

# NILES CONGREGATIONAL CHURCH UNITED CHURCH OF CHRIST

## *Ministers Fact Sheet*

In order to facilitate an informed decision making process, the Discernment Team will issue several "fact sheets." A property fact sheet has already been published. The property fact sheet was numbers, square footage, etc. The Ministers Fact Sheet is a little different, a little less concrete.

In the Ministers Fact Sheet the information refers to Jeff and Joe's approach to ministry, their ministerial strengths and priorities, and where they believe their respective churches could use supplemental ministry. As a comparison of ministerial strength, approaches, and priorities, it is a tool to aid congregants in developing a more thorough understanding of how Jeff and Joe's ministries could be complimentary – or not, and how the general ministries of the two churches could be complimentary – or not. Where are the ministries the same? Where are they different? What are some of the possibilities if they were brought together?

### Ministry Areas at a Glance

Area of Ministry	Time spent by Joe	Time spent by Jeff
Worship	30%	30%
Pastoral Care/Counseling	20%	15%
Christian Education	10%	15%
Administration	35%	35%
Community Outreach	5%	5%

## Ministry Areas Explained

### Worship

Joe

What I do: Bible study; reading commentaries; preparing order of worship including selecting hymns; writing liturgy/prayers/etc.; writing sermon; leading worship.

What I don't get done: I really wish I had a worship committee. Everything involving worship is done by myself alone. I miss the creativity and innovation that many minds together produce. I think worship could be richer if it wasn't just me alone.

Jeff

What I do: Bible study; reading commentaries; preparing order of worship including selecting hymns; writing liturgy/prayers/etc.; writing sermon; leading worship.

What I don't get done: This is the highest priority for me, so I try to get to whatever needs to get done. I'm not aware of anything that's not getting done in this area of ministry.

### Pastoral Care & Counseling

Joe

What I do: hospital visitations, visit our shut-ins once a month, occasional home visits, outreach with phone calls or visits with those I believe are going through issues of various kinds. Almost no funeral work so far. Follow up with visitors to the church (few). Contact members when I haven't seen them in while, call members who never miss worship if I don't see them on Sunday morning to make sure they are ok (nature of having an old congregation).

Jeff

What I do: Individual counseling; spiritual direction for individuals and groups; hospital visitation; funeral preparations and leadership; home visits; "lunch with the pastor".

What I don't get done: follow up with visitors to church (evangelism); visitation of shut-ins and semi-shut-ins; proactive outreach to individuals who might benefit from pastoral care.

## Christian Education

Joe

What I do: teach adult Sunday School, which is the extent of our Christian education. Christian education (teaching) outside of Sunday School is occasional (i.e.: a weeknight study open to the community on open and affirming issues I did recently.)

Jeff

What I do: resource Sunday School teachers (kids and adults); lead a youth group or Confirmation Class; background checks, training, interviews for volunteers.

What I don't get done: follow-up with teachers to make sure things are going well; I don't feel I'm being as supportive of this area of the church's ministry as I'd like to be.

Note: Amount of time will increase next school year when I teach a Confirmation Class

## Administration

Joe

What I do: Whatever a church secretary would do, I do.

Jeff

What I do: working with Council, Boards and committees; answering emails; coordinating with Cecilia; etc.

What I don't get done: I'm not aware of what isn't getting done.

## Community Outreach

### Joe

What I do: Vice President Clear Creek Services, member of Tri-Cities Interfaith Council which includes taking part in a Holocaust Memorial Service and a Thanksgiving service – which I am in charge of this year.

What I don't get done: I try to bring community outreach opportunities to the church as they arise (i.e. helping with Winter Relief). However, there are so few of us and almost all are elderly, so it is difficult to do much. I perfectly understand this problem and don't think it reflects negatively on the congregation, however, this is frustrating for me. I think community outreach should be as high as 30-40%. *(I place evangelism and missions in this category, unlike Jeff who placed evangelism in Pastoral Care – an interesting difference.)*

### Jeff

What I do: President of Fremont Alliance for a Hate-Free Community (prepare for and run meetings, speak on behalf of group); outgoing treasurer of Tri-Cities Interfaith Council; UCC clergy groups; UCC camping program; emails to wider community.

What I don't get done: This is a lower priority for me, so there's nothing on my list of "gee, I wish I could do this, too."

## Congregations' Views

Now that you've read how Jeff & Joe view their ministries, it might be informative to read what members from both congregations listed as the most important things a pastor brings to the church. (This is copied from question #3 of the Congregational Survey Results.)

For NCC the answers were spiritual leadership and direction, administration and programming leadership, and that the minister work well with people and is welcoming in the spirit of the church's open and affirming position. Also important were teaching and pastoral care and connectedness.

For FCC the answers were slightly different. They thought it was important for the pastor to be a coordinator, "putting the pieces together" and providing cohesion. Likewise in worship, the pastor is seen as the main liturgist, but also a

facilitator of strong lay leadership. FCC folks did not see their pastor as the "person at the top," rather as an administrator and "cheerleader." It was also important that the pastor be the face of the church, involved and seen in the community.

## Other Questions & Facts

(Answered by Jeff and Joe)

- 1. How does communication between the minister and the congregation happen when goals are set for the congregation's and the pastor's yearly priorities for ministry?**

**Jeff** Each June, the Council examines the previous year's ministry priorities and decides on the coming years priorities. Go to [http://www.nccucc.org/resources/ministry\\_priorities.pdf](http://www.nccucc.org/resources/ministry_priorities.pdf) to see the 2004-08 Ministry Priorities for Niles Congregational Church.

**Joe** FCC does not have a formal process for this, and thus no attachment. With a church as small as ours, almost all priority and goal setting is done in board meetings. I recognize the value of a formal process, and am impressed with NCCs process.

- 2. How is progress toward the set goals evaluated?**

**Jeff** The Council "checks in" on progress occasionally. The pastor's Annual Report generally includes his evaluation of progress on the priorities.

**Joe** Again, as taken up in board meetings.

- 3. How many people do you think a minister can deal with in a congregation before he/she needs help?**

**Jeff** As you see in my answers to what's not getting done, the area that's most hurting is pastoral care (and evangelism, which I put in that area of ministry). This is not just an issue of the number of people in the congregation, but also their health, their needs, etc.

**Joe** Among "church experts" the consensus is that some form of associate minister is needed in addition to the senior pastor at an average of @150

in worship attendance. Having pastored a church that size, I can say that I found it to be true.

#### 4. What formal policies does each congregation have?

**Jeff** Personnel Policies, Safe Church Policies, facilities use policy, various worship-related policies.

**Joe** Facility Use policy is all that I know of.

### Minister Compensation Packages

#### Jeff

Salary: \$37,858

Housing Allowance: \$6,375

Parsonage: (rental value of \$21,600)

Benefits: SET allowance; Pension contribution; health, dental, disability, and life insurance; professional expenses (up to \$2000 per year); mileage reimbursement; "equity allowance" while living in parsonage.

Vacation, etc.: four weeks of vacation; two weeks of study leave; 3-month sabbatical during every sixth year at church.

#### Joe

Salary: \$35,000

Housing: @ \$20,000

Benefits: Pension, family health care, professional expenses up to @ \$1000, mileage reimbursement up to \$2000.

Vacation: four weeks of vacation which includes 5 Sundays out of the pulpit. Continuing education, study leave, denominational annual meetings all count against the 5 vacation Sundays.