



December 11, 2015

Dear Colleague,

I commend you on your interest in this fine church. As you may have already figured out, this is a wonderful, healthy congregation with an active membership. First Parish is financially stable and filled with happy, capable folks who want to be good and do good. They have a first class staff that know and enjoy their jobs, and a beautiful building that is the envy of others.

I'm sure you want to know what you will work on if you become their settled minister. The biggest issue that the next pastor will face, as I see it, is how to change a church culture that has for decades hired staff instead developing volunteers. This process has created a community that at times feels very siloed with folks only active in one or two aspects of church life, and much communication going through the minister and staff. It has also created a consumerist mindset, where people are focused on their own needs more than the idea of being served by serving.

There is a want for opportunities to bring the membership together for fellowship, social justice, study and deepening of their spiritual lives. Renewed efforts of both out-reach and in-reach are beginning to happen and will flourish with the proper guidance. If you come and minister to the people here and just serve them you will have a good ministry; if you inspire them to leave the campus and serve others in greater Milton, you will have a great ministry.

Whoever is the next minister of this church will be very lucky as this is a wonderful place filled with smart, warmhearted folks. I wish you the best, and please feel free to contact me with any other questions you may have.

Yours in faith,

Rev. Hank Peirce