



Church Start Pastor Position New UCC Church in Redwood City, CA

First Congregational Church of Redwood City, UCC
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Job Description

Position Description

We are looking for a new church start pastor. The new church start pastor will be a person of faith, integrity, and creativity and will have full responsibility in the creation of a new Christian church in Redwood City (within the United Church of Christ) that is relevant to the needs of parents, our initial mission field.

The New Church Start Pastor will have authority and funding, is expected to take initiative, and exercise creativity in those areas specifically prioritized by the Church Council of First Congregational Church, Redwood City, who will initially act as the board of directors or council of the new church.

Position Requirements

- a) The successful individual should exhibit a strong affinity with our target initial mission field which is parents with children.
- b) Ordained ministerial standing in the United Church of Christ (or ordainable, eligible for Dual Standing or Privilege of Call)
- c) Experience and proven results or clear aptitude in church planting, re-planting or renewal.
- d) Loyalty to the principles of Progressive Christianity, including our declaration of being “Open & Affirming.” We know that parents come in different gender combinations, and we welcome and accept all. Our theological framework is clearly described by the 8 Points of the Center for Progressive Christianity (<http://www.tcpc.org/about/8points.cfm>).
- e) Willingness to commit at least 3 years, subject to attainment of specific goals established by the Church Council
- f) An entrepreneurial spirit, a desire to “make it happen” - a calling and passion for starting new churches.
- g) A willingness and ability to raise funds within the community in support of the new congregation (the church start pastor is expected to raise a portion of the total funds required for start up).
- h) Ability to work collegially with others.
- i) Completion of an assessment process that includes a written and verbal interview, DISC Profile, reference check, background check and credit check.

- j) Commitment to work with staff from the Northern California Nevada Conference during the planning and launching phases and/or other consultants as directed by the Church Council.
- k) Commitment to attend training seminars (“boot camp”) and to work with a coach (paid for and provided by the church) throughout the development of the new church.
- l) Willingness to live in Redwood City.

Accountability

The new church start pastor will:

- a) Establish a 3-way covenant (Church, Golden Gate Association of the United Church of Christ, Pastor), serving under a Designated Term Letter of Call.
- b) Report to the Church Council for purposes of coordination.
- c) Be evaluated by the Church Council on attainment of specified goals mutually set with the Church Council.

Current Church Situation

First Congregational Church of Redwood City is the oldest protestant church in San Mateo County on the San Francisco peninsula. After a multi-decade period of decline, the congregation decided to sell its church property in 2007. The congregation has decided to pursue the planting of a new church.

We are committing significant resources to enable a successful church plant in our area, including two rounds of funding (the second round is contingent on the meeting of agreed upon benchmarks during the first round). The specific amount of funding will be dependent on the plan created by the new church-start pastor and approved by the Church Council. We will also be providing a coach to assist and support the new church start pastor during the startup phase which we expect will last approximately a year.

We currently have a remnant congregation of approximately 10 to 30 members. In parallel with the new church start process, we have hired a temporary, part-time chaplain to pastor to these folks during the time that the new church is being created. The new church start pastor will not have any responsibility for the remnant congregation - only for the creation of the new church. The chaplaincy will be provided through the new church start-up period and will end once the new church publicly launches.

Vision and Goals for the new Church

We believe that the mission field in Redwood City and the central San Francisco peninsula is ripe for the message of progressive Christianity, as embodied by the United Church of Christ and the Center for Progressive Christianity. In response, we are dedicating ourselves to the establishment of a new church community.

We are inspired by the thought of creating a Christian spiritual community that is relevant to the lives of parents in our community, and declare ourselves to be completely open to the way that evolves. How this happens is less important than the successful creation of a spiritual community that is meaningful and exciting to local parents, many of whom have extremely busy and challenging lives - especially when it comes to raising their children. We are more committed to a church that is spiritually relevant and energizing to these parents than we are attached to our preconceptions about how church “should” be.

Also part of our long-term vision is that this new church be vibrant, relevant, and oriented towards living and growing. It is our long-term expectation that the new church will start another church or create a multi-site congregation, both of which can reach broader communities in our area.

Mission Field

Our initial mission field is middle to upper income parents in the Redwood City area who are having trouble making meaningful connections in their community and getting support in the raising of their children. These parents are typically distrustful of a traditional church experience (in many cases, having already left or rejected the church), but who still desire support in the spiritual up-bringing of their children in a way that fits with their values. They are looking for a way to make connections, make a difference, and give back to their community.

Additional information about Redwood City can be found at the following locations:

Wikipedia: http://en.wikipedia.org/wiki/Redwood_City,_California

Website: <http://www.redwoodcity.org/index.asp>

Competencies

The successful candidate will have an affinity to our chosen initial mission field, and spiritual gifts that enable the person to start a new congregation in that mission field.

Qualities of the successful candidate include perseverance, taking initiative, confidence, a strong work ethic, risk-taking, and tenacity.

Expected Outcomes & Timeline

We expect that the church start-up effort will take approximately 12 months. At the end of the startup period, the new church will publicly launch with 125 to 150 participants.

Progress towards specified measures will be monitored by the Church Council. The following table indicates some activities that will be conducted by the successful candidate along with the month during the first year when these activities will typically be conducted. The third column indicates some measures that will be used by the Church Council to assess the progress of the church startup.

Start-up Actions	Month Number	Measure
Community networking	1 – 12	
Church startup training: refresher course or basic course as appropriate	1	Successful completion
Fundraising	1 – 12	Amount raised against target
Gather prayer intercessors	2 – 3	
Establish support team	2 – 3	
Gathering Launch Team		
Gathering Events	2 – 6	Number, frequency and attendees.
Research and create plan for reaching Mission Field	1 – 3	
Presentation of full plan to Church Council, including full funding proposal	End of month 3.	
Coaching	1 – 24	
Start organizing teams	3 – 7	
Form hospitality and music teams	6 – 9	
Practice worship	9 – 12	
Prepare for Launch	11 – 12	

Compensation

Compensation will reflect UCC conference guidelines, properly reflecting the cost of living in our area. Compensation in subsequent rounds will be dependent on the successful meeting of benchmarks mutually agreed upon with the Church Council.

How to Apply

In order to apply (and become a candidate) for the Church Start Pastor position, please complete and submit each of the following materials. If you are submitting your UCC ministerial profile through the conference, some of the material overlaps:

- a) Essay. A one-page essay describing your vision for the future of the new church. Please describe your affinity to our stated mission field of parents in Redwood City. Also, please state what prompted you to apply.
- b) Messages. Two messages (in written form) that you have preached in the past 6 months.
- c) References. Please supply at least 4 references with contact information who can reflect on your abilities as a new-church-start pastor. If you are providing references through the UCC ministerial profile, indicate specifically which references can provide this information and their direct contact information.
- d) Resume. Supply a brief resume of your ministry. If you are submitting a UCC profile, your profile contains this information. You can also send us a resume directly.
- e) Assessment Results. Please complete each of the following assessment tools (at your expense please), and supply us with the results.
 - (1) Personal DISCernment Inventory® at www.pdiprofile.com (online). Register to purchase a profile and take the assessment.
 - (2) Team Profile Inventory at www.masterplanninggroup.com (hardcopy). Purchase the assessment at:
http://www.aylen.com/cartweaver2cf_Aylen/Details.cfm?ProdID=21&category=0.
 - (3) Conflict Resolution Style at www.alban.org (hardcopy). Purchase the book, “Discover Your Conflict Management Style” by Speed Leas and take the conflict resolution style assessment. The book is located at:
<http://www.alban.org/bookdetails.aspx?id=578>.

Submit your packet of materials to us by email at search@fccredwoodcity.org or by snail mail to:

First Congregational Church of Redwood City
Attention: Rob Lyman, Search Committee Chair
160 Birch Street
Redwood City, CA 94062

Unfortunately, we can not consider you as a candidate for the position until we have received all of your fully completed materials including results from the three required assessments. We will be continuously reviewing candidates and plan to select a candidate when we find an appropriate match.

IMPORTANT NOTE: Candidates will be required to sign a release form that allows us to conduct credit checks. A completed UCC criminal background check is also required.