

Local Church Profile for Churches Seeking an Interim Pastor

Church Information

Full Name: The United Congregational Church of Little Compton, Rhode Island

Address: 4 Commons, Little Compton, RI 02837; PO Box 506, Little Compton, RI, 02837

Phone: 401-635-8472

Email: dawn@ucclittlecompton.org

Website: <http://www.ucclittlecompton.org/>

Additional Denominational Affiliations: None

UCC Conference: Southern New England

Area Conference Minister Name: Rev. Dr. Patty Kogut

ACM phone: 508-244-4416

ACM email: kogutp@sneucc.org

Position Details

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

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.

The Congregation of the United Congregational Church of Little Compton (UCCLC) is seeking a full-time interim pastor. We are saddened by the departure of Reverend Rebecca Floyd Marshall, but we are delighted for her. Rebecca was called to a thriving UCC church in Concord, MA.

The United Congregational Church of Little Compton seeks an inspiring leader to guide the congregation on our spiritual journey. The UCCLC is an independently spirited 300-year-old iconic New England church seeking an interim pastor of integrity, intelligence, warmth, and compassion with a sense of humor who loves their calling. We are a theologically diverse congregation that thrives on inspiring, intellectually stimulating sermons that are based on the challenges in our daily lives. We are seeking someone who can minister to this family-oriented congregation that values children, youth, and elderly members.

Local Church Profile for Churches Seeking an **Interim Pastor**

We are a coastal community located in Southeastern Rhode Island with an active year-round population complemented by a sizable number of summer residents. We are looking for an interim pastor who will be welcoming and open to the community and accepting of persons with divergent views. We want an interim pastor who has a clear sense of the direction of their ministry and who will help people develop their spiritual lives.



Easter Service

2. Name three core competencies you feel you will need in your Interim Pastor.

(1.) Leadership Skills

A. Bring people together,

B. Give recognition to individuals and be a good listener,

C. Give meaning, purpose, and direction to the church people (body),

Local Church Profile for Churches Seeking an **Interim Pastor**

D. Carefully guide and support us through the search process for a settled pastor.

(2.) Knowledge of Christianity

A. Promulgate and teach Christian and Human Values,

B. Offers Bible Studies,

C. Deliver relevant sermons,

D. Help people develop their spiritual lives.

(3.) Demonstrate Personal Individual Human Caring for the Congregation

A. Gets to know church members/attendees and committees, and work to foster collaboration and group efforts together,

B. Has an interest in the Sunday School children and youth,

C. Be available during coffee hours and have designated office hours when congregants can meet with the pastor or make house calls, when necessary,

D. Is a compassionate and caring person,

E. Ministers effectively to people in crisis,

F. Is accepting of persons with divergent views.

3. What aspects of the five tasks of interim ministry (listed in the instructions sheet) do you anticipate being the focus of your interim time?

- Connections and Future

4. Position Scope:

- Full-time

5. Position Duration:

- We would like an interim in place by January 14, 2024, or as soon as possible after that date.
- We hope the interim will remain with us until we find our settled pastor.

Local Church Profile for Churches Seeking an Interim Pastor

Who We Are

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

1. MISSION STATEMENT OF THE CHURCH

We gather together in Christian faith to seek the light of God and to reflect it in the world.

We affirm the worth of all people and nurture each individual's spiritual journey. Awakened and inspired by the teachings of our Lord Jesus Christ, we face our future with hope and confidence in God's purpose.

Sent forth, we use a diversity of gifts to extend Christ's love by sharing our faith through word and action, teaching the Christian faith to all ages, and serving neighbors in a ministry of caring and justice.

2. Brief Church History:

1675- The Settlement of Little Compton was founded as a town in the Plymouth Plantations Colony. 1692- The Plantation lost its Charter, and Little Compton reverts to the Massachusetts Bay Colony. 1693- Little Compton's first settlers constructed a small wood-frame Meeting House at the Commons, serving secular town administration. 1704- The Congregational Church of Little Compton was officially formed. 1724- The Church voted to raise funds to construct a new building. The old Meeting House is deemed inappropriate to accommodate secular and religious activities. The site chosen was land on the Commons south of the Meeting House, subsequently the final location of the church. 1746- The Town of Little Compton left the Massachusetts Bay Colony and joined Rhode Island. 1832- The 1724 church building was dismantled, and a handsome, one-story building was constructed in its place, with a modest steeple and large light-giving windows. The church was painted, for the first time, white. 1839- A pipe organ was installed during the ministry of Rev. Alfred Goldsmith, who married a young woman from Boston to play it. 1843- Deacon Thomas Burgess and 16 church members seceded after Rev. Goldsmith refused to preach against slavery. They formed a rump Congregational Church and passed a resolution against enslaving people. Goldsmith resigned under pressure; the seceding members rejoined the church, now called the United Congregational Church of LC. 1871- The Church building undergoes renovation: a lofty Gothic-style steeple, a raised sanctuary with a vestry beneath, and a brighter coat of white paint. Two large hot-air furnaces are installed to heat the sanctuary above. 1904- The UCCLC celebrates its 200th anniversary with orations from local dignitaries, former pastors, and great fanfare. 1938- School children trapped at Wilbur School by a September hurricane watch as winds over 125mph topple the Church steeple, which crashed into the Old Burying Ground cemetery below. 1939- Sarah A. Dixon, the first female minister at UCC, briefly took charge. Members of the Methodist Church on the Common, whose sanctuary had been destroyed by the hurricane, join the UCC. 1954- The UCC proudly celebrated the 250th Anniversary of its founding. 2003- a new organ is installed. 2004- The Church celebrated its 300th Anniversary. 2008- Significant improvements are made to the Parish House and Sunday School. 2022- The Project Welcome renovation project creates a new handicap-accessible north entrance with a spacious, welcoming reception hall and an outdoor garden area for the community.

Local Church Profile for Churches Seeking an Interim Pastor

3. Significant Events:

- In October 2023, we sold our old parsonage. 15% of the net of the sale will be donated to affordable housing. The rest will be distributed to improve our thrift shop, housing for our next pastor, and investments.
- The Congregation unanimously voted to approve our Welcome Statement in August of 2023 and the UCC ONA gave our church their formal approval of the statement in October of 2023.

Welcome Statement:

Welcome to the United Congregational Church of Little Compton. Here, we believe that ALL people belong to God. With God's help, we promise to live together in a Beloved Community.

We welcome longtime churchgoers, newcomers, and those seeking a church home. We invite seekers, believers, questioners, and questioning believers to join us. We celebrate our diversity as persons of every age and size, color, culture or race, and physical and mental ability. We embrace singles and partners of every sexual orientation, gender identity, and gender expression. We honor individuals of every economic status, from every neighborhood or no neighborhood, and people with any differences, real or perceived.

In a world where so much divides us, our unity is in Christ. Whoever you are, wherever you are on life's journey, you are welcome into the life and ministry of the United Congregational Church of Little Compton. This is a place where you can worship with dignity, celebrate and mourn, rejoice and recover. This is a place where lives are made new.

Know that here, you will not be judged. In the name of God, we welcome you.

4. Strengths:

- Our members love our Church and participate in numerous committees and work for our Church and congregants. We support and reach out to area communities in need.
- We have many committees and components, including the Thriving Congregations Committee, Outreach, the Social Justice Book Club, Health and Wellness, ONA-Open and Affirmative Committee, the Green Team Committee that is working to ensure that our church is recycling, the Prayer Shawl Ministry, the Visiting Committee, a Cherub Choir, a Youth Band, and an Adult Choir.
- We enjoy First Friday Potluck Suppers together, a Lenten Study Group with the near-by Episcopal Church, and a wonderful daylong fair with a road race in July.
- In July 2023, our Youth Group visited the Navajo Nation to work on building projects. The group is planning another mission project for the summer of 2024.
- Special Services include Beach Sunday in August and Tent Sunday, the day after the fair.
- We worship with the local Episcopal Church parishioners at sunrise on Easter Sunday at the beach, and on Thanksgiving Day at the Quaker Meeting House.

Local Church Profile for Churches Seeking an **Interim Pastor**



Church Fair

5. Church Challenges:

- Congregants know we are losing our pastor. Will we be able to find an interim and a settled pastor quickly? How can we ease concerns?
- How can we increase the attendance of adults, youth, and children on Sunday morning?
- How can we meet the needs of an aging population?
- What more can we do to assist people in need who reside in the community and nearby communities?
- What more can we do to address the problem of affordable housing as it relates to diversity in the community?

6. Experiences of Conflict

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?

- At the 1-2 level

2. Please explain why you chose this level.

- We have no major conflicts at this time.
- Rev. Rebecca worked through our conflicts and challenges. When dealing with conflicts, Rebecca met with congregants one on one, and if there were issues with the whole Church, we discussed them at our quarterly meetings.

Local Church Profile for Churches Seeking an Interim Pastor

3. Describe your congregation's values and practices when it comes to conflict.

- Everyone needs to be heard and respected.
- Problems are not always solved quickly but over a period of time.

Basic Church Statistics Yearly average

	Income	Overall Budget (Actual expenses)	Mission Giving	Reserves & Endowment Principals
Pre-pandemic	\$524,000 (includes \$85,000 transfer from endowment)	\$519,000	\$35,000 (includes \$15,000 paid to UCC Conference)	\$1,600,000
Current year	\$534,000 (includes \$114,000 transfer from endowment)	\$600,000	\$34,500 (includes \$9,500 paid to UCC Conference)	\$1,300,000
	Church Membership	Weekly Worship Attendance	Children & Youth Participation	Adult Ed Participation
Pre-pandemic	310	90	54	15
Current year	220	69-Live attendees +54-Virtual attendees.	15 teens, 5 pre-school and kindergarten children	30

Compensation

A draft of the Interim Minister Compensation Profile is shown below. Please let us know if you have questions or need other related information. If you need them for reference, we have copies of contracts we used when hiring interim ministers Sue Remick and Leslie Simonson in 2013-2015.

Total Compensation Package Amount or Range: \$120,000.

Local Church Profile for Churches Seeking an
Interim Pastor

Package offered: ___ Total Package, no additional monetary benefits offered
(choose only one) **X** Total Package includes optional benefits to be negotiated (if you wish, list
here what those optional benefits may be)-
Salary, Health Coverage, Housing Allowance, Dental Coverage, Retirement Annuity, Social Security,
/Medicare Offset, Life & Disability Insurance, Ministerial Expenses, Mileage, Paid Time Off,
Conditional Severance Allowance, Pastoral Coverage Provisions

Housing:

- Housing allowance
- Parsonage only
- Either Parsonage or Housing Allowance Provided

Please explain briefly your process in discerning your compensation.

- Studies of compensation and practices: both those at congregations of similar composition and character and those our congregation referred to, during a search in 2013-2015.

The Church body responsible for hiring the Interim Pastor is the Board of Deacons.

+ + +

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.

Susan Talbot, Chair of Deacons

November 17, 2023

Signature of Search Committee Chairperson

Date