

__update Oct 7, 2018__
Date

____Pastor____
Position to be filled

United Church of Christ

LOCAL CHURCH PROFILE FOR LOCAL CHURCHES SEEKING NEW LEADERS

Local Church Statement of Consent

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates. As the committee charged with the responsibility for identifying and recommending a suitable new minister for our church, we have been authorized to share the information herein with potential candidates

We understand that a candidate may wish to secure further knowledge, information, and opinion about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

Signature of Search Committee Chairperson

Date

Church

Name: **First Congregational Church, United Church of Christ**

Address: **65 Church Street**

City, State, Zip: **Spencerport, New York 14559**

Search Committee Chairperson or Contact Person

Name: **Robert Colby**

Address: 669 Colby Street

City, State, Zip: Spencerport, NY 14559

Telephone:(585) 721-0774

Fax: N/A

E-Mail: RJCFarm200@yahoo.com

____ April 25 2018 ____
Date

____ Pastor ____
Position to be filled

LOCAL CHURCH PROFILE FOR LOCAL CHURCHES SEEKING NEW LEADERS

Please return the completed document to your conference or association office.

1. **Church:** First Congregational Church, United Church of Christ

2. **Address:** 65 Church Street
City, State, and Zip: Spencerport, NY 14559
Church Website: spencerportucc@frontiernet.net

3. **Name of Search Committee Chairperson/Contact Person:** Robert Colby
Address: 669 Colby Street
City, State, and Zip: Spencerport, NY 14559
Telephone: (585) 721-0774
Email: RJCfarm200@yahoo.com FAX:

4. **Conference/Association Staff Person Assisting Our Church:** Rev Ryan W Henderson
Address: 5575 Thompson Rd
City, State, Zip: DeWitt, NY 13214
Telephone: (315) 446-3073
Email: revhenderson@uccny.org FAX:

MEMBERSHIP INFORMATION

5. **Membership:** *(as reflected in the eleven-year UCC Statistical Report for our church; "est." indicates the figure is an estimate.)*

	Last Year	5 Years Ago	10 Years Ago
a. # Church members	185	216	231
b. Average attendance at worship	56	71	112
c. Average participation of children/youth in C.E.	9	9	22
d. Average weekly participation in adult education	6	10	12
e. # Members who are ordained clergy	3	2	2

6. Profile of Congregation

Estimate percentage of congregation. Each category should add up to 100%.

a. Age:

1.5 % ages 0 - 5
5 % ages 6-18
7.3 % ages 19-34
12 % ages 35-49
21 % ages 50-64
20 % ages 65-74
33 % ages 75 +

c. Family units:

12 % couples with children at home
53 % couples without children at home
32 % single
3 % single parent with children at home

b. Education level of adults:

6 % completed less than high school
18 % high school graduates
19 % some college/vocational school
45 % college graduates
18 % graduate school

“So we who are many,
 are one body
 in Christ . . .”
Romans 12:5a

f. Describe the racial-ethnic makeup of your congregation:

Caucasian

CHURCH FINANCES

(Figures reflect the eleven-year UCC statistical reports as well as the church's annual reports.)

	Last Year	5 Years Ago	10 Years Ago
7. Total Church Income	171818	147313	186390
a. Members offerings and pledges	112,778.00	116,652.00	101,004.00
b. Interest from investment or endowments	59,040.00	30,000.00	80,000.00
c. Principal reduction (endowments or investments)	0	0	0
d. Rentals			
e. Special Fundraising			
f. Other			

If the church has conducted an annual stewardship campaign, list results for the past two years:

Goal: \$ Pledges: \$93,400.00 Actual Received: \$ 94,606.00

Goal: \$ Pledges: \$98,990.00 Actual Received: \$95,946.00

	Last Year	5 Years Ago	10 Years Ago
8. Total Operating Budget	162,511.00	154,947.00	183,661.00
a. Our Church's Wider Mission Basic Support	8,945.00	9,924.00	9,800.00
b. Our Church's Wider Mission Special Support			
c. Other gifts	9,033.00	8,222.00	7,300.00
d. Current local expenses	150,311.00	145,123.00	168,419.00
e. Annual capital payments	0	0	0
f. Other debt	0	0	0

9. Identify UCC special offerings the church receives throughout the year and the amounts from last year:

417.00 One Great Hour of Sharing **543.00** CSW Blankets

370.00 Neighbors in Need **2,845.00** Hurricane/Disaster

689.00 Christmas Fund

102.00 Strengthen the Church

_____ Basic Support for Our Church's Wider Mission (only if received through special offerings and not included as a regular budget item in #8 above.)

10. Mission

- a. Beyond your contributions through the UCC, name the most significant local or global missions/ministries or agencies that were financially supported by your local church last year and the amount of support:

	Name	Amount
1.	Spencerport Food Shelf Contributions of food Plus	876.00
2.	Salem Nutrition Center Volunteers	500.00
3.	Numerous Local Charities	3,000.00

- b. What mission project has excited your church the most in the past three years?

Veteran's Day Dinner and Musical Program – has drawn large numbers from congregation and involved numerous community members. Donations collected are 100% given to Veteran's groups.

11. Indebtedness

- a. Total amount of outstanding mortgages/capital debt: \$ **Zero**
- b. Total amount of other debt: \$ **Zero**
Describe: N/A

12. Capital Campaigns: None

13. Assets held by the Church:

a. Reserves (savings): \$ 100,000.00

b. Endowments/Investments: \$ 1,900,000.00

c. Describe buildings and property of your church except the parsonage:

Single building (1852) with Sunday School/Office Wing (1952)

Sanctuary Seats 350

Three Offices

Modern Kitchen (2015)

Six Classrooms/Library/Chapel – Media Room

d. Is the church building (including sanctuary and offices) handicapped accessible?

Yes Partially (specify) _____ No _____

Is the pulpit handicapped accessible? Yes _____ No

e. If a building program is projected or underway, describe it, including estimated date of completion: N/A

f. If the church owns a parsonage, describe it:

Address: 15 Church Street (c 1900)

City, State, Zip: Spencerport, NY 14559

Number of Rooms: 7 Number of Bedrooms: 3 Number of Bathrooms: 2.5

Description: 1st floor – large family room / dining room, large kitchen, living room, den/office, powder room laundry room

2nd floor - master bath, 2 bedrooms, full bath, additional space for bedroom

Distance from Church: Next to church

Handicapped Accessible? Yes _____ No Partial _____

Parsonage is optional – housing allowance is available

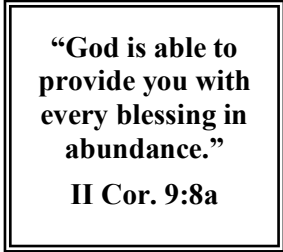
FINANCIAL SUPPORT OF MINISTERIAL LEADERS

14. If your conference has compensation guidelines, do you follow them?

yes _____ yes for some compensation items but not all _____ no

Does the church consider this position to be full time or part time?

Full Time _____ Part Time (specify) _____



15. Salary History

To provide a profile of salaries for the position you are seeking to fill, indicate salaries at the beginning and ending of the ministers’ tenure. Do not include interim positions. If a parsonage is provided, insert the letter “P” in the space provided. *Provide information for the last 3 leaders or the last ten years.*

	Start Date				End Date			
	Year	Salary	Housing	Parsonage	Year	Salary	Housing	Parsonage
a. Last	2010	40800	3060	P	2017	48093	3607	P
b. Previous	2003	36417	2731	P	2007	43000	3225	P
c. Next previous								

16. During the above period, has your church ever failed to fulfill its financial obligations to its pastor? _____ yes no If yes, please comment:

17. Salary, Benefits, and Expenses Offered

a. Cash salary offered \$ **Conference guidelines or above**
 Conference recommended salary range: <http://uccny.org/assets/2019-Compensation-Guidelines.pdf>

b. Housing: \$ _____
 30% Housing allowance or Parsonage Would consider offering either
***If parsonage option, then 7.5% of salary for 403B or furniture**

c. Customary benefits:
 Vacation: 4 weeks annually
 TBD Maternity/paternity leave
 UCC Retirement Annuity (14% of salary and housing)
 UCC Life and Disability Insurance Benefits
 UCC Health Benefits (_____ other health benefits)
 UCC Dental Benefits (_____ other dental benefits)
 Social Security/Medicare Offset
 500 Continuing Education Funds
 Continuing Education Time
 Sabbatical Leave Per UCC Guidelines
 _____ Other benefits (specify) _____

d. Ministry Expenses
 Travel Reimbursement at Federal Rate
 350__ Meeting Expense Reimbursement
 250__ Books and Periodicals
 Yes__ Reimbursement of Criminal Background Check Fee
 Yes_ Moving Expenses – **Maximum cost to be agreed upon**

COMMUNITY CHARACTERISTICS

18. Population

- a. Population of total city or town in which your church is located:

The suburban community of the Spencerport area has a population of 18,467

- b. Describe the population by racial-ethnic category and identify the source of the information:

The local town is not racially diverse, with an average age of 42 with 34% over the age of 55. Most families in town are 2 parent households and 70% are considered “white-collared” workers. This information is from the Insight report and relevant to the zip code for the Church.

19. General Description

- a. Describe the distinctive attributes of your community:

The village of Spencerport is in the town of Ogden, which has a population of about 20,000. The racial composition is primarily Caucasian. However, Hispanic, Asian, and African-American populations are increasing. About 4,000 residents are in the Village of Spencerport, which is the center of retail establishments and community activities. Spencerport is a quaint canal-town with Victorian style homes sprinkled throughout the tree-lined streets. A gazebo and a picnic pavilion next to the canal, as well as a towpath trail, attract residents and visitors to enjoy band concerts, boating, and hiking. In 2007 the Spencerport Trolley Depot and Canal Museum opened. Several church spires grace the skyline of the village and town.

Spencerport is located 10 miles west of the Rochester metro area, which is noted for its high quality of life featuring colleges (both public and private), museums, cultural attractions, professional sports, world-class health care, technology driven employment, and a wide variety of recreational opportunities.

There are numerous colleges in the area. A partial list includes:

- University of Rochester, a highly rated medical school and research facility
- Colgate Rochester Crozer Divinity School
- Rochester Institute of Technology
- National Technical Institute for the Deaf
- Eastman School of Music

- St. John Fisher
- Nazareth College
- Several NY State University Colleges, including MCC a top rated community college
- Roberts Wesleyan / Northeastern Seminary

We are bordered on the north by Lake Ontario, with Canada (Niagara Falls, Toronto, etc.) a short drive away. To the south of Rochester is the beautiful Finger Lakes Region of Western New York. In addition to beautiful lakes and countryside, there are many wineries in this area. New York City is just a day's drive. New York State abounds with state parks as well.

Rochester hosts many music and art festivals throughout the year, including the Lilac Festival, The International Jazz Festival and the Corn Hill Arts Festival. Local theatres host both Broadway and off Broadway shows. We are also home to the Strong National Museum of Play, Rochester Museum and Science Center, and Seneca Park Zoo. Wegmans, a top rated grocery store, also calls our area home. Many of the local school districts are highly ranked not only in NYS but across the country. The Rochester airport is international; we have a local train station, and bus lines as well offering a variety of ways to travel. For sports enthusiasts we are home to Rochester Red Wings baseball, Rochester Amerks hockey team, as well as lacrosse and soccer teams. Just an hours' drive from professional football stadium and college basketball teams too! There are many golf courses in the area including the world famous Oak Hill CC was the site of the 1999 Ryder Cup, the 2003 PGA Championship, and the 2008 Senior PGA Championship.

b. Identify major trends you envision in your community during the next five years:

Population growth

Downtown renewal

Maintain rural atmosphere

c. List three or four problem areas confronting your community that members feel your church should address:

Access to services for senior citizens

Advocacy for services senior citizens

More youth programs and services

Sports and other activities conflicting with church programs

Helping our youth make positive choices

d. Indicate Mission Activities

1. In which your church participates as a part of its mission in the community:

Spencerport Ecumenical Food Shelf, Crop Walk, Aurora House, Open Door Mission, Salem Nutrition Center, Cameron Ministries, Warrior Family Assistance Program of New York

2. In which your church expects the leader you are now seeking to participate:
Spencerport Ecumenical Ministries

e. Describe how your church building is now being used by the community:
Al-Anon meetings
Annual high school swim club activities

f. Indicate the number of school districts from which members of your church are drawn:
_____ one _____ two X three or more

CONGREGATIONAL LIFE

21. Identify major trends you envision in your church in the next five years

We are seeking ways to be contemporary, adaptable and flexible while honoring traditions. We are looking to expand programs and activities including youth activities, Bible study, and community involvement and increased mission outreach. We continue to strive to be conscientious in our stewardship of our financial resources through sound money management principles and also to be good stewards of those resources our members contribute through their time, talent and donations.

With a large number of senior citizens, the church must address their needs in both traditional modes of visitation as well as finding new creative ministries. Recent surveys suggest awareness on the part of our congregation of the need to grow and plan for younger generations who may view and experience spiritual needs and expressions of worship in new ways. We need to learn with the help of our next Pastor to blend these needs.

22. Planning

Boards do short term planning within their area of responsibility, bringing ideas to Church Council. Finance and Building & Grounds also do longer term planning which is approved by Council.

We anticipate our next Pastor assisting with planning as related to the major trends identified in number 21.

During the prior two interim periods long term planning was done with small group meetings in member's homes and with a church wide Program offered by the Association, "Expect A Miracle". The outcomes focused on each member taking ownership and participating in the various goals established.

The current interim Pastor and the transition team have begun discussing approaches to planning during the interim period.

23. Reflections on Congregational Life

Comment on the following with what you believe to be the generally-held responses of the congregation. If more space is needed, use additional pages.

- a. Identify the most important faith experiences or events in recent history of your church and the year each took place:

In 2015 we undertook a major remodeling and upgrade project: We now have a large modern kitchen, new windows in the Fellowship Hall and an updated fire and security system throughout our church building.

In 2012 members from Brighton UCC joined First Congregational when their church was closed and their building sold. They brought with them a rich heritage of German Reformed, Congregational and Evangelical Reformed, traditions and some new and different ideas. Also added was an audio/video system from Brighton that has enhanced our worship and enabled us to present a variety of holiday programs.

- b. Identify the most challenging faith experience or event in the life of your church in the last three years and what the church learned from it:

One of the biggest challenges we presently face, as a church, is remaining viable despite declining membership. We are currently trying to learn and develop new ways to achieve this goal. We are looking to re-focus some of our time/talent to Church growth. We have begun to re-assess ourselves, our services, and community needs. A Membership Task Force was formed and already surveyed current and past members regarding their Church experience and has begun making some changes.

- c. What is God calling your church to do/become over the next few years?

Based upon the results of a survey done in the past year of active, inactive and former church members as well as input from the search committee; we feel that God is calling us to provide spiritual enquiry opportunities for a variety of age groups. We understand that we must provide spiritual experiences that touch the lives of younger people and their children. We also understand that our community has a wealth of older persons, for which we need to provide relevant opportunities for spiritual exploration as well as social connections that create meaningful relationships.

- d. Describe how the church expects the person you are seeking to help your church reach these goals:

Our new Pastor would be encouraged to be creative in suggesting ways to address needs of both groups mentioned above. We do not expect the Pastor to lead and plan all such activities, but are willing to recruit volunteers to care for groups with support from the Pastor. Some suggestions might be gen Xer discussion of alternative worship styles, "Sunday school" other than on Sunday morning, bereavement group, NY Times best seller book study, youth work project, young couples group. Our newest members do not

necessarily live in the immediate community, rather they sought out a UCC church, and we need to provide appropriate programming to meet their expectations.

- e. Describe the educational program of your church:

Identify the curriculum/a used in your church school and the person or committee responsible for selection of curriculum/a:

The curriculum for church school classes is recommended by the Sunday School Superintendent for approval by the Board of Christian Education and the pastor.

Indicate resources used for Confirmation and the person or committee responsible for the selection of these resources:

My Confirmation, a guide for Confirmation instruction newly revised and updated by Thomas E. Dipko

Are there educational opportunities for all ages?
**We have adult education meetings during Lent.
In the past there has been Bible study.**

Does your church have a written Safe Church Policy?

Yes **No** (If No, has a group worked on this issue in the past? What was the outcome?)

We have implemented Safe Church procedures but do not have a policy.

- f. Describe how the church expects the person you are seeking to participate in the congregation's educational programs:

Our Church is looking for a leader that can start/plan educational programs while identifying people within the congregation that are able to use their talents and gifts to sustain such programs.

- g. Describe the strengths or positive qualities of your church:

We are a friendly, welcoming, caring and supportive church family focused on the faith development of all. We are a congregation active in various mission projects and community outreach programs. Our historic church building is well-maintained with many recent improvements.

24. Indicate major boards, committees, small groups, and organizations that are a part of your church; the frequency of meetings (monthly, weekly, etc.); and expectations for leadership.

Board/Committee	Purpose	# Members	Frequency
Church Council	Coordinate work of church boards	42	1 per month
Church cabinet	Act for council in emergencies	10	1 per month
Building and Ground	Responsible for church properties	4	1 per month
Christian Action Board	Provide assistance for those in need	8	1 per month
Finance Board	Responsible for church finances	7	1 per month
Membership Services Board	Provide various services	7	1 per month
Religious Services Board	Pastoral coordination, salaries of paid employees	8	1 per month
Pastoral Relations committee	Liaison between pastor and church	3	minimum 4 times a year
Retired Folks	Social and church maintenance	varies	Weekly
Woman's Guild	Woman's Christian social and Mission Activities	12 - 16	8 months a year
Youth Group	Christian activities for youth	varies	varies

25. Conflict

We feel like we are a typical church. Whenever there is a large group of people there will be differences of opinion and conflict. We usually handle conflict in a respectful manner. However, at times there have been people who have left our church due to differences.

26. Worship

- a. Describe the weekly worship schedule (number of services, times, languages in which the services are conducted, frequency with which communion is included, special emphases such as healing services, contemporary worship, etc.)

One service every Sunday at 10 AM

Communion ten times a year

Our worship services would be considered traditional yet there is some interest/openness to changes.

b. Are your worship services or church gatherings sign language interpreted?
 Yes No

c. Identify how worship is planned on a regular basis in your church

Planning worship is the responsibility of the Pastor in consultation with other staff and volunteers.

d. Describe the style and content of preaching valued by your congregation:

The congregation enjoys sermons that are scripture based and made relevant to their daily life. Each week we are looking to be brought closer to God's word in the Bible while having a correlation made to how His word is still working in us today.

e. Describe the role in worship of the person you are seeking:

We expect our pastor to take a leadership role in planning worship services with input and participation from the congregation and the Board of Religious Services as well as the Music and Christian Education Directors.

f. What hymnal(s) are currently used by your congregation in worship?
New Century Hymnal

g. Have you considered using another hymnal?

After a recent survey of the congregation many are not pleased with the changing of words of the old familiar hymns.

h. Churches have a variety of practices related to the use of Inclusive Language in worship services. (Some churches have made the decision not to change any language in worship; others are intentionally inclusive in their references to people avoiding words such as "mankind". Some avoid exclusively male references for God and seek to include male and female images as well as a variety of metaphors; other churches exercise care in the words of the liturgy but still utilize "traditional" hymns.) How important is this issue to your church?

Comments from a recent survey regarding the word changes of old hymns to inclusive language reflect a comfort with traditional language.

WIDER CHURCH CONNECTIONS

27. United Church of Christ

a. Association, conference, or other denominational programs and activities in which church members participate:

Do you send delegates to association and conference meetings?

Regularly _____ Occasionally Never _____

- b. Association, conference, or other denominational settings in which your church expects the leader you are now seeking to participate:

Spencerport Ecumenical Ministry (SEM)

Once acclimated to the church and community the congregation would support any faith involvement.

28. Ecumenical and Interfaith Activities

- a. Describe ways your church participated in ecumenical and interfaith activities during the past three years:

Easter Sunrise Service, Vacation Bible School and Spencerport Canal Days

RELATIONSHIP WITH MINISTERIAL LEADERS

29. Relationship With Prior Leaders

- a. Characterize your church's experience with pastoral leaders over the past 15 years.

You may check more than one response:

- In general, our lay leaders have a history of strong, cooperative relationships with the Church's pastoral leadership.
- We have had some fairly rocky moments, but we have worked them through, and relationships with pastoral leaders have grown in significant and important ways.
- We have had some tough times and things did not always work out.
- Other. Specify:

- b. Indicate the tenure of the last three installed persons who filled the position you are seeking to fill. Do not include interims:

Name	From	To
1. Rev Nancy Peebles	2010	2017
2. Rev John Vertigan	2003	2008
3. Rev Harold Lloyd	1991	2001

- c. If a previous pastor or pastor emeritus/a is currently a member of the church, describe his or her involvement in the life of the congregation:

N/A

- d. Involuntary Terminations:

Have any of the last three persons serving in the position you are seeking to fill left involuntarily or under pressure?

yes no: If "yes," respond to the following:

30. Does the church have a Pastoral Relations Committee? X yes no

We follow the UCC training module and guidelines for Pastoral Relations.

31. If there is periodic assessment/evaluation of the nature of the work and of the performance of that work for the position you are seeking to fill? Describe it:

In writing at six months and then yearly. It is performed by Religious Services.

Is the periodic ministerial evaluation coordinated with a regular assessment of the overall ministry of the congregation? **Every three months - verbally**

32. Leadership Expectations

A list follows of 45 items which represent a range of qualities in the ministry of the church. Place an “X” beside the 12 items which your church feels are the most important aspects of ministry for your church at this time. All the qualities are important. However, please mark those 12 which you feel need first priority at this time. **Do not rank the items.** If the aspects you consider to be important are not included in the list, place them at the end in the blanks provided.

Mark only 12 of the following items. Do not rank the items.

Our church needs a person who...

1. _____ is an effective preacher/speaker
2. _____ continues to develop his/her theological and biblical skills
3. _____ helps people develop their spiritual life
4. _____ helps people work together in solving problems
5. _____ is effective in planning and leading worship
6. _____ has a sense of the direction of his/her ministry
7. _____ regularly encourages people to participate in United Church of Christ activities and programs
8. X _____ helps people understand and act upon issues of social justice
9. X _____ is a helpful counselor
10. _____ ministers effectively to people in crisis situations
11. X _____ makes pastoral calls on people in hospitals and nursing homes and those confined to their homes
12. _____ makes pastoral calls on members not confined to their homes
13. _____ is a good leader
14. X _____ is effective in working with children
15. _____ builds a sense of fellowship among the people with whom he/she works
16. _____ helps people develop their leadership abilities
17. _____ is an effective administrator
18. _____ is effective with committees and officers
19. _____ is an effective teacher
20. X _____ has a strong commitment to the educational ministry of the church
21. _____ is effective in working with adults
22. _____ inspires a sense of confidence
23. X _____ works regularly at bringing new members into the church
24. _____ regularly encourages support of Our Church’s Wider Mission
25. X _____ reaches out to inactive members
26. _____ works regularly in the development of stewardship growth
27. _____ is active in ecumenical relationships and encourages the church to participate
28. X _____ is a person of faith
29. _____ writes clearly and well
30. _____ works well on a team
31. _____ is effective in working with youth
32. _____ organizes people for community action
33. _____ is skilled in planning and leading programs
34. _____ plans and leads well-organized meetings
35. X _____ encourages people to relate their faith to their daily lives
36. _____ is accepting of people with divergent views
37. _____ encourages others to assume and carry out leadership
38. _____ is mature and emotionally secure
39. X _____ has strong commitment and loyalty
40. X _____ maintains confidentiality
41. _____ understands and interprets the mission of the church from a global perspective
42. _____ is a compassionate and caring person
43. _____ deals effectively with conflict
44. _____ Listens well and able to accept criticism
45. _____ Must have a good sense of humor

If there are other comments you wish to make about expectations, include one or more paragraphs here on an additional sheet.

Needs to have a sense of humor

GENERAL

33. Does your governing body or your search committee have a well-defined policy against discrimination? Yes No Comment:

We follow New York State Law

34. Has your congregation participated in an ONA (Open and Affirming) study/discernment process?

Yes No

Comment:

In 2006 approximately 25% of our church members participated in a discernment process regarding the UCC Synod’s resolution about same sex marriage within the church. At the end of the discernment process there was no official congregational vote.

35. Is there a position description of the pastor’s role and responsibilities?

Yes No If “yes,” please attach a copy.

36. List the titles of other paid staff positions for whom this person provides supervision and indicate whether these positions are full-time (FT) or part-time (PT).

Title: Administrative Assistant	<input checked="" type="checkbox"/> PT	<input type="checkbox"/> FT
Title: Organist	<input checked="" type="checkbox"/> PT	<input type="checkbox"/> FT
Title: Christian Education (TBD)	<input type="checkbox"/> PT	<input type="checkbox"/> FT
Title: Choir Director	<input checked="" type="checkbox"/> PT	<input type="checkbox"/> FT

37. Name three people who have agreed to serve as references. Make sure they are not members of your church, but know your church well enough to be helpful to a final candidate seeking more information about your church, e.g., conference staff, person in community, neighboring pastor:

Name	Telephone	Relationship to Your Church
a. Alan Dailey	585-330-8744	Dailey2@rochester.rr.com Interim Pastor
b. Konrad Emmert	konrad_emmert@yahoo.com	Visiting Pastor
c. Diane Dupree	Church 585-352-3448 Home 585 352-1824	Administrative Assistant

38. What groups or individuals in your church have contributed to, reviewed, and/or approved this profile for circulation?

Search Committee

STATEMENT ON LEADERSHIP IN MINISTRY

Our background as a congregational church suggests boards function independently of the Pastor. Boards will always welcome Pastoral suggestions and resources.

**Conference or Association
Descriptive Reference**

Church Name: Spencerport Congregational, United Church of Christ

Location: 65 Church Street, Spencerport, NY 14559

Conference: New York

Association: Gennese Valley Association

Name of Staff Assisting in the Search: Rev Ryan W Henderson

Staff Comments: Spencerport UCC is a wonderful church in the middle of the town of Spencerport, a vita suburb of Rochester, NY. Spencerport is poised to take a bold leap into the next chapter of it's history.



Signature of Staff Assisting in the Search

_____ updated Oct 7, 2018 _____
Date