

Local Church Profile for Churches Seeking a Designated Term Pastor (DTP)

Church Contact Information

Full Name: Richmond Congregational Church
Address - Physical: 1515 State Rd, Richmond, MA 01254
Address - Mailing: PO Box 2, Richmond, MA 01254
Phone: 413-698-2575
Email: richmond.cong.church@gmail.com
Website:

Additional Denominational Affiliations:

UCC Conference: Southern New England
Association: Northwest Region
Area Conference Minister Name: Rev. Terry Yasuko Ogawa, M.S, M.Div.
ACM email: ogawaty@sneucc.org
ACM phone: (860) 761-7192

Position Details

In a paragraph or two for each item, please answer the following prompts, or fill in the requested information.

1. Describe the ministry position for which you are seeking a pastor. *(This will be the first impression most candidates have of you. Highlight your gifts and graces as well as your needs so that candidates have the best sense of connection to and curiosity about your position. Include keywords that will help candidates search. It must be **no more than 2,000 characters, including punctuation and spaces, and in a single, unformatted paragraph**).*

Richmond Congregational Church is a small, faith-based community steadfastly determined to continue to do the Lord's will in this time and place. Our church has been the spiritual center of Richmond for 257 years. Our current focus is to thrive spiritually with a positive commitment to our town, its organizations, and the services that benefit the larger community. We've often been referred to as the "Little Church that Could" which has surpassed expectations for local charitable giving and robust humanitarian donation through the UCC Missions. We seek a Designated Term Pastor to bring a fresh spirit to our worship. We enjoy inventive sermons that relate Christ's teachings to our everyday lives. We appreciate when the historical background of scripture is presented to clarify or explain the context of the scripture; then detailing with what's happening in the world around us. We are open to weaving novel methods into our worship such as outdoor and special location services. This new leader will partner with our current members to plan meaningful programs that appeal to a diverse group of individuals and families. The goal will be a more engaged community. Our new leader will also tend to our pastoral care, bringing Christ's compassion to our members, via emotional, mental, physical and spiritual support. We understand that our mission and goals are a challenging request to a

Pastoral candidate. Yet, we are strong in our faith and determined to revitalize our Church in collaboration with our new Pastor. We are part of a church that has survived more than 250 years. We wish to continue strengthening our congregation's faith and to be a positive force to our members and community.

2. Name 3 core competencies that you feel you will need in your DTP.

Our new pastor will have transformative experience to help us establish our path forward. She/he/they will be active in the community beyond the church and integrate pastoral care in their ministry.

3. Position Scope: _____ Fulltime _____ $\frac{3}{4}$ time X $\frac{1}{2}$ time _____ $\frac{1}{4}$ time

4. Position Duration: _____ 36 months

5. Is the DTP eligible for the settled position? X Y _____ N

If yes, how will that be discerned?

After a successful pairing with the DTP and the congregation, our decision for eligibility will be based on an evaluation of the core competencies set out in our Profile, positive progress toward our goals, with a focus on the work accomplished. The Church Council will conduct reviews annually, or a more frequent basis if so desired by either party.

Designated Term Ministry Goals

The focus of a designated term ministry is to work toward the church's declared purpose for a specific season. Whereas, the purpose of an Interim Pastor is to help a congregation prepare for their next Settled Pastor, a Designated Term Pastor is called to assist the church with meeting specific goals within a specific time period. These are the most common reasons that churches choose a Designated Term Ministry.

1. Please choose all the reasons for choosing a DTM that applies to you.

- _____ New ministry development, start or continuance
- X Revitalization of current ministries and church vitality
- _____ Legacy/hospice
- X Reassessment of ministry, which may include:
 - exploring merger, yoking or unification with another church
 - assessment of properties
 - Staffing restructuring
- _____ Major conflict/healing

2. In a paragraph or two, explain how you discerned that a DTM was right for the church at this time.

We've determined we need a DTM to evaluate our place in ministry and determine our best path forward. We need someone to help us understand the best use of our resources in our current environment. Though the size of our congregation has diminished over the years, we have a core group of individuals who are committed to addressing the specific tasks necessary to revitalize our church. This is the perfect time to strengthen our church's identity in our community.

3. Please explain your goals for this Designated period using the table below.

	Goal: with specificity, describe what you hope to accomplish during this time.	Commitment: describe how the congregation will prioritize and participate in reaching this goal?	Assessment: describe how the congregation will know the goal has been accomplished
1.	Utilizing the Conference's Center for Transformational Leadership materials we'll work together with the pastor to chart a path forward for our church. This resource will help us explore ways for revitalization; potentially through mergers or sharing a pastor.	The congregation is committed to exploring different options. We will collaborate with our pastor to explore trends in the Christian community that would benefit our organization.	We will have explored the open avenues for church vitality. We will know and will have met our commitment based on the assessment and discernment techniques from the Transformational Leadership resources.
2.	Based on the community's needs, the congregation will establish a calendar of programs that appeals to both individuals and families in our area.	We will conduct a community survey asking what individuals and families want from their local church.	We will advertise a calendar of events that displays community programming including Christian education for both children and adults. Other events will be music and art performances that inspire and encourage community participation.
3.	With our new pastor, we will use our programs to expand our local outreach, and humanitarian ministries	The congregation will actively promote our food and fuel program. We will seek new avenues to support our community.	We will have successfully increased participation in our programs within the community, and our humanitarian ministries will flourish.

Who We Are

In a paragraph or two for each item, please provide the following.

1. Church's Mission Statement *(or name that one needs to be developed)*:

Our mission is to recognize and welcome all those who come to worship in Christian fellowship and to offer a meaningful worship experience for application in our daily lives. Our mindset is for the future, so we depend on the Holy Spirit to lead and empower us. We intend to serve as a part of the fabric of our community and support not just our members, but also organizations and services that benefit all.

2. Brief Church History:

When the town of Richmond was incorporated in 1765 there was no actual church building. A group of folks were worshipping at one of the Town meeting houses as Church and State had yet to be separated. Thirty years later the church group erected its own building on the site that is still used today. Sadly, in 1882 the church burned. Thankfully, the original altar was saved and installed in the beautiful new Victorian styled church building.

Having survived a merger of other Christian groups, our church joined the United Church of Christ in 1961. In 1965 the Richmond Church celebrated its 200th anniversary and soon plans were made to improve and expand the 1880's era building. An addition on the south side of the church was under construction when fire struck again on the cold and wintery Sunday morning of January 26, 1969. Our firemen were able to save the addition, but the rest of the building was lost. Wonderfully, the old altar survived as it had been removed as a part of the renovations. The bell was also saved and is currently mounted on a concrete base just north of our sanctuary.

The congregation was overwhelmed by the fire but worked through the goodness of the Lord to rebuild the church and continue its ministries. As the years flew by our church population dwindled and it was determined that the pastor become a part time position. We currently realize the vital necessity of increasing our membership. We are open to unique ideas available with the hope and prayers that the church shall continue to serve the Lord.

3. 2-3 Significant Events:

We celebrated our 200th anniversary in 1965.

In 1981 the congregation suffered a split that resulted in many members leaving our congregation and establishing a new church across town.

Our latest significant event was the introduction of virtual services using Zoom which enabled us to reach our members and friends from Costa Rica to Vermont.

4. Strengths:

Our congregation is open to a variety of worship styles. We enjoy the use of art, poetry, and a wide array of music in our weekly services. Our facility is not only a house of worship; our meeting rooms are open for community groups to gather. Over the years our church has been a venue for concerts, art shows, exercise classes, historical society gatherings and author visits. In conjunction with the community, we host the annual Food & Fuel pancake breakfast and other special events. We are vital in assisting the elderly and home bound members of our community with fuel assistance and food

availability year-round. Our congregation publishes a monthly newsletter that is distributed to Richmond residents and beyond.

We are proud to support 18 ministries here and abroad as well as 9 local scholarship funds.

5. Church Challenges:

As happens with churches in our area with aging populations and second home ownership, we have experienced a decline in membership. Our greatest challenge is learning how to thrive in this environment. We need to explore the needs of our community and how best to serve it. We want to determine what the community wants from their local church. It is crucial for us to revitalize to attract new and diverse worshippers in Christ.

6. Experience of Conflict:

In 1981, the Pastor at the time became upset with the church board over his compensation package. One Sunday, some members of the congregation came to church wearing a flower indicating they were the Pastor’s “friends” and therefore on his side of the dispute. Ultimately, that pastor and many congregants left our church and started a new house of worship across town.

1. Every church has conflict, some minor, some larger. On a scale of 1-5, where would you rank your church’s level of conflict? #1 At this time there is no interpersonal conflict in our church. Our collective struggle is that we have so few congregants with no clear way to bring newcomers in. (Based on this work by Speed Leas 1. Problem to solve 2. Disagreement 3. Contest 4. Fight or Flight 5. Intractable)

2. Please explain why you chose this level:
Our problem is that starting a conversation with non-church going people in our town is extremely difficult. This is a problem for our current congregation, not between individuals.

3. Describe your congregation’s values and practices when it comes to conflict. When it comes to conflict we value open, and honest conversation. Through compassion and faith we know all conflicts can be resolved. If our church would encounter a conflict now, we would talk through the differences and seek amicable resolution for both parties.

Basic Church Statistics
Yearly average

	Church Membership	Weekly Worship Attendance	Children & Youth Participation	Adult Ed Participation
Pre-pandemic	47	15	N/A	N/A
Current year	47	15 in sanctuary plus 11 on zoom	N/A	N/A

	Income	Overall Budget	Mission Giving	Reserves& Endowment Principals
Pre-pandemic				
Current year	\$95,360.50	\$88,977.42	\$3,000	\$378,793.77

Compensation

Total Compensation Package Amount or Range: \$ 35,486.17

Package offered: Total Package, no additional monetary benefits offered
(choose only one) Total Package Includes Benefits (please list the benefits that are offered)

Housing:

- Housing allowance only
- Parsonage only
- Can offer either

Please briefly explain your process in discerning your compensation.

This is what we were paying our previous minister. The number falls in the middle of the Conference Compensation Guidelines.

+ + +

Statement of Consent

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this document that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates. As the committee charged with the responsibility for identifying and recommending a suitable leader for the interim time for our church, we have been authorized to share the information herein with potential candidates.

We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

VfrwSkhsv
 Signature of Search Committee Chairperson
(typed is sufficient)

7/7/22
 Date