

Date: March 24, 2006

Position to be filled: PASTOR

LOCAL CHURCH PROFILE FOR LOCAL CHURCHES SEEKING NEW LEADERS

Local Church 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 profile 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 new minister 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 opinion 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.

Signature of Search Committee Chairperson

Date: March 24, 2006

Church

Name: Pilgrim United Church of Christ
Address: 635 Purchase Street, P.O. Box 5320
City, State, Zip: New Bedford, MA 02742
Telephone: 508-997-9086
E-mail: office@pucnb.org
Website: www.pucnb.org

Search Committee Chairperson or Contact Person

Name: Ms. Lois Craveiro
Address: 438 Wood Street
City, State, Zip: New Bedford, MA 02745
Telephone: 508-995-3353
E-Mail: search@pucnb.org

LOCAL CHURCH PROFILE

FOR LOCAL CHURCHES SEEKING NEW LEADERS

Please return the completed document to your conference or association office.

1. Church: Pilgrim United Church of Christ
2. Address: 635 Purchase Street
P.O. Box 5320
New Bedford, MA 02742
Telephone: 508-997-9086
E-mail: office@pucnb.org
3. Name of Search Committee Chairperson:
Ms. Lois Craveiro
Address: 438 Wood Street
New Bedford, MA 02745
Telephone: 508-995-3353
E-Mail: search@pucnb.org
4. Conference Staff Person Assisting Our Church:
The Rev. Dale Hemen
Associate Conference Minister in the Southeast Area
Address: 225 Water Street, Suite A-115
Plymouth, MA 02360
Telephone: 508-746-8330
Fax: 508-746-8339
E-Mail: semac.ucc@verizon.net

MEMBERSHIP INFORMATION

5. Membership: *(if information is not available, put n/a or estimate and put est.)*

	Last Year	5 Years Ago	10 Years Ago
a. # Church members	103	138	150
b. Average attendance at worship	53	50	75
c. Average participation of children/youth in C.E.	16	22	28
d. Average weekly participation in adult education	N/A	N/A	N/A
e. # Members who are ordained clergy	1	2	2

6. Profile of Congregation

Estimate percentage of congregation.

- | | |
|---|---|
| <p>a. Age: (from survey results plus records)</p> <p><u>4</u> ages 0 - 5</p> <p><u>23</u> ages 6-18</p> <p><u>8</u> ages 19-34</p> <p><u>21</u> ages 35-49</p> <p><u>25</u> ages 50-64</p> <p><u>13</u> ages 65-74</p> <p><u>6</u> ages 75 +</p> | <p>c. Adults Who Are:</p> <p><u>30</u> couples with children at home</p> <p><u>20</u> couples without children at home</p> <p><u>43</u> single</p> <p><u>7</u> single parent with children at home</p> |
| <p>b. Education level of adults: (survey)</p> <p><u>2</u> completed less than high school</p> <p><u>25</u> high school graduates</p> <p><u>38</u> some college/vocational school</p> <p><u>29</u> college graduates</p> <p><u>7</u> graduate school</p> | <p>d. Occupation of adults: (survey)</p> <p><u>5</u> business</p> <p><u>13</u> clerical</p> <p><u>0</u> farmer / rancher</p> <p><u>7</u> homemaker</p> <p><u>13</u> laborer / manufacturing</p> <p><u>39</u> professional</p> <p><u>5</u> student</p> <p><u>5</u> tradesperson</p> <p><u>13</u> other</p> |
| | <p>e. Employment: (survey)</p> <p><u>50</u> employed</p> <p><u>14</u> not currently employed and students</p> <p><u>36</u> retired</p> |
| <p>f. Describe the racial-ethnic makeup of your congregation:</p> | |

Our congregation is multi-ethnic, multi-racial and multi-lingual, with many second- and third-generation Portuguese-American members, as well as African-Americans, Jamaicans, Puerto Ricans, and people of English, French Canadian and Polish ancestry.

CHURCH FINANCES

	Last Year	5 Years Ago	10 Years Ago
7. Total Church Income	161,560	(6,873)	443,307
a. Members offerings and pledges	36,713	45,363	32,530
b. Interest from investment or endowments	55,892	47,522	48,463
Gain / (loss) from investments	46,970	(116,593)	347,045
c. Principal reduction (endowments or investments)			
d. Rentals	17,645	16,460	14,912
e. Special Fundraising	2,112	375	357
f. Other	2,228		

	Last Year	5 Years Ago	10 Years Ago
8. Total Operating Expenses	249,682	226,534	393,153
a. Our Church's Wider Mission Basic Support	5,073	6,566	5,884
b. Our Church's Wider Mission Special Support	4,058	1,882	1,673
c. Other gifts	3,519	4,113	4,184
d. Current local expenses	203,424	181,866	212,698
e. Annual capital payments	33,608	32,107	180,455
f. Other debt	0	0	0

- 9.** Identify special offerings the church has throughout the year and the amounts from last year:

One Great Hour of Sharing:	\$ 267	Heifer Project:	\$ 140
Strengthen the Church:	\$ 216	Deacons' Fund:	\$ 200
Neighbors In Need:	\$ 81	Disaster Relief:	\$ 1,070
Christmas Fund:	\$ 15		

- 10.** Name the most significant local missions/ministries or agencies that were financially supported by your local church last year and the amount of support:

Name	Amount
1. Mission Trip to Haiti – support of two members	\$ 1,000
2. Holiday Hope – community gift program supporting local families	\$ 500
3. United Interfaith Action	\$ 500
4. Inter-Church Council	\$ 500
5. Advertising, supporting community organization publications	\$ 270
6. Market Ministries Soup Kitchen	\$ 220

11. Indebtedness

- a. Total amount of capital debt: \$ 0
 b. Total amount of other debt: \$ 0
 Describe:
 c. Are capital and other payments current? X yes _____ no

12. Capital Campaigns:

- a. If the church has had capital campaigns in the last ten years, note goal and results:

Goal: \$ Outcome: \$

Goal: \$ Outcome: \$

- b. If a capital campaign is underway or anticipated, describe it:

Goal: \$ Beginning Date:

Purpose:

It is possible that the congregation may decide to pursue a capital campaign involving a significant addition to the Sanctuary and / or renovations to the existing Church Home.

13. Assets held by the Church as of 12/31/05:

- a. Reserves (savings): \$ 51,265
 b. Endowments/Investments: \$ 1,318,745 (of this total, only \$76,661 is permanently restricted)
 c. Describe buildings and property of your church except the parsonage:

Our sanctuary, built in 1890, is majestic and beautiful. It features a high ceiling, seating capacity for more than 500 people, and stained glass windows, including a Tiffany window and large Tiffany mosaic. The church building also includes a Minister's Study, Administrator's Office, Conference Room and two small bathrooms. Upstairs, above the office, there is an office currently used by United Interfaith Action. The balcony at the rear of the sanctuary includes a digital Allen organ and a Steinway grand piano. Behind the church, there is a large parking lot, with space for 50 cars.

Our "Church Home" is located across Purchase Street. This historic wood frame and brick building features a large parlor (seats 50 people), kitchen, dining room (100 people), Computer Room (with five networked computers), storage room, and two bathrooms on the first floor. On the second floor, there is a large open hall and stage, with Sunday School space in 15 small balcony alcoves.

- d. If a building program is projected or underway, describe it, including estimated date of completion:

A new curb entrance on School Street has made our parking lot geographically accessible from Route 18, as well as from the neighborhood. We anticipate applying for a Mass-Re-Leaf grant to add trees and landscaping to the property.

Handicap accessibility is a creative challenge for us. Although there are only a few steps up or down, adding access to our buildings is particularly difficult. We are currently beginning to generate ideas for a lift and an accessible bathroom.

If the church owns a parsonage, describe it:

None.

FINANCIAL SUPPORT OF MINISTERIAL LEADERS

14. If your conference has compensation guidelines, do you follow them?

yes no

a. If the compensation package offered falls below conference guidelines, are you willing to have a pastor who is bi-vocational having a part-time position to supplement income?

yes no

b. Are you willing to help bi-vocational candidates locate other employment?

N/A

15. Salary History

To provide a profile of salaries for the position you are seeking to fill, indicate salaries at the beginning and ending of the ministers' tenure. Do not include interim positions. If a parsonage is provided, insert the letter "P" in the space provided. Provide information for the last 3 leaders or the last ten years.

	Start Date				End Date			
	Year	Salary	Housing	Parsonage	Year	Salary	Housing	Parsonage
a. Last	2002	30,000	10,000	--	2003	30,000	10,000	--
b. Previous	1996	19,000	10,000	--	1999	20,640	12,079	--
c. Next previous	1987	16,500	8,000	--	1993	18,018	10,000	--

* Pension dues, health, life and disability insurance, and other benefits are not included in these figures.

** Current interim minister's package (salary plus benefits) for 30 hours per week totals \$ 61,800.

16. During the above period, has your church failed to fulfill its financial obligations to its pastor?

yes no If yes, please comment:

17. Salary, Benefits, and Expenses Offered

a. Cash salary offered: According to Conference Guidelines, \$30,000 to \$36,000

b. Housing: \$24,000 to \$30,000

Housing allowance only Parsonage only would offer either

c. Customary benefits:

Vacation: 4 weeks annually

Maternity/paternity leave

UCC retirement annuity: (14% of salary and housing); other retirement plan %)

UCC and Disability Insurance Benefits; other life/disability insurance

UCC Health Benefits; other health benefits

UCC Dental Benefits; other dental benefits

Social Security

Continuing Education Funds: \$ 200 annually

Continuing Education Time: 1-2 weeks annually

Sabbatical Leave: Negotiable

Books – up to \$200 annually

Other Benefits, Specify:

d. Travel Reimbursement at current IRS rate

e. Meeting Expense Reimbursement

COMMUNITY CHARACTERISTICS

18. Population

- a. Population of total city or town in which your church is located: 94,000
- b. Describe the population by racial-ethnic category and identify the source of the information:

Breakdown by Race:		Breakdown by National Ancestry:	
Caucasian:	70 %	Portuguese	39 %
Hispanic (regardless of race)	10 %	French / French Canadian	16 %
Other:	12 %	Latin American	10 %
African-American:	8 %	African-American	8 %
		Irish ancestry	8 %
(2000 US Census)		English ancestry	7 %
		Norwegian, Cape Verdean, Asian, other	12 %

19. Economic Factors

Identify major sources of employment/income in your community:

- a. Educational Services (UMASS Dartmouth, Bristol Community College)
- b. Health and Social Services (St. Luke's Hospital and other health care facilities)
- c. Food Processing / Fishing
- d. Manufacturing (Titleist, Ahead Head Gear)
- e. Retail (Silver City Gallery in Taunton, North Dartmouth Mall)

20. General Description

New Bedford offers the three most important features looked for when searching for a place to live, worship, work and play: location, location, location! We are located sixty miles south of Boston, on Buzzards Bay between Providence, Rhode Island and Cape Cod.

- a. Describe three distinctive attributes of your community:
 1. Gaining National park status is widely acknowledged as a turning point for the city. Thirty-four acres of the Downtown New Bedford Historic District has been designated as the New Bedford Whaling National Park. This Historic National Park was established to help protect and preserve various structures and artifacts associated with the City's history of Whaling and other related environmental themes.
 2. The City prides itself on its working waterfront, being the most valuable fishing port in the U.S. for the last five years. The commercial fishing industry continues to flourish, generating approximately \$800 million annually for our local economy.
 3. The variety of cultural, as well as economic, geographic and educational advantages in our area provides a progressive atmosphere rich in heritage and opportunity. From the Zeiterion Center for the Performing Arts to the multiple summer festivals (including Summerfest and the Whaling City Festival); from our cobblestone streets to our sandy beaches, be prepared to relish in the unbeatable quality of life that the City of New Bedford has to offer.
- b. Identify major trends you envision in your community during the next five years:
 1. Continuing renovation and creation of new residential spaces in downtown New Bedford.
 2. Possible commuter rail service to Boston (although we'll believe it when we see it!)
 3. Continued city-wide efforts to build community and address issues of education, poverty and youth.

c. List three or four problem areas confronting your community that members feel your church should address:

1. Opening our doors to people who have felt unwelcome elsewhere
2. Community / Elderly outreach
3. "Poverty of Spirit" – some people see the city's troubles more prominently than its resources
4. Drug- and gang-related targeted violence; 35% high school drop-out rate.

d. Indicate Mission Activities

1. In which your church participates as a part of its mission in the community:

Market Ministries Soup Kitchen – we provide kitchen and dining room space for Market Ministries, who serves over 100 hot meals each day, 5 days a week to those who need it. The program is staffed by volunteers from area congregations and by our own church on holidays.

Cold-Weather Emergency Shelter - in partnership with Market Ministries, we are willing and able to open our Church Home as a cold weather shelter during a declared emergency.

Monthly AHA! Night (Art, History and Architecture) programs – We host and provide space for cultural and artistic events as part of the on-going downtown revitalization efforts.

Walk On AIDS – A community fundraiser for AIDS care and research

Stepping Stones -- a shelter for young women with children

Greater New Bedford Inter-Church Council - promotes unity through a common ministry of service, public witness, and community-building.

Teen Rock Concerts in our Church Home

2. In which your church expects the leader you are now seeking to participate:

Olympia Towers - Monthly worship and outreach program to residents of 'elderly and special-needs' community across the street from our church.

United Interfaith Action – A community action group that is comprised of parishioners and community members from both New Bedford and Fall River

e. Describe how your church building is now being used by the community:

Market Ministries Soup Kitchen

First Night Activities

AHA! - Cultural events for downtown revitalization

Vacation Bible School

Weekly computer lab

Treatment on Demand - nonprofit agency whose goal is to raise consciousness about the "twin epidemics" of substance abuse and HIV/AIDS.

f. Indicate the number of school districts from which members of your church are drawn:

_____ one _____ two X three or more

CONGREGATIONAL LIFE

21. Identify major trends you envision in your church in the next five years

1. Membership Growth – Multicultural and diverse.
2. Increased visibility in the Downtown area (signs, banners, press)
3. Continued shift in the way ministry is carried out. We have recently changed from a “Council and Committees” style of governance to a central “Governing Board” style, with ten areas of ministry.

22. Planning

- a. All churches do planning. How would you characterize the way planning is done in your church?
Governing Board of twelve members, along with the Minister, discusses priorities, empowers the congregation in our mutual ministry and mission, and establishes policy and procedures.
Diaconate of six members (plus the Minister) coordinates worship and music.
- b. What expectations do you have of the person you are seeking in relation to the planning that takes place?
The Minister, Governing Board, and Diaconate work together. We expect the Minister to bring ideas to the table and to learn of our traditions and ideas as we work together to grow in our faith and reach out to our community.

23. Reflections on Congregational Life

Comment on the following with what you believe to be the generally-held responses of the congregation. (If more space is needed, use additional pages.)

- a. Identify the three most important events in the history of your church and the year:

<u>Event</u>	<u>Year</u>
1. Re-organize church governance from a system based on boards and committees to one based on a central Governing Board	2004
2. Decision NOT to repair/restore our Church Home at this time	2003
3. Began Soup Kitchen	1981
4. Merger of three area churches	1964

- b. Identify the most challenging event in the life of your church in the last three years and what the church learned from it:

Unsuccessful Church Home Restoration Project - This was a very divisive issue in the life of the congregation. Some congregation members felt very strongly that the Church Home ought to be restored and some felt that the time was not right (financially speaking) to embark on such a large project. When the project was voted down in 2003, we lost several members over the issue. We learned that creative conflict resolution skills are essential. Individual members also need to gain confidence in speaking up when doubts or questions arise before issues snowball out of control.

c. Identify what the congregation intends to accomplish during the next three years:

- Continue to build on recent growth, increasing church membership significantly
- Improve connections with newcomers to welcome them and help them feel comfortable
- Improve communication between the lay leadership, minister, and congregation
- Increase participation by members in a variety of church activities

We know we could hire a part-time minister to take care of us until the church runs out of money, but we are committed to calling the best full-time minister so that the congregation can turn around our membership decline and reach its full potential.

d. Describe how the church expects the person you are seeking to help your church reach these goals:

The Minister should take an active role in our church life, as well as a vested interest in our city. As the minister leads us into a deeper and stronger relationship with God, our vision will come to life and our church will thrive.

e. Chose the statement that most accurately describes the theological/faith stance of your church:
You may check more than one.

- We tend to be theologically conservative.
- We tend to be theologically moderate to conservative.
- We tend to be theologically moderate.
- We tend to be theologically moderate to liberal.
- We tend to be theologically liberal.
- We tend to be quite diverse theologically.
- Other

Comments:

We are proud of our heritage as a progressive church within a city that is known for its historic welcome to Frederick Douglass and others working to abolish slavery, as well as to a rich blend of ethnic groups.

e. Describe the educational program of your church:

Sunday School (preschool through 12th grade)

Vacation Bible School (1 week in the summer)

No Adult education at this time, although there could be some interest

1. Identify the curriculum/a used in your church school and the person or committee responsible for selection of curriculum/a:

“Seasons of the Spirit” curriculum chosen by the Governing Board based on review and recommendations from the Minister and the Sunday School Superintendent.

2. Indicate resources used for Confirmation and the person or committee responsible for the selection of these resources:

Minister and Youth Leaders, have organized the program, which usually runs every other year with 5-6 teenagers.

g. Describe how the church expects the person you are seeking to participate in the congregation's educational programs:

- Work with the Youth Leader to help keep kids involved in church once they become teenagers
- Work with the Sunday School Superintendent to provide insights and encourage children's participation in the congregational life (e.g., Youth Time during worship)
- Create meaningful opportunities for adult Bible education

h. Describe how programs or ministries of your church are evaluated:

No formal evaluation at this time (opportunity for improvement)

i. Describe the strengths or positive qualities of your church:

- Diverse, active Congregation
- Strong commitment to the church by the congregation
- Strong community outreach

24. Indicate major boards, committees, groups, and organizations that are a part of your church, the frequency of meetings (monthly, weekly, etc.), and expectations for leadership. For leadership role use: 1 = pastor takes primary initiative and responsibility; 2 = pastor and laity share responsibility; 3 = laity takes primary initiative and responsibility.

Group	Purpose of Group	# Members	Frequency	Role
Governing Board	GB encompasses all long-term administrative, strategic and governing functions. It empowers individuals for specific tasks (but does not micromanage).	12	Monthly	2
Diaconate	Its main purpose is to coordinate worship, as guided by the Minister, including special services such as Maundy Thursday, Good Friday, and others.	6	Monthly	1
Ministry Teams	Administration, Care, Communication, Education, Fellowship, Membership Growth, Outreach, Property, Stewardship, and Worship – These task-oriented groups are brand new, open to all people as we do the ministry of the church together.	varies		3
Pilgrim Women's Club	Meets monthly for a program and fellowship	20	Monthly	3
Youth Group	Meets once or twice a month for fellowship and service	12	Semi-monthly	3

25. Conflict

Most churches experience conflict at various times. Characterize your church's experience with conflict given the following possibilities. Indicate the extent to which each statement describes your church: C = closely; S = somewhat; N = not at all.

S as a church, we respect and listen to each other and work things through without generating divisiveness

S as a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides

C some have left our church because of conflict

S conflict hurts our sense of unity, but we tend not to talk about it

C painful experience with conflict has been present, but it has been worked through, and we have learned from the experience

C we have had some painful experiences with conflict, and they linger in the background

N open conflict is present, and we need a minister who can help us deal with it

_____ other Specify:

Comment:

26. Worship

a. Identify how worship is planned on a regular basis in your church:

X by a worship committee (Diaconate)

X by the pastor

X by the pastor in consultation with the church musician(s)

_____ other. Specify:

b. Describe the style and content of preaching valued by your congregation:

We appreciate positive, motivational, upbeat messages that reach our souls, incorporating current events with the Bible, and relating to our personal life.

c. Describe the role in worship of the person you are seeking:

Plan and lead worship, prepare and present sermon, teach the Bible.

d. What hymnal(s) are currently used by your congregation in worship?

Chalice Hymnal (primary) / Pilgrim Hymnal (secondary)

WIDER CHURCH CONNECTIONS

27. United Church of Christ

- a. Association, conference, or other denominational settings in which church members participate:
Old Colony Association
Massachusetts Conference of the UCC
- b. Association, conference, or other denominational settings in which your church expects the leader you are now seeking to participate:
Massachusetts Conference Annual Meeting, Old Colony Association meetings (fall and spring), other involvement as discussed with the Governing Board
- c. Choose the word that best describes how lay leaders of your church consciously identify with the United Church of Christ:
 closely moderately nominally other

Comment:

Over the years, we have had a few members involved in Conference projects, including the Mission Partnership with Chile.

28. Ecumenical and Interfaith Activities

- a. Describe ways your church participated in ecumenical and interfaith activities during the last three years:
Greater New Bedford Inter-Church Council
Choral Workshop – Choir members from many churches come together on one day to learn new music, sing together, and meet composers and lyricists.
Joint Choral Concerts with St. Anthony of Padua Parish.
United Interfaith Action
Pulpit Exchange
Ecumenical Worship (Martin Luther King Day and other holidays)
- b. Describe how your church expects the leader you are now seeking to participate in Ecumenical and interfaith activities:
There are many possibilities, including a new multi-faith clergy group beginning to meet monthly. We hope that our Minister is active in the city, providing leadership and encouraging us to become involved.

RELATIONSHIP WITH MINISTERIAL LEADERS

29. Relationship With Prior Leaders

- a. Characterize your church's experience with pastoral leaders over the last 10 years.
You may check more than one response:

We have had solid relationships with persons providing pastoral leadership.

We have had some fairly rocky moments, but we have worked them through, and relationships with pastoral leaders have grown in significant and important ways.

We have some tough times and things did not always work out.

Other. Specify:

Comment: We have had six ministers (settled and interim) over the past decade, but have worked diligently during this extended interim time to identify and clarify our expectations so that we can build a solid long-term relationship with our next minister.

- b. Indicate the tenure of the last three installed persons who filled the position you are seeking to fill. Do not include interims:

Name	From	To
Rev. Corey Sanderson	2002	2003
Rev. John Harrison Petter	1996	1999
Rev. Virginia B. Derr	1987	1994

- c. If a previous pastor is currently a member of the church, describe his or her role in the life of the congregation:

N/A

- d. In addition to financial support, describe how your church supported the most recent person to hold the position you are now seeking to fill:

Pastor Parish Relations Committee (However, this has been under-utilized; there is an opportunity for improvement in this area.)

- e. Involuntary Terminations:

Have any of the last three persons serving in the position you are seeking to fill left involuntarily or under pressure?

yes no: If "yes," respond to the following:

32. Leadership Expectations

- a. A list follows of 43 items which represent a range of qualities in the ministry of the church. Place an “X” beside the 12 items which your church feels are the most important aspects of ministry for your church at this time. All the qualities are important. However, please mark those 12 which you feel need first priority at this time. **Do not rank the items.** If the aspects you consider to be important are not included in the list, place them at the end in the blanks provided.

Mark only 12 of the following items. Do not rank the items.

Our church needs a person who...

- | | |
|---|---|
| 1. <input checked="" type="checkbox"/> is an effective preacher/speaker | 24. <input type="checkbox"/> regularly encourages support of
Our Church’s Wider Mission |
| 2. <input type="checkbox"/> continues to develop his/her
theological and biblical skills | 25. <input type="checkbox"/> reaches out to inactive members |
| 3. <input checked="" type="checkbox"/> helps people develop their
spiritual life | 26. <input type="checkbox"/> works regularly in the development
of stewardship growth |
| 4. <input checked="" type="checkbox"/> helps people work together in
solving problems | 27. <input type="checkbox"/> is active in ecumenical relationships
and encourages the church to
participate |
| 5. <input checked="" type="checkbox"/> is effective in planning and leading
worship | 28. <input type="checkbox"/> is a person of faith |
| 6. <input type="checkbox"/> has a sense of the direction of
his/her ministry | 29. <input type="checkbox"/> writes clearly and well |
| 7. <input type="checkbox"/> regularly encourages people to
participate in United Church of
Christ activities and programs | 30. <input type="checkbox"/> works well on a team |
| 8. <input type="checkbox"/> helps people understand and act
upon issues of social justice | 31. <input checked="" type="checkbox"/> is effective in working with youth |
| 9. <input type="checkbox"/> is a helpful counselor | 32. <input type="checkbox"/> organizes people for community action |
| 10. <input type="checkbox"/> ministers effectively to people in
crisis situations | 33. <input type="checkbox"/> is skilled in planning and leading
programs |
| 11. <input checked="" type="checkbox"/> makes pastoral calls on people in
hospitals and nursing homes and
those confined to their homes | 34. <input type="checkbox"/> plans and leads well-organized
meetings |
| 12. <input type="checkbox"/> makes pastoral calls on members
not confined to their homes | 35. <input type="checkbox"/> encourages people to relate their faith
to their daily lives |
| 13. <input type="checkbox"/> is a good leader | 36. <input checked="" type="checkbox"/> is accepting of people with divergent
views |
| 14. <input checked="" type="checkbox"/> is effective in working with children | 37. <input type="checkbox"/> encourages others to assume and
carry out leadership |
| 15. <input checked="" type="checkbox"/> builds a sense of fellowship among
the people with whom he/she works | 38. <input type="checkbox"/> is mature and emotionally secure |
| 16. <input type="checkbox"/> helps people develop their leadership
abilities | 39. <input type="checkbox"/> has strong commitment and loyalty |
| 17. <input type="checkbox"/> is an effective administrator | 40. <input checked="" type="checkbox"/> maintains confidentially |
| 18. <input type="checkbox"/> is effective with committees and
officers | 41. <input type="checkbox"/> understands and interprets the mission
of the church from a global perspective |
| 19. <input type="checkbox"/> is an effective teacher | 42. <input checked="" type="checkbox"/> is a compassionate and caring person |
| 20. <input type="checkbox"/> has a strong commitment to the
educational ministry of the church | 43. <input type="checkbox"/> deals effectively with conflict |
| 21. <input type="checkbox"/> is effective in working with adults | 44. _____ |
| 22. <input type="checkbox"/> inspires a sense of confidence | 45. _____ |
| 23. <input checked="" type="checkbox"/> works regularly at bringing new
members into the church | |

If there are other comments you wish to make about expectations, include one or more paragraphs here on an additional sheet.

GENERAL

33. Does your church search committee or governing body have a policy against discrimination?

yes no

Comment:

34. a. Describe the functions and duties of this position:

We don't have a current written pastoral job description. We would expect the new minister to develop this in discussion with the Governing Board and Diaconate.

b. Does your church have a personnel policy covering this position? yes no

35. List the titles of other paid staff positions for whom this person provides supervision and indicate whether these positions are full-time (FT) or part-time (PT).

Title: Administrator	(Part-time – 22 hours per week)
Title: Choir Director	(Part-time)
Title: Organist	(Part-time)
Title: Sexton	(Part-time – 22 hours per week)
Title: Sunday School Superintendent	(Part-time)

36. Name three people who have agreed to serve as references. Make sure they are not members of your church, but know your church well enough to be helpful to final candidate seeking more information about your church, e.g., previous pastor, conference staff, person in community:

Name	Telephone	Relationship to Your Church
Rev. Joan Haner	401-274-0151	Former Interim Minister, 1985-86 and 2003-04
Rev. Karen McArthur	508-997-9086	Current Interim Minister, 2004 - present
Rev. Stan Kolasa, SSCC	508-994-7602	Priest at neighboring Our Lady of the Assumption

37. What groups or individuals in your church have contributed to, reviewed, and/or approved this profile for circulation?

Search Committee, Interim Minister, and congregation, through both a preliminary survey and a review and discussion of the final draft.

STATEMENT ON LEADERSHIP IN MINISTRY

Using this page, and one additional page if needed, write a statement that will help a candidate better understand the relationship of clergy and lay leadership in the life of your congregation. Include in the statement reflections on leadership styles that work well for your church. Describe how clergy and lay leaders work together. If yours is a multiple-staff church, it would be helpful to comment on your expectations of how the staff team members relate to each other. You are encouraged to include anything else you want to say about your church and its expectations of the leader it now seeks:

*In the midst of new dimensions, in the face of changing ways,
who will lead the pilgrim peoples wandering in their separate ways?
God of rainbow, fiery pillar, leading where the eagles soar,
We your people, ours the journey now and evermore.*

hymn text by Julian B. Rush, 1979

Forty-two years ago, Pilgrim UCC was born out of the merger of three downtown New Bedford congregations with a rich and varied interwoven history, dating back to 1696. Over these last four decades we have seen many changes in our lives and in ministry, along with declining membership to our current 109 active members. (We're beginning to understand why the Hebrew people had to wander for 40 years in the wilderness before entering the Promised Land; see Deuteronomy 2:14). We have accomplished many things during this extended interim, including an intentional process of developing a vision statement, increasing visibility and access, and making administrative changes. Now we are ready, with a new vision, eager to grow with a clear and realistic sense of the challenges that growth requires of us.

We are seeking a spiritual leader who will be proactive in determining and addressing the spiritual needs of the congregation and whose vision complements ours. We are looking for a candidate who will take the initiative to introduce the congregation to new programs and new ways of enhancing the quality of our congregational life. We expect our Minister to engage the lay leadership in effecting the Vision / Mission in a collaborative-style of leadership. We are seeking a minister to continue the "turn-around ministry" we have embarked upon during the past two years, reversing our membership decline and revitalizing our church.

Over the past five months, we have received over 50 visitors and now have 32 new adults and children who have become active participants in the life of our congregation. As we begin to experience significant growth, the key to success will be to encourage new and old members to work together. We have recently undertaken an "administrative revitalization" by re-visioning the idea of a central "Governing Board." Besides the Moderator and Moderator-elect, the Governing Board currently has ten ministry team leaders, each of whom is responsible for the oversight and coordination of an area of ministry. Our hope is that this structure will streamline decision-making, clarify communications, and enable newcomers to become involved more quickly.

We believe that worship is not a spectator sport, but rather a gathering place for people of faith to be encouraged and supported in their ministries. We are an enthusiastic “God is Still Speaking,” congregation, as well as a “Just Peace Church.” We thought we were an Open & Affirming congregation because gay and lesbian people have always received a warm welcome and have served in many leadership roles, but we have since found out that there is a formal process, which we have not yet gone through. Our doors and our sanctuary are open to all.

Pilgrim UCC is open to new processes, looking for guidance on new ways of doing things. We all bring many ideas for activities, events and projects. However, we would all benefit if our leader were able to teach us how to finish what we’ve started, i.e. “wrap things up.” Some tasks and projects have never reached completion.

We seek a strong administrator who will lead the church staff in the performance of their everyday duties. This congregation has a long history of strong lay leadership. Thus, the candidate must be able to make the leadership part of the process and work alongside them. Until recently, this has been a congregation that has preferred slower, more methodical change, but over the last two years we have surprised ourselves by stepping “outside the box” and liking it.

We have been blessed with a rich history, beautiful sanctuary, and a wonderfully diverse congregation. We truly believe we are ready to address and complete “building questions” (access, repairs, maintenance, changes). The building issue is our albatross. We need a Minister who can help us to see the big picture and who can skillfully bring the building issues into the greater discussion of who we are and where we are going. Although we are successfully addressing various accessibility issues, (parking lot access, welcoming people of different ages, visibility through signs and banners, etc.), the difficult and expensive question of physical accessibility is still unanswered.

The financial resources and beautiful sanctuary that we have inherited will not last forever. We know that we could hire a part-time minister to take care of our needs, as we slowly lose a few members each year until we run out of money. However, that is not what we feel God is calling us to do and to be. The city and the community very clearly need our voice and our witness. We are the only UCC congregation in New Bedford – full of potential and ready to blossom again.

As we embark on this search, we are looking forward to a long-term pastorate. We are excited about having a minister who will be involved and invested in our community. We are excited and willing to take the risk – to invest in our future – to put our money where our mouth is and call the best possible minister who will help us to double the size of our congregation. Evangelism, discipleship, stewardship ... we need you to help us bring our search to a successful conclusion.

Whoever you are, wherever you are in your journey of faith, you are welcome here.

Conference or Association Descriptive Reference

Church Name:

Pilgrim United Church of Christ

Location:

Address: 635 Purchase Street
New Bedford, MA 02740
Telephone: 508-997-9086
E-mail: office@puccnb.org

Conference:

Massachusetts Conference

Association:

Old Colony Association

Name of Staff Assisting in the Search:

The Reverend Dale Hempen
Associate Conference Minister for the Southeast Area
225 Water Street, Suite A-115
Plymouth, MA 02360
508-746-8330 (voice)
508-746-8339 (fax)
semac.ucc@verizon.net

Signature of Staff Assisting in the Search

Date