

NEW COVENANT UNITED CHURCH OF CHRIST

CHURCH PROFILE

459 Clinton Street, Buffalo, NY 14204

Pastor (Full Time)

UCC NY Conference

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God is able to provide you with every blessing, so that having all sufficiency in all things at all times, you may abound in every good work.”

(2 Corinthians 9:8)

POSITION POSTING

Church name: New Covenant United Church of Christ

Street address: 459 Clinton Street, Buffalo, NY 14204

Website: www.newcovenantucc.com Email: newcovenantucc@aol.com

Telephone: 716-856-3392

Fax: 716-856-3103

Conference: United Church of Christ NY Conference





Position Title: Pastor – Full Time Contract

Current size of membership: approximately 120 people

New Covenant United Church of Christ is an African American members congregation proudly grounded in African American church culture and nuances.

English is the predominantly spoken language

New Covenant United Church of Christ is wheelchair accessible.

SCOPE OF WORK

- Preparation and leadership of Sunday worship which includes bringing forth the Word of God, scripture lesson, prayers, liturgy, and bulletin, provision for appropriate music in coordination with the minister of music, coordination of all special worship services and liturgical days (ex. Ash Wednesday), etc.
- Provision for the opportunity for the membership to develop their personal faith formation through God's word, prayer, Bible study, Sunday school and sharing spiritual growth resources. Energizing and deepening the spiritual connections and faith understandings of congregants in their daily walk.
- Leadership development for church ministries toward creating spiritual programming.
- Supervision of independent contractors to ensure the effective and consistent management of their duties and tasks for their particular discipline, toward efficiency and sufficiency of successful church.
- Pastoral care to include individual and family counseling (sustaining, guiding and nurturing), pre-marital counseling, home and hospital visits, benevolence toward those that are grieving to include assistance in planning funerals, and family reconciliation.
- Community engagement and promoting evangelism for the purpose of sharing the message of Salvation and God's love
- Weddings and funerals; availability to the wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations
- Strategic ecclesiastical planning for current and new directions in New Covenant ministries

- Attend ministry meetings and provide leadership as may be indicated
- Participate in wider UCC activities such as conferences (as church budget allows) and association meetings
- Administrative oversight of email, phone messages, website, supply purchases (church supplies, growth books, Sunday School books, etc.,) and to be aware of all written church letters and/or documents leaving the church
- Faithful financial development and stewardship in collaboration with the Trustee Ministry. Ensures that independent contracts are developed and followed
- Study and pray to increase personal faith and bringing forth the word of God. Further to improve skills to teach and lead with increasing effectiveness

CORE COMPETENCIES:

A Call from God: A pastor should be able to share their conversion experience as well as their call. Eph. 4:11 NIV

Preparation: Following the surety of God's call, pursue preparation for Kingdom work through Seminary. 2 Timothy 2:15 NIV

A Heart for the People: Pastoral Care: A pastor is to be a shepherd to God's flock. 1 Peter 5:2-3 NIV and 1 Peter 4:10 NIV

COMPENSATION AND SUPPORT:

The position of Pastor is a contract position with a compensation range of \$40,000 - \$50,000 to include applicable benefits and housing allowance.

PEER and PROFESSIONAL SUPPORTS:

- Online virtual Practical Resources for Churches (PRC) workshops
- Group workshops convened by the Western New York Regional Information Center (WNYRIC)
- National, state, and WNY conferences
- Church and ministry committee as a resource for and assistance to pastors

WHO IS GOD CALLING TO PASTOR US?

We envision our next minister collaborating with the congregation to achieve the following goals:

- Attracting new members and retention
- Worship service experience
- Teaching that will provide opportunity for membership to develop a Personal spiritual formation
- Increase participation in growth groups (Sunday School, Bible Study, Vacation Bible School, Special Liturgical Services (*ex. Maundy-Thursday*))

Our vision is for the pastor to carry out the vision with these specific mandates to assist the congregation in making an impact beyond its walls by increasing evangelism initiatives, continue and enhance the supportive needs of the community by means of the Food Pantry, feeding the homeless through-the Family Promise Program, Men's Breakfast, and soliciting volunteers to staff after school programs and summer camps.

WHO IS GOD CALLING US TO BECOME?

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind. This is the first and greatest commandment. And the second is like it: ‘Love your neighbor as yourself.’” (Matthew 22:37-39 NRSV)

- God is calling New Covenant to be an engaged member of our local neighborhood. The church is surrounded by section 8 housing and a living facility for the elderly and disabled. God calls us to help where there is need, to share the Salvation story to those who have not embraced Jesus the Christ or the church.
- Our goal is to improve and enhance those services, listed below, that we now provide as well as develop additional evangelism programs. Currently, New Covenant unveils an annual mission statement at the start of every year in the hopes of driving all decisions, programming, and evangelism efforts towards one unified goal.
 - In the Fall of 2018, New Covenant began to intentionally reach out and serve locally through our relationship with Family Promise, a shelter providing transitional housing for families; our ministries provide meals 4 days every other month for the families that are in residence. Our goal is to provide meals 4 days every month.
 - September 2019 was the beginning of our current Confirmation Cohort which has engaged sixteen children between the ages of twelve and sixteen.

WHO ARE WE NOW?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

New Covenant’s life of faith:

- Mission Statement: The mission of New Covenant United Church of Christ is to worship God; to preach the gospel of Jesus Christ; to celebrate the sacraments; to render loving service to the community; and to strive for righteousness, justice, peace and equality for all mankind.
- Vision: To be a model of relevant and innovative evangelism that brings the good news of salvation by teaching the death, burial, and resurrection of Jesus Christ.
- Imparting the preached word of God.
- Incorporated in our worship liturgy is the loving and accepting God who manifests Himself in the person of the Holy Spirit. Clearly delineated is God’s desire for us to follow His teachings and pursue the great command.
- The Holy Spirit in our midst is described as one person of the triune God. It is impactful within an individual’s solitude. The Holy Spirit is demonstrated through an individual’s worship experiences which may reveal itself by personal remorsefulness, through thankfulness to God, or through a greater understanding of God’s love which may come forth as tears, a raised hand, a verbal “Amen,” or a quiet calmness.

Strengths and Areas of growth for New Covenant UCC

Congregational strengths:

- The preached Word of God is loved, welcomed, embraced, and practiced by many congregants.
- The congregation is welcoming and loves to fellowship.
- The worship service is traditional in the African American experience.
- The church has maintained families since its inception in 1974.
- The congregation is family oriented, serves each other, and overall maintains unity.

Congregational areas of needed growth:

- Retaining members after high school; recruiting and retaining millennials
- Innovative evangelism
- New membership retention
- Greater membership participation in Worship, Sunday School, Bible Study, Vacation Bible School, and special liturgical days/programs.
- Greater ministry (Boards/Auxiliaries) participation and volunteerism

What worship is like when New Covenant UCC gathers:

- Singing, prayers, altar call, scripture, and the Preached Word of God.
- The membership is vocal during the preached word, physically participates with handclapping and standing during the song service.
- The church has four choirs (Sr. Choir, Men's Chorus, Praise Team and Youth choir). Each choir sings once monthly except for the Sr. Choir which sings 2x's monthly.
- The church observes the liturgical calendar as scheduled

- The Youth department is in charge each 5th Sunday; they carry out the entire worship generally with a guest youth pastor.
- The youth of the church leave the sanctuary 2x's each month for children's church which is convened in the Rev. Will J. Brown Fellowship Hall.
- There are three usher groups which serve monthly; adult women; adult men and the youth usher ministry.
- On an occasional Sunday, our liturgical dance team performs.
- The youth of the church present programming during Easter, Christmas, Women's, and Men's History Month and MLK JR's birthday.
- The Wellness Ministry presents resource information for Heart Health Month and Breast Cancer month, periodically with a guest preacher.
- The church celebrates women's and men's day, church anniversary, octogenarian and nonagenarian day, convocation Sunday, pastor's anniversary (every other year), Pentecost Sunday. These are celebrated during morning worship with special programming.

New Covenant's educational program/faith formation:

- Youth is involved in leadership through participation in the Youth ministry, introduction to the media booth, summer office assistance, and fellowship groups. The New Covenant youth also lead the worship service every fifth Sunday. The youth are also engaged in the Youth Usher Ministry, Confirmation Classes, Vacation Bible School, Youth Choir, Children's Church, and Summer Dance Enrichment
- The membership can engage in personal faith formation experiences through the preached word, Sunday school, Bible study, Prayer and Praise Service, Vacation Bible School, Biennial Leadership Retreat, Liturgical Programs, and participation in ministries.

New Covenant is organized for ministry through:

- Decisions are made and communicated verbally in ministry meetings, church call meetings, annual church meetings and in writing through letters sent to the congregation, Robo calls, and in Ministry meetings.
- The Church Council is the leadership group of the Church.
- New Covenant has elected and volunteer ministries and fellowship groups.
- New Covenant currently in the process of creating innovative evangelism.
- Establishing a consistent calendar for youth outings
- Each of New Covenant's ministries meet monthly for sixty to ninety minutes.
- Due to the recent epidemic, New Covenant began remote/virtual worship service, ministry work and fellowship during the week of March 16, 2020. Additionally, New Covenant has maintained its face-to-face servicing for those who have food insecurity through the church's weekly food pantry which is operated on Tuesdays from 9:30-2:00pm.
- The PSC would be able to provide the next minister with a copy of New Covenant's organization structure, bylaws, and annual report to further explain the patterns of the church's activity and governance.

Congregational Demographics

New Covenant has approximately 75 active congregants.

- 60% have been in the church more than 10 years.
- 13% have been in the church less than ten years but more than 5 years.
- 27% have been in the church less than five years.
- 38% of the adults at New Covenant are employed
- 44% are retired
- 17% are not employed full-time

New Covenant congregants participate and gather in the following ways: adult Sunday School, children's group, special worship services (Easter, Libation, etc.), Thanksgiving feast, choir and music ministries, bible study, monthly 1st Sunday Communion, confirmation classes, drama and dance program, funerals (six last year), prayer and praise service, retreats, and Worship Service (10:45-12:30 pm). The average attendance at Sunday Worship Service is fifty-five.

The following deacons are ordained: Sheldon Cottrell, Arthur Crenshaw, Barbara Davis, Carmen Evans, Linda Gatewood, Theresa A. Harris-Tigg, PhD, and Raymond Moss

New Covenant UCC has no staff positions: administrative assistant, minister of music, sexton, musicians are independent contractors supervised by the Pastor or the Pastor's designee

CHURCH FINANCES – to be discussed with final candidates

New Covenant United Church of Christ does not have a parsonage.

HISTORICAL INFORMATION:

The New Covenant United Church of Christ was founded September 20, 1974, with the merging of the former Lloyd's Memorial Congregational Church (which was joined with the newly formed United Church of Christ in 1958) and St. Peter's United Church of Christ. Salem United Church of Christ became part of the congregation in 1976. Members of the Concordia Bethany United Church of Christ joined the congregation in 1988. Each of these churches had a long and distinguished history of dedicated Christian service in the Buffalo community.

The co-founders of New Covenant United Church of Christ, along with St. Peter's, was Lloyd's Memorial Incorporated (1914), which had its origins in a group which split from Bethel AME church because of a concern for moral reforms. In 1964, Lloyd's constructed a building at 459 Clinton Street which eventually became the home of New Covenant United Church of Christ.

New Covenant began under the dual pastorate of Reverend Jimmie L. Sawyer until 1975 and Reverend Philip Smith until 1978. The Reverend Will J. Brown Jr. was called to serve as interim pastor in 1979. A few months later, he was called as part-time pastor, a position he held for nine years. In 1988, he accepted the call as full-time pastor. Under Pastor Brown's leadership, the membership was spiritually uplifted through Bible class, Sunday school, worship service and the celebration of various liturgical events. Reverend Brown served as under shepherd for thirty years retiring as Senior Pastor November 14, 2010 at which time he was designated "senior pastor emeritus."

During Pastor Brown's leadership the church building mortgage was burned and the following structural additions were made: secretarial and trustee offices, two lavatories, pews and carpet. In addition, the kitchen and the pastor's study were updated, and two vans were purchased. Reverend

Will J. Brown transitioned from his earthly home to live eternally with the Lord July 13, 2011.

The associate pastor and wife of Reverend Will J. Brown, the Reverend Jacquelyn Ross Brown, assumed the senior pastorate November 15, 2010. Pastor "Jackie" also enjoys a substantial history in the city as a volunteer, educator, and mentor of young women between the ages of 20 and 40. Her passion is teaching as she proclaims the word of God. Under Pastor Jacquelyn Ross Brown's leadership, the church has continued to grow spiritually, financially, and numerically.

New Covenant sponsors a weekly food pantry for the surrounding community. Through tithes and offerings, the church supports missionary activities around the world and locally. These outreach ministries include: Neighbors in Need, Strengthening the Church, One Great Hour of Sharing, UCC Covenantal Share, Our Churches Wider Mission (OCWM) and the UCC Christmas Fund. Each Easter and thanksgiving the church donates funds to feed 100 persons at The Buffalo City Mission. Since 2014 the church has participated in funding the installation of electricity and the digging of wells for a fresh water supply for Dominica Families. The church participates in the UCC New York State Conference, the Western Association of the United Church of Christ and VOICE Buffalo. 2018 new volunteerism includes The Family Promise Organization and funding for the 2nd Mile Ministry.

Pastor Jackie led the fundraising to install a new roof, remodel the front entrance, purchase a grand piano, install a new driveway and sidewalk, upgraded the media system, new carpet in the sanctuary as well as upgrades to the kitchen and pastor's study.

The Ministries of the church include the following: Diaconate, Trustee, Usher, Youth, and Christian Education, Women's Fellowship sponsors a guest speaker and luncheon each first Saturday and facilitates the annual Christmas Gala, the Men's Fellowship sponsors a Breakfast with a guest speaker each third Saturday. Other ministries include God's Jewels, Dan Acker/ Barbara Brown Scholarship, Bereavement, Senior Choir, Men's

Chorus, Praise Team, Youth with Voices and a Youth Liturgical Dance. Christian teaching occurs through the Preached Word, Bible Study, Sunday School, Children's Church, Vacation Bible School and New Membership Class. The church also sponsors a weekly Food Pantry which includes a vegetable garden, Moms Inspiring Moms (MIMs) provides life skills training for single moms and a reading program for their children, and a six-week SAY YES Program sponsored by the Buffalo Public schools. A two-day Ministerial Leadership Retreat is convened biennially at Christ the King Seminary in East Aurora. The ministries are involved collectively in strengthening the spiritual growth of the congregation and Service to the Buffalo community.

Standing on a mountain of accomplishments in our past, we clearly embrace our mission of “Worshiping God, preaching the gospel of Jesus Christ, celebrating the sacraments; realizing Christian fellowship and unity, render loving service to the community and to strive for righteousness, justice, peace, and equality for all humankind.”

Every church has conflict, some minor, some larger. The following is an occasion when our church experienced conflict without being able to resolve it well.

The church voted on a contractor for the driveway. Three estimates were presented. Once it was done, there were problems with the driveway. Many people complained about it. We got an attorney and were told we could not sue the contractor until time was given for him to repair the original work. Legal advice was given to have the church repair it. Then repair it and sue for the repair cost. Never followed up on by the Trustees. The driveway is still in disrepair.

“To God be all glory and majesty for the things He has done”

WHO IS OUR NEIGHBOR?

“You shall love your neighbor as yourself.” Matthew 22:39 NRSV

Community Outreach

The relationships and activities of our congregation extend outward in service and advocacy in the following ways:

- Weekly Food Pantry for qualifying residents that reside in zip code 14204.
- Bi-annual donation gifted to the City Mission to feed a total of 200 residents
- Annual winter hats, gloves, and scarves give-away to those in need
- Neighborhood Fest which includes a health fair, donations of back-packs filled with schools supplies to all students in attendance
- Partner with Family Promise to donate food to feed the residents.
- Supports the UCC by annual contributions: One Great Hour of Sharing, Strengthen The Church, Our Churches Wider Mission, Neighbors in Need and Christmas Fund
- 2nd Mile Ministries of Jacksonville, FLA.
- Annual donation to turn on electricity and develop wells for fresh water in Dominico (through Greater New Hope Baptist Church)
- Annual financial to VOICE Buffalo:
 - o A society of diverse communities that are empowered, informed, active, and connected to one another, where ALL people have access to the resources they need to thrive and a voice in the decisions that affect them.
Mission: To faithfully bring forth social justice and equity in our region through organized collective action. In the past, we actively participated in various community organizations and hosted VOICE business meetings in the Rev. Will J. Brown Fellowship Hall.

New Covenant reaches out and participates with area community and interfaith churches. Some of the joint church services included; First

Shiloh Baptist, Durham Methodist AME Zion, Evangelistic Temple, Walls Memorial, and many others. Pastor Jackie does community ministry in the city of Buffalo, in NY state, and out of state. The congregation absolutely loves it and the Pastor enjoys a nice congregational following.

REFERENCES:

Rev. John Bell

Evangelistic Temple

Telephone: (716)-510-4858 or (716)-833-4493

Email: jbandjoyce@gmail.com

Relationship to NCUCC Congregation: guest preacher

Rev. Kale Mann, Pastor of Faith Temple Community Church

Telephone: (347)907-5333

Email: kale.l.mann@gmail.com

Relationship to NCUCC Congregation: guest preacher

Rev. George DuBois, Pastor

Evangelistic Temple

Telephone: (716)-860-2964 or (716)-882-1432

Email: gwd1953@verizon.net

Relationship to NCUCC Congregation: participated in special worship services at NCUCC

June 9, 2020

Greetings Brothers and Sisters,

I am Reverend John Bell, and it is my honor to extend a personal letter of reference on behalf of New Covenant United Church of Christ. I have worshiped and fellowshiped with New Covenant for well over a decade. I can surely say that New Covenant is a powerful Bible preaching and Bible teaching church led to serve its community.

New Covenant is a church that cares for people in troubling times. In fact, during one of the darkest times in my life, the Pastor and the entire congregation provided endless support and encouragement when the love of my life made her transition to be with the Lord. I deeply appreciated all of New Covenant and the guidance provided by the ministry.

New Covenant's greatest strength is the spirituality and humility of its leadership and congregation. The word reminds us that it is easy to teach people when they are humble and New Covenant ministry is a perfect example of this. Furthermore, New Covenant embodies Jesus's last Commandment to "love one another."

New Covenant has a rich history built on its strengths and its multi-generational congregation, but there are areas where a new pastor can certainly help New Covenant grow. I think a key area of improvement for New Covenant would be to grow its relationship and bond with the community surrounding the church. A new pastor could also help New Covenant with identifying ways to assist community members and making sure they are aware of the many amazing services provided at the church.

Lastly, I am continuously in awe of the genuine welcome given to all whom visit New Covenant, from the Pastor, staff, and congregation. The energy is contagious each time you walk through the door.

Sincerely yours,

Reverend John Bell

Evangelistic Temple, Associate Pastor

From the Desk of
Pastor Kale L. Mann

June 1, 2020

Greetings in Christ,

I am Reverend Kale L. Mann, and it is with the joy of the Lord that I greet you. What an honor it is to extend my upmost sentiment about New Covenant United Church of Christ. I have fellowship with New Covenant for a number of years now. And I can personally say that New Covenant is a powerful church foundationalized on biblical principles with a desire to build the kingdom of God.

New Covenant is a church where everyone can feel welcomed. Truly displaying that which Jesus demanded, love our neighbor, welcome the stranger, feed the hungry, minister to the sick, and care for the least of these.

New Covenant excels because of its strong foundation, Pastor/Leader, ministerial staff and leadership team. This fact could not have been more evident than during the time I was asked by Reverend Jackie Brown to cover New Covenant while she attended to a family matter. Not only did I witness genuine love and loyalty to leadership, but also how the ministers, deacons, ushers, and even lay members maintain and held the church together in their Pastors absence. It was indeed New Covenant “UNITED” Church of Christ.

New Covenant has a rich history, one of very few churches whose membership consist of multiple generations. While being a leader with a progressive vision is good, making sure bridges are built to connect the pass to the current to the future will be significant. Proper succession planning is important in every area of the ministry. A combined endeavor to

establish that New Covenant will remain relevant to every generation, sex, ethnicity, and family.

New Covenant United Church of Christ is an established, and wonderful ministry with so much room for growth. I believe any potential Pastor would be blessed to Shepard this church and God's people.

Sincerely yours,

Pastor Kale L. Mann

Pastor Kale L. Mann

Faith Temple Community Church

CLOSING PRAYER:

Most Holy and Risen God, we come to You in truth and faith. Thank you for the Godly servant you have already identified for New Covenant. As a congregation, we pray that all the hopes and dreams of our new under shepherd will be realized and that our new servant leader will feel welcomed and loved, not only by New Covenant, but also by the general community. May friends and acquaintances be plentiful.

As this transition is made, may our new Pastor persevere, and always remember that they are fearfully and wonderfully made by You. Let them wholeheartedly believe that You will continue to provide the necessary understanding and wisdom needed. We pray for patience, mental peace, strength, and an abiding faith that will always sustain our new Pastor. Throughout this ministry, let New Covenant remain compassionate, encouraging, and empathetic. Father, we also pray for the family of our new Pastor. We pray for their excellent health, their joy, an insatiable thirst for knowledge, excitement, and unimaginable nurturing by New Covenant. We pray that they feel independently appreciated, loved, and honored. Gently cradle each in your impenetrable arms of protection and may our thankfulness and exuberance be a manifestation of Your immense glory.

Heavenly Father, we embark on this unique journey together. We trust, lean, and depend on You for your righteous and affirming guidance throughout the Pastoral Search Process. It is in the mighty and majestic name of Jesus, your only begotten Son, and our crucified and risen Savior, we pray. Amen.

“And God placed all things under his feet and appointed him to be head over everything for the church, which is his body, the fullness of him who fills everything in every way.” Ephesians 1:22-23

“ Jesus answered them, ‘Have faith in God!’” – Mark 11:22