorial Church. After World War 2, the congregation was outgrowing the chapel and the current church building was constructed. It opened in 1954 with Rev Charles Bezdek as its first full-time Pastor. He left for California in 1961 and the church has called 4 other settled pastors since that time with Rev. Barbara Schenk serving in that position since 2008.

FMC is an Open and Affirming and a Just Peace church and has been a member of the UCC since 1960.

Full-time Pastors since 1950:

Rev. Charles Bezdek, 1950 – 1961;
Rev. David Dean, 1962 – 1972;
Rev Duane Herron, 1972 – 1975;
Rev. Dr. Bruce Breuer, 1976 – 2006; and
Rev. Barbara Schenk, 2008 -2026.

Ministerial History:

Name: Rev. Dr. Bruce Breuer

Years of service: 30

Name: Rev. Barbara Schenk

Years of service: 18

Community Vision

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

Our focus on missions includes the following:

Monthly food collection for Open Pantry

Monthly meal for Loaves & Fishes (with Open Pantry)

International Peace Day annual event at our church

Special Offerings to support our missions

School Supplies collection for Rebecca Johnson school

Hats, Mittens, Toiletries collections for Gray House

Quarter Auction fundraisers split between local charities and church budget

Weekly Waving for Peach ministry for 12 years

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.

Just Peace.

Open and Affirming (ONA).

References☒ Darleen St. Jacques

Completed: Friday, Jul 10, 2026

Foster Memorial Church has provided a monthly meal for Open Pantry Community Services/Loaves and Fishes Community Kitchen for many years.

Primary Email Address: dstjacques@openpantry.org

Business: (413) 265-5270

Reference Response

Foster Memorial Church is very involved with Springfield and the surrounding communities. They are very involved with organizations that provide services for poor, homeless and disadvantaged individuals. Their church members are friendly, respectful and wonderful to be with. I have been the program director at Open Pantry's Loaves and Fishes Community Kitchen since 1997 and have been involved with the church members on a monthly basis when they come in with the monthly meal.

☒ Michelle Norman

Completed: Wednesday, Jul 15, 2026

As the Family Liaison, I serve as the primary connection between home, school, and the community, fostering meaningful partnerships.

Primary Email Address: normanm@springfieldpublicschools.com

Business: 413 787-6687

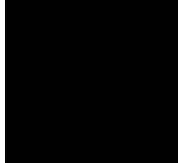
Reference Response

For more than a decade, Rebecca M. Johnson School has had the privilege of partnering with Foster Memorial Church. Throughout this time, the church has consistently demonstrated an unwavering commitment to serving children, families, and the broader community with compassion, generosity, and integrity.

Foster Memorial Church has been a trusted community partner, providing support through volunteerism, outreach initiatives, donations, and meaningful collaboration on programs that enrich the lives of our students and their families.

The partnership between Foster Memorial Church and Rebecca M. Johnson School has made a lasting difference in the lives of many.

I am confident that the same compassion, professionalism, and commitment they have demonstrated in our partnership will continue to benefit every individual and organization they serve.



■ Rev. Stephen Williams

Contacted: Thursday, Jul 9, 2026

Primary Email Address: pastorswilliams@aol.com

Reference Response

No response

Closing Prayer

Almighty God, grant us your guidance and wisdom as we look toward the future life and ministry of this congregation. In Jesus' name, 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.

Amy Pawle, Moderator
Mary Caron, Deacon
Alice Kempf, Vice Moderator
Kevin Withers, Finance Committee
Rev. Bob Loesch, Just Peace
Bruce Moore, Trustees

2. Additional comments for interpreting the profile:

No response