



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

Church Contact Information

Full Name: First Congregational Church of West Boylston
Address: 26 Central St., West Boylston, MA 01583
Phone: 508-835-4462
Website: <http://www.fccwb.com/>

Additional Denominational Affiliations:

UCC Conference: Southern New England
Association: Central Mass
Area Conference Minister Name: Rev. Carol Steinbrecher
ACM email: steinbrecher@sneucc.org
ACM phone: 508-244-4887

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.)*

We are seeking a Designated Term Pastor to help with legacy building, completion of ministry, and sending forth. Our most recent pastor needed to look for another setting as we decided we can no longer support a full-time pastor. Our endowment/investment funds are not sufficient to sustain us for more than a couple of years, so we began discussions and discernment about how to proceed, and our building is currently on the market. We would benefit from having a trained and experienced designated term pastor to help us through the process of legacy building, completion of ministry, including reallocating resources, and sending people forth into new settings and service.

2. Name 3 core competencies that you feel you will need in your DTP.
 - ☐ Knowledge, skills, and experience with processes and procedures regarding legacy building and completion of ministry
 - ☐ Works well with people, both individually and organizationally
 - ☐ Effective and compassionate communicator/preacher
3. Position Scope: _____ Fulltime _____ $\frac{3}{4}$ time X $\frac{1}{2}$ time _____ $\frac{1}{4}$ time
approximately 20-24 hours per week, to be negotiated
4. Position Duration: until completion of congregation's ministry and reallocation of resources

5. Is the DTP eligible for the settled position? A settled position is not available at this time.
If yes, how will that be discerned?

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
☐ Revitalization of current ministries and church vitality
☒ Legacy/hospice
☒ Reassessment of ministry, which may include:
- exploring merger, yoking or unification with another church
 - assessment of properties
 - Staffing restructuring

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

It has become evident that we would not be able to maintain the expenses of the building or a full-time pastor. We have talked about various possible paths forward and have met with Conference staff to discuss things. On Sunday, August 4, 2024, we had a congregational vote to start the legacy process of selling the building and discerning our future path. We are working with a lawyer and a real estate agent with experience in selling church buildings. In the same meeting we voted to allow a search committee to move forward with publishing the posting for a designated term pastor. This will be a part time pastor to help us in the path of leaving a legacy of the church. We seek help in working through the processes involved in legacy building and completion of ministry.

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.	Build legacy including future for Food Pantry, Community Nursery School, semi-annual concerts; - church records to Congregational Library	Continue to meet together Work with attorney & real estate agent regarding selling of building & disbursement of resources Review by-laws of church and laws of Commonwealth of Massachusetts Share information Vote on important matters Sell building Reallocate resources	Building has been sold Assets have been reallocated Food Pantry, CNS, and concert program have their own independent boards and structures

2.	Celebrate & complete ministry	Explore options regarding worshipping together in other settings Decommission items as appropriate Clean out building Service of gratitude & completion	A service of celebration and completion of ministry will be held.
3.	Sending forth	People will seek to discern whether or not to join with another congregation in one way or another, whether as a whole or as separate individuals	A segment of the service of celebration and completion of ministry will be dedicated to aspects of moving forward with God's grace and blessing

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*):
We seek to Worship God, Follow Jesus, Serve Others, and Love All.

2. Brief Church History:
The origins of this church predate the founding of the town of West Boylston by twelve years. The first church building in the history and heritage of this church was dedicated on January 1, 1795. However, the parish was not organized until September 1796, and there was no permanent minister until late the next year. The town of West Boylston itself was not incorporated until 1808. A number of buildings have housed the congregation that has become the First Congregational Church of West Boylston. Early on there was a difference of opinion as to whether to have a Unitarian or a more orthodox pastor and approach. This resulted in the temporary establishment of the First Liberal Congregational Church, which remained independent for only a few years, then folded back into the more orthodox group. The first settled pastor of this "Second Parish of Boylston," William Nash, was ordained and installed on October 11, 1797. Occasionally we have been served by a single senior pastor, while at other times we have been served by a ministry student or assistant or associate pastor along with the senior pastor. In January of 2020, the first female pastor of this church began serving. Along the way, the Community Nursery School and Food Pantry were established. Additional mission opportunities have been engaged in, both locally and in other parts of the world.

3. 2-3 Significant Events:
 - A few years ago, our Pastoral Search (and Found) Committee extended a call to the first female pastor to serve this church. We have had three years of the blessing of her ministry among us.
 - We recently hired a new director for our Community Nursery School/Early Learning Center who is very dynamic, capable, caring, and skilled at leading the school forward into a strong future.

4. Church Strengths: We have people who care about one another. We have an active, trained Called to Care team and participate in numerous mission-oriented opportunities. We have designated funds for twice-a-year concerts, a strong ecumenical Food Pantry with active community support to grow and expand services, and a Community Nursery School/Early Learning Center that has recently been revitalized and has begun seeking independent non-profit status. We have a

community garden to benefit the Food Pantry. Four local pastors, retired or in other settings, are able and willing to provide worship services and pastoral care until a Designated Term Pastor is called. We have a cohesive sense of community and care, a variety of musicians willing to provide music for worship services, ecumenical cooperation, beautiful stained-glass windows, and a very competent administrative assistant.

5. Church Challenges: Many of our members are older adults. We have a limited number of volunteers to take care of needed tasks. Our invested funds are limited and not able to sustain us at the present level for much longer. Our building needs upkeep and upgrading.
 6. Experience of Conflict: Currently we experience some differences of opinion but no apparent divisive conflict. Ideally, we try to see differences as invitations to personal and communal growth as we try to relate to one another respectfully and with care. We are willing to work together to be able to stay together.
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. We have a problem to solve.
(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.
 People are trying to discern our situation and make intentional choices for the future.
 3. Describe your congregation's values and practices when it comes to conflict.
 We have had many discussions and meetings recently as we've tried to discern the reality of our situation and the most faithful way forward. Differences of opinion and experience have been accepted. People have been invited to share their perspectives and concerns. To some extent and in some ways, we have begun to learn that conflict or differences of opinion or approach are a fact of life. What matters is how we deal with them. Using conflict as information and opportunity for sharing, exploring, and discerning is seen as possible and desirable. Sweeping things under the rug does not work and is discouraged through active engagement.

Basic Church Statistics

Yearly average

	Church Membership	Weekly Worship Attendance	Children & Youth Participation	Adult Ed Participation
Pre-pandemic	380	102	20	20
Current year	180	55	12	40

	Income	Overall Budget	Mission Giving	Reserves& Endowment Principals
Pre-pandemic	\$293,346.00	\$312,185.00	\$10,050.00	\$208,121.00
Current year	\$330,528.00	323,263.00	\$2,355.00	\$289,887.00

Compensation

Total Compensation Package Amount or Range: \$52,000

[illegible]

Housing:

☒ Housing allowance only
☐ Parsonage only
☐ Can offer either

We reviewed the pastoral compensation guidelines of the Southern New England Conference of the UCC and information from ARDA about the demographics of our location. We took that information into consideration, but the figure above is based on where we are financially at the moment and represents the approximate amount we've been paying for temporary, part-time pastoral coverage. As our financial situation continues to unfold with the prospect of the sale of our building, this can be negotiated.

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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.

Karyl J. Leslie
Signature of Search Committee Chairperson
(typed is sufficient)

October 31, 2024
Date