



united church of  
**COHOES**  
*a heart for the city*

## LEAD PASTOR/HEAD OF STAFF SEARCH

JOB DESCRIPTION &

# CHURCH PROFILE

UNITED CHURCH OF COHOES | COHOES, NY



**Website**

[www.cohoesecopc.org](http://www.cohoesecopc.org)



**Address**

123 Mohawk Street, Cohoes




**Phone**

518.237.0278

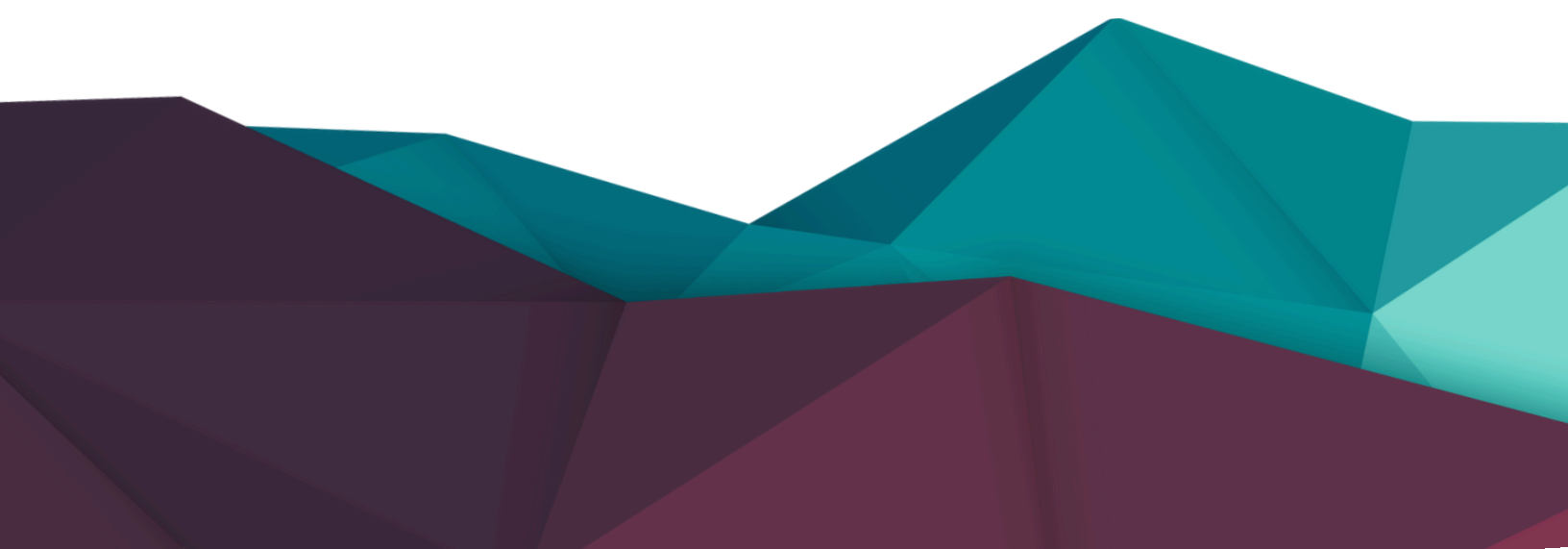


**Email Applications to:**

[uccpnc2024@gmail.com](mailto:uccpnc2024@gmail.com)



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## CONGREGATIONAL MAKEUP

**64**

ACTIVE COVENANT PARTNERS

**43**

INACTIVE PARTNERS

**103**

REGULAR ATTENDEES

**304**

VISITORS OVER LAST FIVE YEARS

**86:17**

ADULT VS. CHILD  
OF REGULAR ATTENDEES

**57:45**

FEMALE VS. MALE  
OF REGULAR ATTENDEES



# GETTING TO KNOW UCC

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# LEADERSHIP SUMMARY

FT = Full Time | PT = Part Time | V = Volunteer

## OPERATIONAL TEAM

- Board of Elders/Session - 5 members
- Lead Pastor - FT
- Minister of Care - PT
- Director of Ministry - PT (vacant)
- Worship Leader - PT / V
- Technology Coordinator - V

## LEADERSHIP TEAM

- Communications and Media - V
- Community Outreach - V
- Ministry Coordinator - V (transition role)
- Discipleship and Small Groups - V
- Elementary Program Coordinator - V
- Middle/High School Program Coordinator - V

*This team is in a period of rebuilding after post-pandemic effects.*

## ADMINISTRATIVE STAFF

- Office Admin and Treasurer - PT
- Custodian - PT
- Choir Director - PT



## OUR MISSION

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United Church of Cohoes exists to invite others to know Jesus, develop an authentic faith, and share God's love in our region.

## OUR VISION

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The vision of United Church of Cohoes is to create a community of authentic believers and to witness a region transformed by the life-changing reality of the gospel, as people come to know Jesus.

## OUR CORE VALUES

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We have nine core values and guiding principles. We invite you to visit our website for the full scope. <https://cohoesecopc.org/mission-and-vision>

## OUR CORE BELIEFS

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<https://cohoesecopc.org/what-we-believe>





# THE CITY OF COHOES

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Cohoes is a small city in the Capital Region of NY with a rich history. Based on its location, the confluence of the Mohawk and Hudson Rivers, it became the beginning of the Erie Canal. Known as "Spindle City," it was a thriving textile mill city at the turn of the last century, drawing immigrant workers from all over at the time. The Capital Region continues to be a draw for immigrants of many nationalities, the world at our doorstep. Cohoes is currently going to great efforts to revitalize itself, preserving its historical nature while also developing its economic imprint. Its proximity to the Adirondacks, lakes, and rivers also makes it an appealing place for outdoor enthusiasts.

Cohoes was home to many churches in the last century, particularly Catholic, serving the numerous immigrant populations working in its mills. But in 2019, the Barna Foundation ranked Albany as the 6th most post-Christian city in the nation (<https://www.barna.com/research/post-christian-cities-2019/>), down from 1st in 2010 (the top 8 all in NY/New England). As such, the cooperation of churches is important, as the gospel is so needed, and UCC has been part of a coalition of pastors, Protestant and Catholic, for many years, praying and partnering in ministry.

## Executive Insight Report

# UCC HISTORY

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The church is named "United Church of Cohoes" because it is the result of the 1969 amalgamation of the Silliman Memorial Presbyterian Church and the Dutch Reformed Church of Cohoes, in which the new congregation took the Dutch Reformed church building and the Presbyterian denominational affiliation.

On June 1, 1977 Rev. Nicholas E. TeBordo and Rev. Terrie J. Stine-TeBordo graduated from Princeton Seminary. In search of a church who would take a husband-and-wife team they heard the call to The United Church of Cohoes and started work there the very weekend they graduated. (cont.)





## UCC HISTORY (cont.)

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For the next 26 years, the duo would pour their hearts and souls into the congregation and the community. Terrie created a thriving youth program and counseled many through sickness and grief. Nick's excitement and passion radiated in the city, bringing in new families that would soon call the church "home". Even after Terrie's sudden passing in 2003 the congregation continued to carry out God's work and still does to this day. Pastors Nick & Terrie rooted the church in our community and developed relationships and ties that continue to flourish today.

Love for the city and its people in need has always been a priority, as evidenced by its ongoing ministries. UCC hosts Alcoholics Anonymous to welcome those struggling with addictions. It has an active food pantry and clothes closet and hosts weekly community meals (partnering with other local churches) as per Jesus' instructions in Matthew 25 to feed those who are hungry and clothe those who are in need. In years past, UCC bussed and fed hundreds of children for numerous children's programs, many of whom remain significant covenant partners in ministry today as adults.

In 2015, UCC re-affiliated with the Evangelical Covenant Order of Presbyterian Churches. In the fall of 2018, United Church joined a Church Transformation Cohort with 8 other churches in our denomination. The goal of the cohort was to evaluate the church's health, create "prescriptions" that would help the church flourish, and equip our leadership to accomplish the vision that God has given us. Since then, we have undergone a major "facelift", completely changed our organizational structure, and realigned our mission.

Between November of 2018 and September of 2023, Rev. Kaitlyn Wood served as the lead pastor at UCC. She has since taken a position with ECO as the National Director of Church Health, in which we wish her every success. Pastor Nick continues to serve as the associate pastor of Care and Senior ministry.

## NEW BEGINNINGS

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We believe that God is leading the United Church of Cohoes into a new season of ministry. Like churches all over the US, we have seen challenges to church attendance in recent years, particularly since the pandemic. We have an active online presence in addition to our in-person attendance, but look forward to the leadership and creativity of a new pastor to take us to a new level in our own discipleship and outreach to our community. Building on the values of community and service taught by Pastor Kaitlyn, we the church are working to rediscover our unique purpose and vision for this region.





# NARRATIVE OF MINISTRY

## **PROGRAMS AND GROUPS**

### **Youth Ministries:**

Sunday Morning - Nursery (Pre-K), Children's Church (K-5)

Sunday Evening - Youth Group Ministry (6-12), bi-weekly

### **Small Groups:**

Monday - Promise Keepers

Monday - Sermon Zoom Discussion Group

Wednesday Morning - Worship & Communion

Wednesday Evening - UCC Choir

Thursday Evening - Worship and Prayer

Bibles and Brews - on pause



## COMMUNITY AND GLOBAL OUTREACH

- UCC Food Pantry (open MWF, serves 100 families per month)
- Matthew 25 Weekly Community Meal and Clothing Closet
- Vacation Bible Experience -on pause
- City-wide event co-sponsor
- Thanksgiving baskets program
- CCSD Holiday Hope partner
- AA Group meeting space

We contribute to the support of a missionary family in Zambia and also our sister church, Kuwadzana Presbyterian Church - a relationship that has lasted generations. Several members have visited Zimbabwe.

## VOLUNTEER OPPORTUNITIES

- Snow removal/lawn care
- Tech team
- Worship team
- Choir
- Food pantry
- Morning check-in/welcome
- Saturday community meals
- Youth ministry
- Baby nursery - during church
- Hospitality team
- Visitation team
- Special events



**2023 Annual Report**

**2022 Annual Report**

**2021 Annual Report**

## STRENGTHS

- Showing the love of God to a downtown community in need
- Good volunteer base with professional abilities and transitional practices
- Local community respect, solid relationships and partnerships
  - Diversity: socioeconomic, neuro, generational
- Local community pastoral cohort - meets monthly
- Loving and compassionate internal community
  - Able to withstand seasonal changes
- Pursuing external resources such as community grants
- Pivoting to accommodate challenges and making connections through technology

## WEAKNESSES

- Making disciples on a large scale
- New covenant partner or baptism retention
  - Diversity: ethnic and racial
- Significant decrease in children and youth ministry attendance in the last five years
  - Mentorship/meaningful connections in the current season
- Finances/revenue, stewardship, regular tithing and generosity

*Through our weaknesses, we believe God is more than able to work in and through this ready congregation with the right leader who sees weaknesses as a challenge, and hears God's call to Cohoes.*

# JOB DESCRIPTION

**United Church of Cohoes seeks to call as its full-time Lead Pastor/Head of Staff with the following:**

## **Attributes**

- **Follower of Jesus Christ**, seeking Him in all aspects of life and reflecting His character in and beyond the walls of the Church.
- **Spirit-led teaching**, preaching the gospel with relevance and authenticity which reflect an in-depth understanding of God's word, and contains real-life illustrations.
- **Effective** administrative skills to organize, energize, oversee, and delegate.
- **Ready** to provide visionary leadership, spiritual guidance, pastoral care and support to the congregation.
- **Foster** a culture of love, grace, and inclusivity while demonstrating empathy, compassion and confidentiality.
- **Serve** as an effective shepherd providing pastoral care to covenant partners and those hurting in the community.
- **Strong** problem-solving and communication skills, both oral and written.
- **Eager** to foster collaboration with community leaders and pastors.
- **Facilitate** engaging educational opportunities, including bible studies, small groups, and workshops to deepen biblical understanding and theological reflection.
- **Lead** the church in scripture-founded financial growth through consistent tithing, offering, and stewardship, and explore opportunities for community-funded grants.

## **Qualifications**

- **Ordained** minister with a Master of Divinity degree or equivalent theological education from an accredited institution.
- **Committed** to ECO's essential tenets & polity
- **Aligned** with the theological traditions and values of our historic church, with a willingness to engage in ongoing dialogue and discernment.
- **Committed** to the Gospel of Jesus Christ, sharing it with the lost and teaching it to His disciples.



# SUBMISSION

To apply for the position of Lead Pastor/Head of Staff, please submit a cover letter, resume, references and statement of faith to the Pastoral Nominating Committee by email: **UCCPNC2024@gmail.com.**

In your cover letter, please address your qualifications and your vision for ministry within the United Church of Cohoes context. Applications will be accepted until the posted date on the UCC website. Candidates selected for further consideration will be contacted for interviews in the weeks that follow. Please be aware that a video of a recent sermon will be required as a candidate moves forward in the application process. A more detailed job description will be provided upon request.

Total compensation includes salary, housing, healthcare and insurance benefits, phone, travel and study allowance, and retirement as specified by ECO; A Covenant Order of Evangelical Presbyterians. Starting at \$70,000+.

United Church of Cohoes  
Cohoes, NY 12047

# REFERENCES



**BRITTNEY MOORE**

Pastor, Spindle City  
Vineyard Church,  
Cohoes

*brittney@spindlecityvineyard  
.com*



**STEVE NAPIER**

Director of Economic and  
Community Development,  
City of Cohoes

*snapier@ci.cohoes.ny.us*

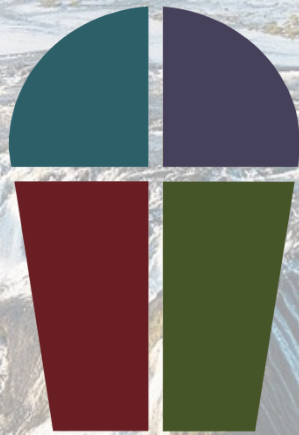


**REV. KAITLYN WOOD**

ECO Director of Church  
Health

*kaitlyn@eco-pres.org*

These references are available resources who have worked with the United Church of Cohoes over the last decade. We believe these individuals could give a clear reference for our congregation if you choose to reach out to them. This is not required.



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