



FIRST CONGREGATIONAL
UNITED CHURCH OF CHRIST

THE CONGREGATOR

NOVEMBER 13, 2009
VOLUME 26, ISSUE 19



JOIN US FOR

THANKSGIVING SUNDAY

ON SUNDAY, NOVEMBER 22 AT 10:30 AM

HAVE YOU MET WHAT'S-HIS-NAME YET?

Beginning December 1st we will be welcoming Pastor Jake Kaufman into the church family as our Interim Pastor. Here is some information and background straight from Pastor Jake.

This seems to be a current question around our halls. My name is "Jake." For the next year-and-a-bit, I will be your interim pastor. In '91, I completed the Presbyterian Synod of Lincoln Trails (Alban Institute model) interim training, and have a fair amount of continuing education in conflict management and consultation procedures. Interim pastoring is my intentional ministry: I'm not just "waiting to become a real minister." We're together on purpose!

Bill collectors now trace me to my voting residence near Munith, MI (35 miles southeast of Lansing, 15 miles northeast of Jackson). Home-home is the little village of Herkimer, in the foothills of the Adirondacks, upstate NY, on the West Canada Creek (super trout stream!). Growing up had to do with school, a paper route, tying trout flies (caught some chub but no trout), a Lionel train which grew and grew, and the beginning of a ham radio hobby which has spanned the years.

Dad was Episcopalian and Mum was Methodist, so they did the only reasonable thing, baptizing me in the Reformed Church. My college, seminary, and ordination ('62) were Reformed Church in America (Dutch Presbyterian). In '71, a call to a (Scotch) Presbyterian church brought me into that denomination. My son, David, was my last baptism in the Reformed Church, and my daughter, Ruth Ann, was my first Presbyterian baptism.

The immediate "K" family is Ruth Ann, 38, working on her R.N., living in Holland, MI, who turned me into a grandpa in '00 by presenting me with little Jake on my birthday (which now is our birthday - the only birthday gift I've received wrapped in a dirty diaper!) plus Nate in '02. Son/brother/uncle Dave, 40, put 4 years in the Navy, is looking forward to a career as a pilot, and is doing his college/flight training in Florida. Their mom and I divorced in '89; she became ill in '90, and passed away later that year.

Pastoring has moved me around MI, NJ, NY, OH, and PA, plus 2 summers on pulpit exchange in Scotland. In addition, 2 counseling centers have placed me on staff while I was in those areas. Being a trainer for L.E.A.D. Consultants' Calling and Caring Ministry has allowed me to work with some congregations to strengthen their programs. Outside of the church, I held a Michigan realtor's license for a 3-year stint. I am a member of the Academy of Parish Clergy (elected to the College of Fellows) and the American Association of Pastoral Counselors.

A major current project is to divide the material from my last study project into a seminary textbook on baptism, and a workshop program for training church officers to provide preparation for people coming for baptism or bringing children to be baptized. The study resulted in a video tape which is a discussion-starter for leaders to use with folks prior to a baptism. Using the material means helping a church to produce its own video and train its leaders to use their own video in pre-baptism ministry.



What does this preacher do with all of that spare time between each Sunday morning? Music is major relaxation. The baritone horn got me a free seat at college football games, and the seminary choir put me behind the piano or organ to keep me from trying to sing. My real talent is playing the hi-fi! Electric trains still bring out the little boy in me, and anything photo/video graphic fascinates me. Ham radio is top fun (K2CAT, some 304 countries confirmed 2-way), with licensing going back to '54.

Really, there are only two bits of information which you definitely need to know. The first is that I work with an open door at the study, and you are welcome to drop by (however, the **firm** rule is that nobody may leave the study without taking a piece of candy from the dish by the door!). My full-time work-week will vary, depending on our program and pastoral needs. Karen always will know how to reach me, even on my "weekend."

My permanent residence phone is (517) 596-2275. As soon as my local number is obtained, that will be published also. You never are an interruption; you are the reason we are together!

Looking forward to saying, "Hello," in person!

~Jake

FAQ'S & ANSWERS TO INTERIMING

"So we've got an Interim Pastor, when do we get a real one?"

"Won't things be better with a full-time minister?"

"When did you retire?"

"Wouldn't you like to have your own church?"

"On Wednesday? Aren't you here just weekends?"

"Do you talk to people?"

"What do you do to keep occupied between Sundays?"

Prior to roughly 1985, we didn't know much about the positive values which can occur for a congregation during the time between installed pastors. Larger churches let the Associate Pastor take care of preaching and the hospital, as was the case when I arrived at my last installed pastorate. Smaller churches arranged with local retired clergy to preach on Sunday and tend to the hospital, weddings, and funerals. Various studies of problems which develop frequently in churches have pointed back to issues which could be handled effectively in the transition period between installed pastors. Alban Institute, and some others, began to train pastors in skills to help churches use transition time to increase the effectiveness of the next installed pastorate.

Transition Ministry Specialists (TMS) are "real ministers," with specific extra training to help congregations use their transition time productively. A TMS often has additional training in conflict management, consultation, and problem-solving in program areas which typically are difficult for congregations - especially evangelism and finance. Because

interim ministry is relatively new, most TMSs have served as installed pastors at some time. Denominational TMSs have met all of our denominational ordination requirements prior to their interim training. Some day my retirement will happen. For the next year or so, I will serve God along side of you by being your TMS - an intentional, trained, career Transition Ministry Specialist.

A church having a full-time installed pastor will contract for a full-time TMS. FCUCC certainly is a full-time ministry, and I will serve full-time. My start date at FCUCC is December 1. Regular office hours will begin as soon as on-site accommodation is obtained. Also, some work will be done at home, because all resource materials are not moved. It is impractical to spend \$8000-\$12,000 to move a TMS on site for a 15-18-month interim period. My starting pattern will be to take a "weekend" on Monday and Tuesday. Wednesday afternoon through Friday noon and Sunday morning will be office/Grand Bland time. Friday afternoon and Saturday morning will be work time at home. This schedule will be adjusted to accommodate program needs and members' personal needs. I will keep contact with Karen when I am home, and adjust my time away to accommodate weddings, funerals, and emergencies. I will be available. We are only an hour apart. Karen will know how to reach me whether I am on my work week in Grand Blanc or on my "weekend" in Munith. Please feel free to use my home line! In an emergency when the church office is closed, you may want to put a note on each personal line.

A TMS does many of the same things done by an installed pastor between Sundays: member care, worship planning, program support, and contact with the community and Association. A TMS does not do long-range program development because that may leave a project which is not in the style or skill area of the next installed pastor. A TMS *prepares* the way for the next pastor; a TMS does not define the next pastor's job.

A TMS "has a church" much as an installed pastor, except that the term is shorter. I am free to move more easily than some pastors, so it makes sense for me to serve this way. Also, I meet so many fine people whom I would not have known otherwise - you all being a prime example of why I enjoy interim service. That value balances interim unrootedness.

TMS RESPONSIBILITIES

A TMS guides a congregation through five *developmental tasks*:

- Coming to terms with its history;
- Discovering a new identity;
- Allowing & empowering new leadership
- Renewing denominational linkages;
- Committing to new leadership & future.

A TMS personally is responsible for five *process tasks*:

- Joining the system;
- Analyzing the organization as a system;
- Connecting with the denomination;
- Focusing and assuming responsibility;
- Exiting and evaluating.

The five developmental tasks will be our topic next month, with the process tasks having our attention in February. After that, *The Congregator* will be shorter!

**FIRST CONGREGATIONAL
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**DEADLINE FOR THE NEXT
CONGREGATOR IS
FRIDAY, NOVEMBER 27, 2009**

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**UPWARD BASKETBALL
AND CHEERLEADING**



First Congregational United Church of Christ is very excited to be taking part in the Upward Basketball and Cheerleading program for the third year. This nationwide sports ministry is specifically designed for kindergarten through sixth grade boys & girls of all denominations.

This unique program believes every child plays equally, every child learns and every child is a winner. Children must attend one evaluation session. Make-up evaluations will be Monday, Nov. 30 from 6:00 to 8:00 pm, and Tuesday, Dec. 1 from 6:00

to 8:00 pm. Practices begin the week of Monday, January 4, 2010. Games begin Saturday, January 23, 2010.

The early registration cost per child for basketball and cheerleading is \$60, which includes an Upward t-shirt, jersey, car magnet and lots of fun! After November 30, add \$10. The deadline for registration is December 2. Registrations may be mailed to or dropped off at the church office.

For more information contact the church office at (810) 695-0550 or visit www.UCCgrandblanc.org.



Poinsettias

Poinsettias are available for purchase to honor loved ones during the Christmas Holiday. Cost of each plant is \$10.00. For more information contact Karen at 695-0550.



THANK YOU

Dorothy Feeser would like to thank Dottie Fletcher, Barb Benson and Pastor Max for their visits, prayers and calls..

Bob Edgecombe would like to thank everyone for their prayers, cards and calls during his recent recovery.