

FOR LOCAL CHURCHES SEEKING LEADERSHIP FOR A DESIGNATED TERM PASTOR

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 growing and sustaining healthy relationships between calling bodies and persons seeking a ministry position.



Date: September 12, 2016

Kim Nichols
Search Committee Chairperson



Church Name: Pawtucket Congregational Church

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Date of vacancy: Immediate

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Ministry flows from mission. A time of transition in the life of a congregation is an opportunity to gain clarity on the church's mission. Pawtucket Congregational Church follows the Massachusetts Conference of the United Church of Christ (MACUCC) in their mission "Rooted in the grace of God, the mission of the MACUCC is to nurture local church vitality and the covenant among our churches to make God's love and justice real."

What is your local church's mission?

The Pawtucket Congregational Church welcomes all. Our mission is to share God's love in the community and beyond as we follow the teachings of Jesus Christ and seek the guidance of the Holy Spirit.

We foster openness, compassion, and individual creativity through God's word and love.

We actively build community partnerships and strive to make a difference in the world through service, support and education.

Why a Designated Term Pastor?

Pawtucket Congregational Church is seeking to engage a designated term pastor to provide spiritual and relational leadership and guidance. Over a year ago, we experienced conflict that led to the departure of our Pastor and several church members with a resulting reduction in our worship service attendance.

We are in need of a pastor to help foster dialogue and trust between those who stayed and those who are undecided about their continued attendance at Pawtucket, to connect with and engage potential new members, and to guide us through important decisions regarding our areas of continuing focus and dedication of human and financial resources.

Brief History:

PCC was established in 1797 and shortly thereafter participated in the anti slavery movement. In the late 1990s, the Windows of Faith, a volunteer capital raising team received the support of the Mass. Historic Commission and with the help of two grants, had the stained glass windows in the church completely restored. This led to our being named to the National Registry in 2007.

In 2001 PCC opened a thrift shop in the church basement. The thrift shop continues to serve the community by providing a source of affordable clothing and household goods to the wider community. In 2010, a barrier free access was constructed to allow all individuals, including those with physical limitations, those who require the use of mobility assistive devices, and individuals with strollers to enjoy complete access to our church building.

In 2011, the congregation voted to become Open and Affirming after a yearlong ONA education and discussion process. In 2013, PCC became a member of LGBTQ Welcoming Communities of Faith of the Merrimack Valley, an interfaith coalition of welcoming communities of faith in the Merrimack Valley. In 2014, our kitchen was renovated to meet commercial kitchen standards. With certification of two PCC members as ServSafe certified, PCC began serving a free Saturday community lunch program in 2015.

PCC continues to enjoy mutually beneficial partnerships with several community organizations. We are proud that our community partners align with our mission.

- Five 12-step programs continue to meet in the church.

- The Chinese Bible church holds a weekly service for Chinese students at U Mass Lowell.
- The Family Connection meets twice weekly providing for the interaction of young pre-schoolers and a support system for parents.



- Two JumpStart programs use the church four times a week to teach pre-reading skills to children for whom English is a second language.
- The Lowell Philharmonic rehearses in the sanctuary and provides free concerts to the public in our sanctuary.
- The wonderful acoustics in our sanctuary have attracted several UMass Lowell students to have their recitals here.

- Parishioners and neighbors, in partnership with Mill City Grows, built 10 raised bed gardens in the Church's front yard. They were made available to our neighbors to grow fresh vegetables and flowers.
- In 2010 PCC began a partnership with Pumpkin Patch Fundraisers. The pumpkins are grown on a 100,000 acre farm in New Mexico that is owned and operated by the Navajo Nation. Two-thirds of the proceeds are returned to Pumpkin Patch Fundraisers and the Navajo Nation.



Although initially our reduced membership and worship attendance resulted in reduced revenue, we have formed new mutually beneficial partnerships that have more than offset the revenue reductions:

- In 2015 with the renovation of our commercial kitchen complete, PCC was able to form a partnership with The Purple Carrot, an artisan bakery owned by a Pawtucketville area couple. The Purple Carrot used the PCC kitchen to bake bread and other baked goods. In June, 2016 Purple Carrot had outgrown our kitchen and moved to a larger space in Lowell. Simultaneously, we formed a similar partnership with Rising Phoenix Pizza who now serve 200 pizzas per week from their mobile pizza oven. PCC benefits not only from our commercial partner's financial support, but they often donate food to our outreach programs.
- At the beginning 2016, PCC created a new partnership with Assemblia de Deus Missao, a Brazilian congregation that has been worshipping in the Lowell area for the past 12 years. With the lease at their previous location set to expire Feb 2016, the location of most of their parishioners on the north side of the Merrimack River, and the expressed desire of several parishioners to obtain worship space in a church building rather than their former commercial space, PCC was decided to be a perfect fit. PCC is delighted to have a third congregation benefiting from our worship and meeting spaces. PCC benefits from their financial support, and looks forward to exploring more ways that our congregations can join together for worship, fellowship, and community service.

Church Strengths:

- We are a warm, caring and welcoming faith community.
- Everyone pitches in to help the church and its outreach activities, our members are willing to invest their time and talent for an exciting future.
- We have a commitment to maintain, restore and improve our beautiful church. We are in a location that's central to a large number of potential members, attendees of church outreach events, and the rapidly growing student population of UMass Lowell.
- For our numbers, we have a lively outreach into the community.
- We pray for and support each other.

Significant Events:

- Appointment to National Register of Historic Places
- Congregational vote approves Open and Affirming
- Church becomes barrier-free following major renovation
- Community Garden is opened to all neighbors
- Church pilots community lunch program following complete renovation of kitchen

Our Challenges:

- To live into our mission to encourage openness and compassion among our parishioners.
- To sustain current and foster new community service and outreach projects.
- To connect with and engage potential new members.

Is there unresolved Conflict in Church? - Yes, somewhat. Please see comment below.

Please comment on the source(s) of this unresolved conflict:

Following the resignation of the Pastor in September 2015, several members left our congregation. Following their departure the feeling of conflict was significantly reduced within the congregation. We hope our Designated Term Pastor can help us bring closure to the very difficult year. Our congregation is ready to move forward with our new Pastor.

Level of Conflict in Your Church¹ (Low 1, 2, 3, 4, 5 High): Between 1 and 2

Was the previous leader a contributor to the conflict? - Yes

If yes, please explain: Previous Pastor fostered an environment that allowed conflict to spread.

¹ (As identified by Speed Leas, in a Leadership Magazine article in 1989:

1. "We have problems to solve, but we can do it!"
2. "We're not communicating. There seems to be a low level of trust...but we are talking!"
3. The focus has changed to "winners/losers!"
4. The goal is "divorce," and getting people to quit. At this level it is wise to seek outside help!
5. Not only wanting others to leave, but seeking revenge!

BASIC STATISTICS:

#Church Members	Average Worship Attendance	CE Participation	Adult Ed Participation
25-30	20	n/a	n/a

2015 Income	2015 Expenses	2015 UCC Mission Giving	Reserves & Endowments	Compensation being offered
\$59,000	\$77,000	\$1,800	\$350,000	
2016 Budget Income	2016 Budget Expenses (revised 9/16)	2016 UCC Mission Giving	Reserves & Endowments	
\$76,200	\$60,000	\$1,800	\$326,000	\$30,800 (half-time_

Generally, the starting place of negotiation for the Compensation Package offered to the Designated Term Pastor is the same as that of the most recent pastor.²

We anticipate offering a total package of salary plus housing plus benefits totaling \$ 30,800 (half-time)

Housing

- Housing allowance only
- Parsonage only
- would offer either

- Pension Contribution (14% of Base Salary plus housing)
- Social Security Allowance
- Health Insurance Individual Family
- Dental Insurance Individual Family
- Vacation (1 week per quarter for full time)
- Meetings
- Business Mileage Reimbursed (IRS Rate)

One time Criminal Background Check fee of \$140 reimbursed to the Designated Term Pastor.

Covenant/Contract will be for: 24 months 36 months or other As Agreed

Is this full time or part time? **Part-time (50%)**

The Designated Term Pastor will be selected by the Search Committee who will recommend the candidate to the Cabinet. Our bylaws do not require a congregational vote but one may be held.

² Massachusetts Conference 2016 Compensation Guidelines (salary range):
 Base = \$17,250
 Cash & Housing \$26,150

+ + +

Once a Designated Term Pastor has been chosen and a covenant has been signed, please forward the following documents to the Waltham Office –

- Copies of the Designated term Covenant/Contract
- Documents outlining the conditions for terminating the covenant/contract.

It is customary that the church or Designated Term Pastor may terminate the contract only after 60 days notice of such intent.

Suggested Supplemental Materials to send to a candidate:

1. Newsletter
2. Worship bulletin
3. Annual Report