

UNITED CHURCH OF CHRIST

SUMMARY CHURCH PROFILE

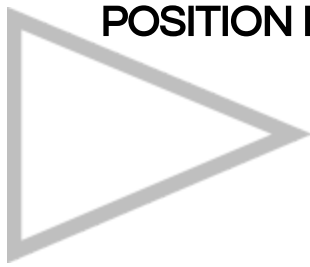
First Congregational Church in Billerica
Billerica, Massachusetts

Full-time Designated-term Associate Pastor

Massachusetts Conference, Northeast Association

[April 2, 2018]

*“God is able to provide you with every blessing, so that
having all sufficiency in all things at all times,
you may abound in every good work.”
(2 Corinthians 9:8)*



POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: First Congregational Church in Billerica

Street address: 18 Andover Road; Billerica, MA 01821

Supplemental web links: <http://www.fccbillerica.org/>

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):

Billerica Interfaith Association

Conference: Massachusetts Conference of United Church of Christ

Association: Northeast Association

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

Associate Conference Minister - Rev. Wendy Vander Hart

Phone: 781-369-1396

Email: vanderhartw@macucc.org

Summary Ministry Description:

There is a vitality in our church, which when harnessed is able to convey our message of “I was a stranger and you welcomed me.” As part of our multi-year plan to further increase our relevance in the community, we seek a two-year designated term associate pastor. The associate pastor will support current programs, as well as develop and expand programs to increase our presence in the community. We would like to increase the number of members in the congregation and those participating in community activities.





What we value about living in our area (2 – 3 sentences):

Billerica is often described as a hard working, middle class town. We value our small community feel despite being a town of more than 40,000 people. We are located about 20 miles north of Boston and convenient to all the major highways. We have a lot of pride in our historic roots, which includes the church itself. Billerica is a town that supports families through sports and other community activities, including an active Recreation Department, the Boys and Girls Club and the Billerica Public Library.

Current size of membership: **374 (active and inactive)**

Languages used in ministry (*other than English*): **N/A - English is the primary language used**

Position Title: **Associate Pastor**

Position Duration:

Designated-Term – a called position for a designated time period for a defined purpose, in which the pastor may move church membership to the congregation served and may move standing to the related association. We are looking for a two-year designated term where the associate pastor will support the ministries of the church and be a part of church revitalization.

Compensation Level: **Full Time**

Does the total support package meet conference compensation guidelines?

Yes, with the exception of 80 percent healthcare coverage.

SCOPE OF WORK

We are seeking a full-time, designated term pastor to help increase our presence in the Billerica community and develop new ministries with the objective of increasing membership in preparation for a capital campaign.

First Congregational Church in Billerica has traditionally been a presence in the Billerica community. Through the efforts of our current pastor of the past nine years, Rev. Katherine Adams, and the congregation, we have become a larger presence in the community but we as a congregation want to do more.

The new associate minister would help support and expand current programs such as our lenten lunches, food pantry, annual community dinners and work with the Billerica Interfaith Association to name a few. Also, the associate minister would develop new ministries to increase the vitality of our congregation and our community. The associate minister will be responsible for building audiences for these community activities through personal invitation, social media and other avenues.

The associate minister will coordinate with the settled pastor to the support day-to-day activities of the church, including some preaching and theological guidance of the religious education director.

The nature of the designated term is for two years with goals and progress to be assessed near, but before the end, of that time by written agreement. Upon conclusion of the designated term, it may become a settled pastoral position.

Core Competencies: **Engaged, collaborative, faith-filled**

COMPENSATION AND SUPPORT

Salary Basis: **\$57,000**

Associate Pastor Compensation Package

cash salary			\$ 32,000
housing allowance			\$ 25,000
health insurance	80% UCC Plan A	approx	\$ 10,000
life ins & disability	\$ 65,000	1.5%	\$ 855
pension annuity	\$ 65,000	14%	\$ 7,980
SECA allowance	\$ 65,000	7.65%	\$ 4,361
Total package			\$ 80,196

Benefits: **Salary plus benefits**

What is the expected living situation for your next minister? **Housing allowance is provided.**

Comment on the residential/commuting expectations for your next minister.

The expectation is that the associate pastor lives within a responsive range to the Billerica community.

Describe peer and professional supports available for ministers in your association/conference:

The associate pastor will be encouraged to join a Clergy Community of Practice through MACUCC and be a part of the Billerica Interfaith Association. Attendance at Northeast Association and MACUCC meetings and programs will be encouraged, as well continuing education.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: **N/A**

WHO IS GOD CALLING TO MINISTER WITH US?

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.

The congregation has identified the need to support our current members and also the need for outreach into the community to increase our ministry and visibility. Church programs that help support the aged and homebound of the church can be supported as well. The associate minister will negotiate with the settled pastor to make the best use of their skills and talents.

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

The addition of an associate minister will better our church, the community and the world so that God's love and justice are made real. The minister we are seeking will be able to help us grow so that we can further support the needs of our community, embark on a capital campaign and grow our church membership. We would like to continue to grow our current ministries and expand our ministries into the greater Billerica community to make God's presence felt.

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

English is predominantly spoken. It is expected that the associate pastor will be culturally sensitive and welcoming to congregants from all backgrounds, political views, faiths, sexual orientation and origins.

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, 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:

**Building Transformational Leadership Skills
Participating in Theological Praxis
Working Together for Justice and Mercy
Strengthening Inter- and Intra- Personal Assets**