



# INTERIM MINISTRY PROFILE

(To be updated after every change)

Date: October 15, 2008

## Association/Conference of Current Standing Tolland / CT Conference

### I. Personal Information

Name: David Francis Jarvis

Permanent Address: 233 Avery Shores Drive, Coventry, CT 06238

Email: davidjarvis@davidjarvis.com

Website: <http://www.davidjarvis.com>

Current Address: 5712 Mosholu Avenue, Second Floor, Bronx, NY 10471

Ordained by: Litchfield North Association, Connecticut Conference Date: June 8, 1980

Place of Ministerial Standing, Denomination: Tolland Association, Connecticut Conference

Judicatory Office Address: 125 Sherman Street, Hartford, CT 06105

Judicatory Phone: (860) 233 - 5564

Best phone to reach you: Home/Cell

Home: (860) 335 - 2121

Office: (860) 583 - 6597

Cell: (860) 335 - 2121

### II. Education/Training

#### Education:(College/Theological or Graduate)

Bangor Theological Seminary

Year

1973 - 1979

Degree

M.Div.

University of Hartford, Hartt College of Music

1967 - 68

Hartford Theological Seminary

1989

Assoc. in Christian Ed.

#### Additional Training, Study, for Interim Ministry

Interim Ministry Network (IMN)/BASIC

Year

1998 - 99

Place

Boston, MA

Conflict Management Training

1999

New York, NY

After Pastor Training (IMN)

2000

Minneapolis, MN

#### Certification (list the organization and date received)

Diversity Leadership Trainer ~ Equity Institute

1995

New York, NY

Misconduct Prevention Trainer ~ Center for the Prevention of Domestic Violence

2001

Seattle, WA

### III. Professional Record

#### Two Most Recent Interim/Settled Ministries (note: full time/part time and date of service)

- (1) Bristol, Connecticut August 2007 – December 2008 (full-time, interim)  
 Judicatory contact (include phone): Ineke Mitchell, (860) 693-4473
- (2) Pelham, New Hampshire September 2005 to July 2007 (full-time, interim)  
 Judicatory contact (include phone): Susan Jepson, (603) 225 - 6647

### IV. Skills you bring to Interim Ministry

(List special training (give date/location) and experience related to each skill checked in space provided)

<input checked="" type="checkbox"/> Parish self-appraisal Basic 1998/9: I provide this type of assistance in each church I serve as interim. I see this as a part of the process every church should go through as they prepare for new leadership.	<input checked="" type="checkbox"/> Professional Boundary Training After Pastor (2000), Misconduct Prevention (2001), and Basic: Waterbury, CT. Pelham, NH had many issues that needed resolution. This conflict mostly concerned staff.
<input type="checkbox"/> Fiscal Management	<input type="checkbox"/> Church Revitalization
<input type="checkbox"/> Small group process	<input type="checkbox"/> Church Closing
<input type="checkbox"/> Transition issues	<input checked="" type="checkbox"/> Dynamics of long-term pastorate I served as an Associate Pastor in Madison, CT while the long-term senior pastor was preparing to retire.
<input checked="" type="checkbox"/> Conflict mediation Conflict Management (2000) and Basic: This was essential in Syosset and Pelham. The churches were torn and divided.	<input checked="" type="checkbox"/> United Church of Christ Polity I spend time with every Interim teaching Polity.
<input checked="" type="checkbox"/> Strategic planning Helped develop a church growth program for Syosset, NY concerning outreach to young families via the nursery school. Helped with Capitol Campaign in Madison, WI.	<input checked="" type="checkbox"/> Multi-Staff Issues Basic was most helpful – Madison, WI needed clarification in this area.
<input type="checkbox"/> Federated, union, yoked/united parishes	<input checked="" type="checkbox"/> Following Pastoral Misconduct After Pastor (2001), Waterbury, CT and Pelham, NH needed every resource I had in this area. Planned and hosted <i>What Every Church Has to Know</i> (2001), the largest Misconduct prevention workshop in UCC history.
<input checked="" type="checkbox"/> Experience with racial/ethnic churches While in Waterbury, CT we became a sister church with a local Hispanic church. We worked with the Naugatuck Valley Project to develop organizing communities.	<input checked="" type="checkbox"/> Experience with the ONA Process Syosset, NY became ONA during my Interim and called a Gay pastor. Waterbury, CT is in process having called a Gay pastor. North Hampton, NH has begun an investigation process.
<input type="checkbox"/> Church size transitions	<input type="checkbox"/> Death/illness of a previous pastor
<input checked="" type="checkbox"/> Presence of previous pastor – retired/member Conflict Management (2000): This was a major issue in Syosset, NY, not only with a previous pastor, but with that pastor's spouse. The problem got resolved.	<input checked="" type="checkbox"/> Connection with the United Church of Christ I spend time on UCC Identity and mission in every interim. It is a priority of mine to strengthen ties with our denomination.
<input checked="" type="checkbox"/> Worship Changes, inclusive language Waterbury, CT and North Hampton, NH had these issues. Resolving them took patience, education, and understanding	<input checked="" type="checkbox"/> Organizational restructuring Basic 1998/9 & UCC resources. Pelham, NH needed to restructure and do a major bylaw revision.
<input checked="" type="checkbox"/> Lay leadership empowerment All churches seem to need this in one way or another. For me, Pelham, NH needed it most especially in the area of Worship and formulating an active church council.	<input checked="" type="checkbox"/> Stewardship Development Increasing Basic Support and becoming a 5&5 Church are part of my "establishing denominational ties". I am extremely creative in developing sound stewardship education. This

area is one of my strengths.

Other (specify)

I would like to note here that as an Interim I am very well connected with other interims via workshops and support groups as well as with other colleagues in the ministry where all of these skills are regularly discussed. Our resources are extensive and none of these issues should pose problems for an experienced interim. Also, I bring with me over 25 years of pastoral experience covering a myriad of areas.

**V. What size congregations have you served and in what capacity?**

<b>Interim</b>	<b>Size</b>	<b>Capacity</b>
Syosset, NY	150	Pastor
Waterbury, CT	300	Pastor
Madison, CT	1,100	Associate Pastor
North Hampton, NH	350	Pastor
Pelham, NH	450	Pastor
Bristol, CT	700	Pastor
<b>Settled</b>	<b>Size</b>	<b>Capacity</b>
Falls Village, CT	150	Pastor
Milwaukee, WI	350	Pastor
Coventry, CT (2 <sup>nd</sup> )	350	Pastor

**VI. Your understanding of interim ministry within the context of ministry in the United Church of Christ**

My understanding of Interim Ministry is that it is primarily a healing ministry ~ with the growing edge of action, making ready for new pastoral leadership. As we read in the Gospels, Jesus never healed anybody without charging them to *do something!* (i.e. Matthew 9:6-7). It is important during the Interim Ministry for a faith community to look at itself very carefully. Who are we – honestly? Where have we been – really? What are we good at – actually? What would we like to be better at – humbly? Dare we allow for new leadership to emerge? Do we have a corporate vision – a United Church of Christ identity? Can our church sing with a renewed enthusiasm for the *Gospel, We've a Story to Tell to the Nations?* Answering questions like these in different and creative ways is essential for both the healing and growth process.

Ministry goes on. It is never stagnant, nor does it claim for itself a rest period. Pastoral care, preaching, prayer, outreach, missions, Christian education, social action, choir, fund raising, building management, stewardship education, youth ministry, and pot luck suppers are our way of life, so to speak, and must continue. However - and here is the fun part - Interim Ministry is a great time to experiment, to try old things in new ways. It can be a time also to resurrect things that haven't been done in a long time. It is a healing time including self-discovery and Christian identity evenly blended with hopes and dreams.

My job is to tell you that your hopes are real and affirm that the dream is true. (Romans 5:1-5)

**VII. Please attach the Statement on Ministry from your UCC Ministerial Profile**

**VIII. Availability and Position Sought**

Date Available: **January 2008**

Conferences/Regions considered: Northeast  Middle Atlantic  Southern  Great Lakes   
West Central  Western

## Profile Section III: Statement on Ministry

### Statement On Ministry

The primary function of pastoral ministry is to assist people in their search for God. When Jesus took his last breath, the curtain in the temple that separated the "Holiest of Holies" from the rest of the temple ~ the place where only the High Priest could enter once a year on the day of Atonement ~ was torn in half (Luke 23:45). To me this is a highly symbolic event. It signifies that with the death of Jesus, the grace of God is accessible to all, not just via a High Priest.

I view the essence of my ministry as twofold:

- My primary **ROLE** as a minister is to communicate accessibility to the grace of God by effective pastoring: praying with and for, gently guiding, teaching and preaching from a sound theology, and finally healing through caring counseling.
- My primary **GOAL** is to empower others in their quest to follow Jesus and sense what it means to be nurtured by the Holy Spirit.

Since the beginning of time, humans first communicated the message of God being active with, and accessible to people, through story telling. Human history as well as personal history comes alive not as much through factual data, as through **STORY** and how one identifies with the testimony of another. Through one's narrative, poetry, visions, and dreams, transmitted faith comes alive for the hearer ~ it is **STORY** that generates feelings as well as the calling of one to belief or disbelief.

Problems for the faith community arise, however, over the interpretation of the story. None of the Biblical authors provided us with resources and/or study guides. Even if one believes the unlikely notion that God may have dictated the scriptures to individuals, one is left with the same old stories, whose ultimate interpretation is placed in the care of the hearer. Some of the tension can be alleviated if hearers remember that the primary purpose of story is to call one to faith not to facts. It is important for us to focus more on what the story is all about, rather than lose ourselves in trying to decipher how things actually happened.

We listen intently to faith stories today because **GOD IS STILL SPEAKING**. God is still calling God's own people to gather around the table into the sacred circle of faith where our story culminates in our mutual meal of remembrance. God remembers God's people and we respond by seeking to discern what God's will is for us. Somehow we are engaged in a cosmic partnership, if you will, with the eternal nature of love at its core. It is the story of Jesus who embodied this truth and has secured for us this sacred access (John 3:16).

As followers of Jesus we engage ourselves in Christ's Mission of communicating the accessibility of God's love in our communities of faith, and throughout our world. Christ's Mission is the work of ministry ~ plain and simple. Be it local or global, all of our work is Mission. As we work to proclaim access to God's love to others, God's purpose becomes more vivid to us ~ more real. It is also why our work is never complete. Our work as well as our partnership is unending.

Mission includes, then, the small toddler who enters Sunday school for the first time. In fact all Christian education is Mission. Mission includes the elderly woman who needs the support of her church family as she enters the final stages of her life, perhaps as she enters a nursing home. In fact, all pastoral care is Mission.

Mission includes the people who are not seen ~ in our slums, jails, hospitals, or who are struggling to survive across the seas. Mission commands our immediate response to disasters. In fact, all outreach is Mission.

Mission is about working for justice and advocating peace. Mission is about wrestling with those difficult decisions we make. Music is Mission as are fellowship groups. Keeping the church impeccably maintained with attractive grounds is Mission. And of course, Mission is about supporting our covenantal relationship with the wider Mission of our United Church of Christ. Through our Mission we create our own story. We proclaim the Good News by BEING ~ good news!

Hospitality is the vehicle we use to promote our message of the love and accessibility of the grace of God. Prayer, charity, visitation, cards, letters, stewardship, and yes, even a variety of refreshments after Sunday worship are those signs that the Mission is alive and well. When hospitality is weak, the Mission becomes vague. Yet when hospitality is effective, the morale of the church is high and its vision of Mission clear.

It is important for a church to know that I, as pastor, do not see myself as "captain of the ship." Instead, I am the guy way up in the crow's nest with a telescope letting others know what I see. In a church we are all ministers. As your pastor, I am your theological reflector. I preach, teach, hopefully inspire, counsel, guide, pray for, pray with, visit, encourage, comfort, care, and go to meetings. Yet it is you, the church body, that finally make all decisions ~ you are ministers of the congregation and to the world.

Finally, proper communications is a must. We must commune with God and communicate with each other. Poor communication results in conflict all of the time. Hearsay, triangulation, and vague references like, "some people say," can make the most hospitable, Mission-oriented church crumble like the Tower of Babel. Yet, I believe in the local church, its ministry and Mission. Church folk are good folk. For the most part, we do the best we can with the resources we have.

When Jesus likens himself to a door, we are to open it. When he describes himself as a way, we are to walk it. Ultimately, we write our own stories about how God's grace has been made accessible to us. We are called to share and to celebrate this love with others. Together we strive in the spirit of our denomination, The United Church of Christ, to be both UNITING and UNITED in the Mission of Christ's Church, working together to bring in the REIGN OF GOD.

Minimum duration of interim expected: **12 months**

I would be interested in: (check as many as apply)

- Relocating  Urban/Rural/Suburban (specify)  
 Sustaining Interim (Part time/Full Time)  Solo/Multiple Staff (specify)  
 Transition Interim (Part time/Full Time)  Senior/Associate Interim (specify)  
 Supply Congregation Size  (sm)  (md)  (lg)

**IX. Salary/Benefit Expectations**

Total Package \$ Guidelines **OR**

- Base Salary Guidelines Pension  Health Insurance   
Housing Allowance  Housing Equity (if in parsonage) \_\_\_\_\_  
Dental Insurance  Disability/Life Insurance \_\_\_\_\_  
Social Security Offset  Professional Reimbursements   
Other \_\_\_\_\_

**XI. What are your criteria for discerning an appropriate call for you?**

Interim Pastors, in general, do not have the luxury that settled pastors have in discerning a traditional "Search and Call" process. In fact, Interims are "hired" to do a specific job, which is to help heal any wounds and assist churches develop a unified vision for the future. This includes helping members understand what they are looking for in their next settled pastor. Of course, I have specific, individual gifts for Interim Ministry. And, as a Minister, I do pay attention to where I feel I am being led by the Spirit, and whether my gifts fit the needs of the church, even though my tasks are fairly well defined.

**XII. References (Include one judicatory staff person)**

Give three telephone references from your most recent pastorates:

Name/Address	Telephone
Ineke Mitchell (judicatory staff person) 105 Bahre Corner Road, Canton, CT 06019	(860) 693-4473
Arthur Shahverderian 14 Decostas Drive, Newington, CT 06111	(860) 436 - 2569
Karl Phillippi* 66 Bower Road, Madison, CT 06433 – 2526	(203) 245 - 4553

**XIII. Attach signed Statement of Consent and Background Disclosure form from UCC Ministerial Profile**

**Profile Section I: Statement of Consent**

The United Church of Christ Constitution recognizes that God calls the whole church and every member to participate in and extend the ministry of Jesus Christ [paragraph 17]. God also calls certain of the church's members to various forms of ministry in and on behalf of the church [paragraph 18].

Persons completing a Ministerial Profile bring unique gifts, skills, and experiences. Search committees are encouraged to approach this information prayerfully and respectfully. The integrity of the placement process in the United Church of Christ depends upon supportive cooperation and considerate and appropriate sharing of information among national offices, conference and/or association personnel, search committees, groups and/or persons beyond the calling body, and persons seeking ministry positions.

We are called to speak the truth in love. Our primary goal is, in all circumstances, to build up the body of Christ. Relationships between calling bodies and persons seeking ministerial positions require honesty, integrity, and truthfulness for the health of the church. In that spirit:

I attest that the information contained in my Ministerial Profile is true and complete to the best of my knowledge. I understand that any misrepresentation or omission may be grounds for rejection of consideration for, or termination of, a ministry position.

An open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position. In that spirit:

I authorize the persons and entities to whom I have authorized my Ministerial Profile to be sent and/or their agents to make inquiries regarding all statements contained in my Ministerial Profile. I also authorize all persons, entities, former employers, committees on the ministry and their agents, courts, and law enforcement and other public agencies to respond to inquiries concerning me, and to supply verification of the information provided in my Ministerial Profile. I understand that such persons may comment on and state their opinions regarding my background and character to those relating to the search process, such as, members of search committees of a prospective calling body or the appropriate staff person. To encourage such persons to speak openly and responsibly, I hereby release them from all liability arising from their responses and comments made in good faith and without malice.

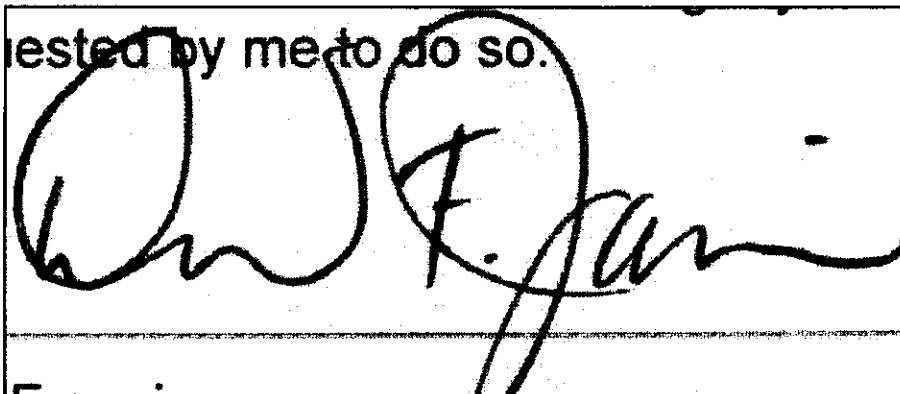
The search process in the United Church of Christ further rests on the sharing of Ministerial Profiles and related information in considerate and appropriate ways with those involved in the process. In that spirit:

I authorize conference staff and the persons and entities to whom I allow my Ministerial Profile to be sent and/or their agents to circulate, distribute, and otherwise share information gathered in connection with my Ministerial Profile. I understand that those gathering information about me concerning my Ministerial Profile are encouraged to share such information with me if requested by me to do so.

**Signature Date** 2/25/2008

David F. Francis Jarvis

ested by me to do so.



The image shows a rectangular box containing a handwritten signature in black ink. The signature is written over the text 'ested by me to do so.' which is partially visible at the top of the box. The signature appears to be 'David F. Francis Jarvis' written in a cursive style. The box is outlined with a thin black border.

## Profile Section V: Background Disclosure

I affirm that the position, power and authority associated with a ministry authorized by the United Church of Christ extends and participates in the ministry of Jesus Christ and is intended to be of benefit to all served by this ministry.

True

Commentary

Include only matters subject to official disciplinary review by a conference or association of the United Church of Christ:

- I have not been the subject of official disciplinary review that resulted in growth program and/or counseling.
- I have not been the subject of official disciplinary review that resulted in censure.
- I have not been the subject of official disciplinary review that resulted in suspension of standing.
- I have not been the subject of official disciplinary review that resulted in termination of standing.
- Official disciplinary review is not pending regarding me at the present time.

Commentary

Include only matters subject to official disciplinary review within another denomination:

- I have not been the subject of official disciplinary proceedings that resulted in disciplinary action.
- Official disciplinary proceedings are not pending regarding me at the present time.

Commentary

Include only matters subject to official disciplinary proceedings by a professional organization, credentialing body or guild:

- I have not been the subject of official disciplinary proceedings that resulted in disciplinary action.
- Official disciplinary proceedings are not pending regarding me at the present time.

Commentary

No civil law suit alleging that I attempted or actually engaged in sexual discrimination, harassment, exploitation, or misconduct; physical abuse; child abuse; or financial misconduct has ever resulted in a judgment being entered against me, settled out of court, or dismissed because the statute of limitations had expired.

True

Commentary

With respect to driving record include matters of reckless driving, driving while intoxicated and/or under the influence of a controlled substance; with respect to criminal charges do not include acts of civil disobedience:

- I have not had my driving license suspended or revoked within the last five years.

I have not been found guilty or plead guilty or no contest to criminal charges.

Commentary

My employment has not been terminated because I attempted or actually engaged in:

sexual discrimination, harassment, exploitation, or misconduct

physical abuse

child abuse

financial misconduct

I have not terminated my employment or professional credentials in order to avoid facing or to avoid being terminated because of charges of actual or attempted:

sexual discrimination, harassment, exploitation, or misconduct

physical abuse

child abuse

financial misconduct

Commentary

In my judgment, there are no facts or circumstances involving me or my background that would warrant further review before my being entrusted with the responsibilities of ministry on behalf of a calling body of the United Church of Christ.

True



Commentary

**XIV Signature**

In signing this form, I agree with the following:

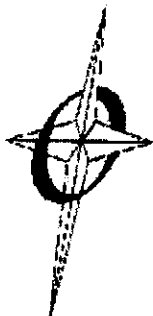
Under no circumstances will I allow my name to be considered as a possible candidate for the settled position at the church where I am serving as an interim minister. I understand that if I allow my name to be considered, the Conference/Association/Area/Regional Minister may be expected to ask for a Fitness Review of my Authorization for Ministry within the United Church of Christ (as provided in the Manual on Ministry of the United Church of Christ).

Signed  Date October 15, 2008

Signed: Conference/Association Staff Person where Standing is held: Ronald B. Brown  
Phone 860-233-5564 Date 10/16/2008

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**Note:** *This is not the official United Church of Christ ministerial profile. It is expected that you will ask for your current ministerial profile to be sent from Cleveland to the appropriate conference/association staff person in those instances when it is required.*



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#### FINAL REPORT

#### CRIMINAL RECORDS CHECK

March 10, 2008

UCC - Parish Life & Leadership (#784)

ATTN: Ms. Michelle Hintz

700 Prospect Avenue

Cleveland, OH 44115

**CONFIDENTIAL**

RE: David Francis Jarvis

Location: Clergy

Dear Ms. Hintz:

We have completed the background investigation on the above-named person in accordance with your request. We are reporting results for the following research services performed:

SSN Trace			Clear
National Background	Criminal Directory		Clear
Sexual Predator Reg			Clear
Criminal - State	NY	Statewide	Clear
Criminal - State	CT	Statewide	Clear
Criminal - County	Hillsborough	NH	Clear
Criminal - County	Rockingham	NH	Clear
Criminal - County	Tolland	CT	Clear
Criminal - County	Hartford	CT	Clear
Criminal - Federal	NH	Federal District	Clear
Criminal - Federal	CT	Federal District	Clear
Criminal - Federal	NY	Southern District	Clear
Criminal - County	New Haven	CT	Clear

This report is submitted with the understanding that it is to be held in strict confidence. Except as may be required by law, no information in this report may be revealed directly or indirectly to any third parties not involved in the current decision-making process.