

May 8, 2018

Date

Associate Minister

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

May 8, 2018

Date

Church

Name: Mountain Rise United Church of Christ

Address: 2 Mountain Rise

City, State, Zip: Fairport, NY 14450

Search Committee Chairperson or Contact Person

Name: Michael Tiss

Address: 2 Mountain Rise

City, State, Zip: Fairport, NY 14450

Telephone: 585-223-2423

E-Mail: michaeltiss4@aol.com

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

1. Church: Mountain Rise United Church of Christ

2. Address: 2 Mountain Rise

City, State, and Zip: Fairport, NY 14450

Church Website: www.mtriseucc.org

3. Name of Search Committee Chairperson/Contact Person:

Address: 2 Mountain Rise

City, State, and Zip: Fairport, NY 14450

Telephone: 585223-2423

Email: michaeltiss4@aol.com

4. Conference/Association Staff Person Assisting Our Church:

The Reverend Ryan Henderson

Address: 5575 Thompson Rd.

City, State, Zip: DeWitt, NY 13214

Telephone: 315-446-3073

Email: revhenderson@uccny.org

FAX: 315-446-3076

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	271	348	317
b. Average attendance at worship	130	133	128
c. Average participation of children/youth in C.E.	8	37	48
d. Average weekly participation in adult education	* 9	Unknown	Unknown
e. # Members who are ordained clergy	9	6	Unknown

* Participation in adult education programs on biweekly or monthly basis: ~40

6. Profile of Congregation

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

Age			Family units	
0%	0-5 years		15%	Couples with children at home
10%	6-18 years		51%	Couples without children at home
5%	19-34 years		31%	Single
8%	35-49 years		3%	Single parent with children at home
18%	50-64 years			
25%	65-74 years			
34%	75+ years			

Education level of adults			Occupation of adults	
1%	Completed less than high school		8%	Business
3%	High school graduates		3%	Clerical
8%	Some college/vocational school		0%	Farmer/rancher
24%	College graduates		0%	Laborer/manufacturing
64%	Graduate school		74%	Professional
			6%	Student
			1%	Tradesperson
			8%	Other

Employment	
31%	Employed
11%	Not currently employed
58%	Retired

Describe the racial-ethnic makeup of your congregation: Most of our congregation identify as White/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	340,722	290,404	230,320
a. Members offerings and pledges	324,034	273,309	202,000
b. Interest from investment or endowments	102	11	N/A
c. Principal reduction (endowments or investments)	0	0	0
d. Rentals	15,773	13,578	11,459
e. Special Fundraising	0	0	0
f. Other	813	3,506	16,861

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

Goal: \$ N/A

Pledges: \$ 263,592

Actual Received: \$ 261,300 (2016)

Goal: \$ N/A

Pledges: \$ 276,500

Actual Received: \$ 287,655 (2017)

	Last Year	5 Years Ago	10 Years Ago
8. Total Operating Budget	311,225	282,529	
a. Our Church's Wider Mission Basic Support	15,200	18,414	N/A
b. Our Church's Wider Mission Special Support	See #9 below		N/A
c. Other gifts	0	0	0
d. Current local expenses	296,025	264,115	205,374
e. Annual capital payments			
f. Other debt			

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

\$3,695 One Great Hour of Sharing

\$4,376 Neighbors in Need

\$ 400 Christmas Fund

\$ 200 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
Our own special offerings raised:	
Christmas	\$5,529
Easter	\$5,320
The largest support outside of Our Church's Wider Mission are:	
Genesee Valley Association	\$2,000
Perinton Congregations Habitat for Humanity	\$1,500
Salem Nutrition Center	\$1,908
Rochester City School #2	\$2,733
Honduran sister congregation	\$2,050 plus an additional \$8,340 this year to support their visit.

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

The mission activity that has recently excited our church the most is the alliance we have formed with Vivendo en Amor y Fe, our sister church in Honduras. Members of Mountain Rise have traveled to Honduras to worship with and learn from the members of Vivendo en Amor y Fe on several occasions. In the fall of 2017, our church was fortunate enough to host our Honduran friends for a week of fellowship, worship, and mission. Members have indicated that what excites them most about this mission activity is the personal connections that were made and that it is a “two-way” activity that expands our view of the world and could involve the entire congregation as there were so many opportunities to help host. Members felt this mission activity was more than “us” serving “them.”

11. Indebtedness

- a. Total amount of outstanding mortgages/capital debt: \$167,694 as of Dec. 31, 2017
- b. Total amount of other debt: \$185
Describe: Credit card
- c. Are payments current? X yes no

12. Capital Campaigns:

- a. If the church has had capital campaigns in the last ten years, note goal and results: None
Goal: \$ Outcome: \$
Goal: \$ Outcome: \$
- b. What projects were undertaken as a result of your capital campaign? N/A

“God is able to provide you with every blessing in abundance.”
II Cor. 9:8a

- c. Was there a mission or outreach component to the campaign? _____ Yes _____ No N/A
- d. If a capital campaign is underway or anticipated, describe it:
 Goal: None Beginning Date:
 Purpose:

13. Assets held by the Church:

- a. Reserves (savings): \$140,374 as of December 31, 2017
- b. Endowments/Investments: \$440,533 as of December 31, 2017
- c. Describe buildings and property of your church except the parsonage:

Mountain Rise was designed by a professional architect who was a church member and includes the following features:

- Church is handicap accessible, including an elevator to all floors
 - Sanctuary in the round with free-standing chairs
 - No raised pulpit, represents priesthood of all believers
 - Classrooms are little people friendly
 - Church property includes woods on three sides
 - Outdoor Sanctuary in the woods which is handicap accessible (where we worship in summer months)
 - Large downstairs children's playroom/ dining room
 - Commercial kitchen
 - Fellowship room off of sanctuary
 - Private offices
 - Outdoor fenced playground
- d. Is the church building (including sanctuary and offices) handicapped accessible?
 Yes X Partially (specify) _____ No _____
- Is the pulpit handicapped accessible? Yes X No _____
- e. If a building program is projected or underway, describe it, including estimate date of completion:
 None
- f. If the church owns a parsonage, describe it: None

FINANCIAL SUPPORT OF MINISTERIAL LEADERS

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

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

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

 X Full Time _____ Part Time (specify) _____

How will church members be supportive of a part time or bivocational pastor who may need another job to supplement the church salary? N/A

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	1993	Not known	None	None	2017	53,334	None	None
b. Previous	N/A							
c. Next previous	N/A							

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

17. Salary, Benefits, and Expenses Offered

- a. Compensation will follow the New York State Conference guidelines
Total compensation package offered: \$51,000

- b. Housing: ____
X Housing allowance only ____ Parsonage only ____ Would consider offering either

- c. Customary benefits:
Y Vacation: 2 weeks annually
Y Maternity/paternity leave
Y UCC Retirement Annuity (14 % of salary and housing)
Y UCC Life and Disability Insurance Benefits
____ UCC Health Benefits (____ other health benefits)
____ UCC Dental Benefits (____ other dental benefits)
Y Social Security/Medicare Offset
Y Continuing Education Funds
Y Continuing Education Time
Y Sabbatical Leave
____ Other benefits (specify) _____

d. Ministry Expenses

- Y Travel Reimbursement
Y Meeting Expense Reimbursement
Y Books and Periodicals
Y Reimbursement of Criminal Background Check Fee
N Moving Expenses

COMMUNITY CHARACTERISTICS

18. Population

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

5,362 (Fairport Village, 2015); 46,557 (Town of Perinton, 2015)

[taken from <http://www.towncharts.com/New-York/Demographics/Fairport-village-NY-Demographics-data.html>]

- b. Describe the population by racial-ethnic category and identify the source of the information:
(2010 US Census – Town of Perinton, NY)

Population by Race	
White alone	91.6%
Asian alone	2.9%
Hispanic	2.1%
Black alone	2.0%
Two or more races	1.2%
American Indian alone	0.09%
Other race alone	0.09%
Native Hawaiian and Other Pacific Islander alone	0.02%

Source of information: <http://www.city-data.com/city/Perinton-New-York.html>

Population of Greater Rochester Area (Monroe County, NY) in 2010:

Population by Race	
American Indian & Alaska native alone	0.29%
Asian alone	3.26%
Black or African American alone	15.20%
Native Hawaiian and other Pacific native alone	0.03%
Some other race alone	2.54%
Two or more races	2.57%
White alone	76.11%

taken from <http://censusviewer.com/county/NY/Monroe>

19. Economic Factors

Identify major sources of employment/income in your community:

Major sources of employment/income in Greater Rochester Area:	
University of Rochester	29,003 employees
Rochester Regional Health	15,943 employees
Wegmans Food Markets, Inc.	13,491 employees
Paychex Inc.	4,425 employees
Rochester Institute of Technology	4,100 employees

Taken from November 9, 2017 *Democrat & Chronicle*

20. General Description *(Add *** if the information came from a survey of the congregation)*

a. Describe three distinctive attributes of your community (Greater Rochester Area): ***

1. Our area is home to several colleges and universities offering innovative technologies, outstanding medical education, and cultural programs (e.g. Eastman School of Music).
2. Our community offers a variety of cultural and recreational opportunities: theaters, museums, art galleries, music, and many parks.
3. The community has a culturally diverse population. One aspect of this diversity is segregation with a concentration of poverty in the city and affluence in the suburbs. However, there also exist many outreach programs to help the disadvantaged (SOFI, Habitat for Humanity, Foodlink, Thrift shops, etc.).

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

Predicting the future is difficult, and survey results of our congregation indicate a varied mix of predictions. The following trends reflect current trends that may or may not continue.

- The unemployment rate has been steadily decreasing and will probably remain low for the near future.
- Industrial downsizing (e.g. Kodak) is easing and smaller businesses are growing. Our strengths in education, technology and medicine give the area an advantage for growth in these areas.
- Population growth is flat with increasing % of people in the 60+ age category.
- Anti-racism and anti-poverty initiatives will continue, as will efforts to improve the city schools.

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

- Poverty and racism, social justice issues
- Educational disparities between city and suburban schools
- Drug abuse and other addictions
- Lack of ethical and moral direction/standards for our young people (and adults)
- Increase in anxiety, stress, depression among our youth (and adults)

d. Indicate Mission Activities in which your church participates as a part of its mission in the community:

- Providing food to the indigent on a weekly basis at Salem Nutrition Center
- Volunteering on a weekly basis at Rochester City School #2 and #23
- Helping to build houses with Flower City Habitat for Humanity
- Tutoring at Pines of Perinton (affordable housing complex)
- Trips to sister church in Honduras
- Transporting residents at St John's Nursing Home to chapel and also at Monroe Community Hospital.
- Providing Christmas gifts to 57 children living in Habitat homes
- Providing holiday food baskets to families in need
- Choir sings at local nursing home at Christmas time
- Providing a monthly meal at a local shelter for teen and young men
- Oversee special collections that fund local organizations providing services critical to underserved populations
- Mission trips to help communities in need (i.e. New Orleans, Louisiana after Hurricane Katrina and Biloxi, Mississippi)
- Annual church bake sale to support Social Ministry
- Supporting Inanda Girls Seminary in South Africa

e. Indicate Mission Activities in which your church expects the leader you are now seeking to participate:

New locally-based activities that would excite and engage youth participation, as well as provide opportunities for families to participate in together. Activities could range from helping those that are economically challenged to engaging in programs that help empower others. Local mission activities would be focused on social justice issues that will help build a sense of mission and fellowship for participants.

Social mission activities to support youth and young adults living on the edge of societal norms where acceptance, understanding, and spiritual growth is needed.

Support of current ongoing mission activities. These existing mission activities already have a strong impetus and range from local to international. Provide occasional guidance and assistance as needed with communication and coordination of mission activities with all members and groups at Mt. Rise.

f. Describe how your church building is now being used by the community:

In addition to sharing our church building with Etz Chaim, a Reform Jewish community, and Perinton Nursery School, our building is utilized by a wide variety of church and community organizations including the following:

Community activities:

- Election polling place
- American Wine Society
- Alcoholics Anonymous
- Federation of Monroe County Environmentalists

- Audubon Executive meetings
- Hill and Dale Garden Club
- Hickory Ridge Homeowners Association
- Settlers Club
- Student music recitals

Church activities:

- Adult education
- Men's, women's, and youth fellowship groups
- In & Out Room (donations for the needy)
- Election Day Bake Sale
- Wedding and funeral services
- Peace Makers summer program
- Book Groups
- Stephen Ministry

g. Indicate the number of school districts from which members of your church are drawn:

_____ one _____ two X three or more

CONGREGATIONAL LIFE

*(Add *** if the information came from a survey of the congregation)*

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

1. The congregation is aging with a large percentage of the population being over fifty, and the number of young members joining becoming insufficient to maintain the activities and programs of the church. We are developing goals to remedy this situation:
 - a. Providing new opportunities and experiences for spiritual growth.
 - b. Increasing our church's visibility in the community through increased community involvement and inviting the community into the church for programs to meet the needs and interests of diverse populations (age, race, culture, gender identity and sexual orientation).
 - c. Providing an attractive and flexible youth program.
2. Mountain Rise will continue to have a strong commitment to social justice and mission activities. We have active congregational engagement in social causes and community issues that are aligned with the values of Mountain Rise.
3. We will continue to improve our use of technology to enhance our communications and increase efficiency of operations. We will continue to expand the uses for our church website.

22. Planning

- a. All churches do planning. How would you characterize the way planning is done in your church?

Planning is done in a variety of ways. The Church Council oversees all the programs and activities and seeks to encourage coordination and communication. Standing committees of Council handle finances and property. We have four steering committees (education, social ministry, fellowship, and worship) which plan and coordinate programs in their respective

areas. We also have a variety of small groups led by church members independently, but in cooperation with the rest of the church program. Because of the many programs and activities that exist at Mountain Rise, timely and accurate communication of plans between groups and the congregation remains a goal which we strive for but have not completely accomplished.

- b. What expectations do you have of the person you are seeking in relation to the planning that takes place?

The Associate Minister will regularly attend Council meetings and Christian Education Steering Committee meetings, providing input and guidance in planning programs and activities. The Associate Minister will also participate in greater UCC meetings/events such as local and national UCC events (Mid-Atlantic Regional Youth Event, New York Conference Youth Event, and Genesee Valley Youth Association events/projects). The expectation is that the Associate Minister and Senior Minister will work together to help coordinate and improve communication between the various committees of the church. The Associate Minister is encouraged to attend other committee meetings when the need arises.

- c. When is the last time your church undertook a period of discernment and long-range planning in an intentional way?

2002. At this time, we had an interim minister and were looking for a permanent one; this was part of the process. Our Senior Minister began his work at Mountain Rise in 2004.

- d. What were the outcomes of your intentional long-range planning?

We hired our current Senior Minister. In 2004, we underwent a major renovation. We expanded the sanctuary, put in an elevator and became 100% handicap accessible. We also started an Endowment Fund.

- e. Does your church have any plans to undertake a period of intentional long-range planning in the future?

In 2017, we created a Five-Year Vision. We are also beginning to put together a long-range budget plan.

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. *(Add *** if information came from a survey of the congregation.)*

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

Event

Year

1. The alliance created and maintained with our Honduran sister church, Vivendo en Amor y Fe. (2016-2017)
2. Mountain Rise's declaration and covenant to be an Open and Affirming church. (2000)
3. The building renovation process that expanded Mountain Rise in response to a growing membership. (2004)

- 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:

In June of 2017, Mountain Rise celebrated the retirement of Suzanne Gangemi, our Youth and Family Life Ministry Director. Suzanne's retirement and the congregation's search for a new member of our ministry team has been a very challenging event for our church. The congregation learned that after 25 years, Suzanne's job description had evolved to include many more responsibilities. As we now enter the search and call process for an Associate Minister we are finding it necessary to examine our church's mission and goals for the future and examine the priorities and roles of the Associate Minister going forward.

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

This was the main question posed to the congregation, committees, and staff during our period of focus groups and a wide range of answers were elicited, but could be centered around the following themes: ***

- God is calling the church to be more flexible and adaptable to meet the needs of a changing society. There is a need for redefining what church is and a need to be open to change.
- Continue our church's history of being open and affirming, caring, and being involved in a wide range of community outreach/social justice efforts.
- Ensure that our church is relevant to today's society and visible in the community. Make sure the community knows who we are and what we stand for and that our facility is seen as a gathering place for all.
- Increase the congregation's diversity in all aspects so that the church is growing and sustainable. To be open and affirming requires education and preparation to ready ourselves to actually welcome and embrace diversity.
- Develop deeper personal relationships as a church family and provide more opportunities for spiritual growth.

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

- Create an atmosphere of collaboration with the Senior Minister, staff, church committees, and volunteers.
- Assist in creating new ways of cultivating leadership (recruiting, training, and mentoring church volunteers).
- Be visible in the community and with other area churches.
- Help us use technology to improve church communication and planning
- Help us see new ways of doing things
- Provide leadership for family and adult retreats, children/youth education, and adult education
- Provide pastoral care for youth and families

- e. Choose the statement that most accurately describes the theological/faith stance of your church: *You may check more than one.*

☐ We tend to be theologically conservative.
☐ We tend to be theologically moderate to conservative.
☐ We tend to be theologically moderate.
☐ We tend to be theologically moderate to liberal.
☒ We tend to be theologically liberal.
☒ We tend to be quite diverse theologically.
☐ Other

Comments: NONE

- f. 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:

- For our Kindergarten through 5th grade Komma Kids II Program, we use the K-5 SPARK Rotation Curriculum from Augsburg Fortress
(see <https://www.augsburgfortress.org/store/category/286254/Spark-Rotation> for more detailed information about the curriculum)
- For our Komma Kids III Youth Program (6th through 12th grade) we use the *Seasons of the Spirit* Curriculum from Woodlake Publishing Company.
(see https://www.seasonsonline.ca/2/what_is_seasons/ for more detailed information about the curriculum)
- The *Seasons of the Spirit* Curriculum is also used for our Sunday morning Adult Education class.

The Faith Formation Team along with the now retired Director of Family Life Ministry selected the curriculum.

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

- The Director of Family Life Ministry has been primarily responsible with some participation from the Senior Minister for selecting the resources used for Confirmation.
- Resources include *Christian Faith for Adolescents* by Robert LaRochelle, Heritage videos of the UCC, and Stillspeaking materials

Are there educational opportunities for all ages? Yes

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?)

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

- Active participation in Faith Formation (Christian Education) committees.
- Assess how current education programs, including adult education, meet the needs of Mountain Rise members. This would include assessing current curriculum and programming.
- Provide training and support for teachers on use of curriculum, classroom management and improving participation.
- Provide leadership in creating engaging educational programs for all ages outside of Sunday mornings.
- Explore new and alternative education ideas for young adults (post high school, college), teens, and children.
- Organize informal opportunities and gatherings for teens and children that foster faith and fellowship growth as well as community engagement.
- Coordinate with other UCC youth events; local, state, national retreats.

h. Describe how programs or ministries of your church are evaluated:

We use a variety of means to evaluate programs and ministries:

- Surveys of congregation, occasional focus group discussions
- Feedback from involved individuals
- Personal contact with recipients of ministries
- Attendance statistics
- Council and Steering committee evaluations of the programs and ministries – Have they furthered the mission of the church?
- Church committees and church officers prepare annual reports for the congregation describing their activities and accomplishments.

i. Describe the strengths or positive qualities of your church: (Add * if information came from a survey of the congregation.) *****

- The caring community and the open/welcoming atmosphere to all were the most common qualities that were mentioned in the survey. This idea of community was expressed in different ways including – open-mindedness to faith, open and affirming, friendly people, progressive, and diverse.
- The social ministry aspect of the church and all the different outreach opportunities was also frequently mentioned in addition to the variety of fellowship opportunities.
- Different aspects of worship were also mentioned including all the talented musicians, Jazz Sundays, and meaningful sermons.

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. For leadership role use: 1 = pastor takes primary initiative and responsibility; 2 = pastor and laity share responsibility; 3 = laity take primary initiative and responsibility; 4 = the pastor's presence is expected periodically/occasionally.

Board/Committee and Purpose	# of Members	Meeting Frequency	Sr. Minister Lead Role	Associate Minister Lead Role
Council: Executive body of the church, determines annual priorities in keeping with mission of the church, responsible for coordination of church programs.	~12	Monthly	2	2
Church and Ministry Committee: Conducts annual evaluations of ministers, salaries, oversees Pastoral Relations committees, salaries, oversees Pastoral Relations committees.	7	4+/year	3, 4	3, 4
Finance Committee: Develops annual budget, does long range planning, conducts annual pledge campaign, and oversees endowments.	7	4+/year	3, 4	3, 4
Nominating Committee: Monitors vacancies and recruits qualified slate of candidates for church officer positions yearly.	6		3, 4	3, 4
Property Committee: Building and grounds care & maintenance; optimal usage of property and equipment; technology and communications.	3+		3, 4	3, 4
Christian Education Steering Committee: Provide for the Christian educational needs of children, youth, adults and families through instruction, curriculum development, teacher training, confirmation, and care for educational materials.	6	4+/year	3, 4	1, 2

Social Ministry Steering Committee: Mobilize church members to serve people in need and work for peace and justice. Support and do mission projects and educate people on major issues of the day.	~12	Monthly	3, 4	3, 4
Fellowship Steering Committee: Provide activities for children, youth and adults that foster community and spiritual development, and hospitality at church events. Welcome guests and coordinate new member process. Maintain church directory.			3, 4	3, 4
Spiritual Life and Worship Steering Comm.: Plans for and supports worship services, weddings and memorial services; provides for music, sanctuary décor; supports and encourages individuals seeking a Christian vocation.	~10	Monthly	1, 2	2
Pastoral Relations Committees: See #30 of church profile for description.	5	8-10 per year	2	2
Membership Review Committee: Updates membership roles	6	Annually	2	2
Stephen Ministry: Provides support and companionship to members in need.			2	TBD

Ongoing Small Groups and Purpose	# of Members	Meeting Frequency	Sr. Minister Lead Role	Associate Minister Lead Role
Men's Group: Fellowship, food, speakers	Open ~25	Monthly	3, 4	TBD
ROMEO'S: Fellowship, food	Open ~15	Weekly	3	TBD
Women's Group: Fellowship, food, education and service	Open	Monthly	n/a	TBD
JULIET'S: Fellowship, food	Open	Monthly	n/a	TBD
Choir: Music for worship, fellowship	~30	2x/week	3, 4	TBD
House Band: Music for worship, fellowship	5	1x/month	3, 4	TBD
Book Group: Fellowship, education and discussion on a variety of subjects (religions, history, politics, science, etc.)	Open ~15	Monthly	3, 4	3, 4
Dinner Groups: Fellowship, good food	Varies	4x/year	3, 4	3, 4
Bridge Group: Fellowship	Open	Weekly	3	3
Knitters Group: Fellowship, service	Open	Weekly	3	3
Spiritual Growth Groups: Personal spiritual growth and deeper relationships between participants.	20	Monthly	3	3
Ongoing Small Groups and Purpose				
Lunch Bunch: Personal growth, deeper relationships	Open	~12	3	3
Bibles and Books Study Groups: Bible study, personal growth and fellowship	~6	Monthly	3	3
Bible Study Group: Bible study, fellowship	5	Weekly	3	TBD
Walking Group: Exercise, fellowship	Open	Weekly	1	TBD
Photography Group: Encourage creative expression	Open	Open Exhibit	3	3
Art Groups: Encourage creative expression	Open	Open Exhibit	3	3

25. Conflict

Most churches experience conflict at various times. Characterize your church's experience with conflict given the following possibilities. Indicate the extent to which each statement describes your church: C = closely; S = somewhat; N = not at all.

- S as a church, we respect and listen to each other and work things through without generating divisiveness
- S as a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides
- S some have left our church because of conflict
- S conflict hurts our sense of unity, but we tend not to talk about it
- S painful experience with conflict has been present, but it has been worked through, and we have learned from the experience
- S we have had some painful experiences with conflict, and they linger in the background
- S open conflict is present, and we need a minister who can help us deal with it
- other Specify:

Comment: From the survey, there were a couple of themes in the additional comments section:

- There were several responses that stated that Mountain Rise handles conflict well or is not aware of any conflict.
- There were several comments that acknowledged there seems to be some conflict between "the way things have always been done" and "newer ideas." Conflict might also arise from members of the church who have been invested in the church for a long time and newer members to the church who might see things through a different lens.
- There was one comment that referenced a conflict from 13 years ago but felt like it was now resolved.
- There was one comment stating that conservative views need to be accepted.

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.)

Except for Christmas Eve services which take place on the appropriate day of the week and include a family service at 5:00 pm and a 10:00 pm candlelight service, weekly worship services are held at 10:00 am. The exception is during a ten-week period during the summer when worship is held outdoors beginning at 9:30 am. A jazz worship service is held once a month in which the House Band provides music along with the choir. Two Sundays a year are typically designated as Youth Sundays where the youth lead worship. All services contain a "prayers for the world" section with prayers offered by the congregation and the minister. Communion is held monthly on the first Sunday of each month.

Services are conducted in English although music occasionally is sung in Spanish.

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

Are there particular ministries with persons with developmental disabilities or mental illness?

Comment: Stephen Ministries offers this type of support as does the Minister.

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

 X by a worship committee
 X by the pastor
 X by the pastor in consultation with the church musician
 X other – specify: Small group of members working with minister

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

Based on the congregational survey conducted at the end of 2017, members are seeking sermons that are engaging, inspirational, varied, and relevant. Many commented that they value lessons from the Bible which are connected to daily life. In addition, they prefer when the sermon message is varied from week to week and easy to relate to. For example, including visual media one week, but then having an interactive sermon the following week. Members would like the sermons to be open to interpretation, to inspire them to live out their faith, and to challenge/broaden their perspectives.

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

The Associate Minister will participate in worship committee meetings and contribute ideas for worship. S/he will plan/support/lead worship activities which engage the children and youth of the church. This may entail doing children's sermons or directing an occasional play or service presented by our young people. S/he may also occasionally lead a worship service or preach a sermon.

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

The New Century Hymnal for the UCC.

- g. Have you considered using another hymnal?

We use some songs from the *Sing!* songbook, and some traditional hymns from a variety of sources.

- 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?

This is an issue that our church pays attention to. Each week, during the Lord's Prayer, we rotate whether the prayer begins with Our Father, Our Mother, or Our Creator. We recently made a change to our response during our Prayers for the World from "Lord in your mercy" to "God your mercy."

Our church also just relabeled a single use bathroom from a Men's Bathroom to an All Gender Bathroom to create a more inclusive environment for all.

WIDER CHURCH CONNECTIONS

27. United Church of Christ

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

Genesee Valley Association of the UCC, New York Conference annual meetings, NYC Youth events, GVA youth events.

Do you send delegates to association and conference meetings?

Regularly X Occasionally Never

Have members of your church ever served as delegates or visitors to General Synod?

Yes X No Not Sure

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

GVA, New York Conference youth events; youth events with other local churches.

- c. Choose the word that best describes how lay leaders of your church consciously identify with the United Church of Christ:

 closely X moderately nominally other

Comment: We contribute significantly to the budget of the GVA and the national UCC. Our church is a Global Mission church and a Five for Five church.

28. Ecumenical and Interfaith Activities

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

We participate in several ecumenical endeavors locally:

- Habitat for Humanity
- Advent House (hospice)
- Perinton Pastors Association
- Perinton Ecumenical Ministries
- Ecumenical Ministries of Perinton
- Perinton Foodshelf

- b. Describe how your church expects the leader you are now seeking to participate in ecumenical and interfaith activities:

According to 2017 survey and focus group responses, the congregation encourages the new Associate Minister to participate in ecumenical and interfaith activities of interest to Mountain Rise. The new Associate Minister is encouraged to be very outgoing in his/her dedication of time to support community outreach especially regarding children, youth and families.

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:

Comment:

- 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. Suzanne Gangemi	1993	2017
2.		
3.		

- 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:

We have several retired pastors who are members of our church, although none of them were ever pastors serving in our church. They participate in our congregation today in a variety of ways: providing occasional sermons, leading Bible studies, participating in mission activities, etc.

- d. In addition to financial support, describe how your church supported the most recent person to hold the position you are now seeking to fill:

Each year, our Director of Family Life Ministry received one week for continuing education and five weeks' vacation. The Church and Ministry Committee worked with her to develop annual goals and objectives and did an annual performance review with her. The Director was also supported by her Pastoral Relations Committee, which met with her 8-10 times per year to provide her a regular channel of communication, affirmations for her and her work, and to encourage the minister to share confidentially successes, surprises, satisfactions, problems and concerns. The congregation supported her by providing a positive, team oriented working relationship with her, and by providing adult leadership for child, youth and family programs.

- e. Involuntary Terminations: None

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

_____ yes X no If “yes,” respond to the following:

- Choose all the issues that may have contributed to the involuntary termination. *You may check more than one or indicate “not applicable.”*
 - _____ conflict of personalities in the church
 - _____ inadequate performance
 - _____ pastoral style inappropriate for this church
 - _____ ethical issues or issues of fitness for ministry
 - _____ financial stresses
 - _____ other Specify:
- Indicate, if you can, which of the following best describe the congregation’s behavior toward that person prior to her or his leaving: *You may check more than one.*

_____ civil	_____ kind
_____ compassionate	_____ supportive
_____ harsh	_____ indifferent
- Describe what your church has learned from the experience about itself and its relationship with persons who provided ministerial leadership:

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

If yes, describe its purpose, functions and how often they meet:

We have a PRC for each minister. The purpose of the PRC is to build up the life of the church and its ministry by providing focused, consistent *support* for the minister and by providing a regular channel of communication for cultivating an open, affirmative and creative relationship between the minister and congregation, and enabling the church to fulfill its mission effectively. The PRC meets with the minister 8-10 times a year.

31. Is there a 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:

The Church and Ministry Committee, composed of five members of the Church Council and two at-large members from the congregation, conducts yearly evaluations of the ministers, and consults with them regarding their personal and professional needs. Annual goals are developed, and an annual covenant is written with each minister that outlines goals and responsibilities for the year for the minister and for the congregation. The Church and Ministry Committee is also responsible for maintaining the Pastoral Relations Committees.

Is the periodic ministerial evaluation coordinated with a regular assessment of the overall ministry of the congregation?

The covenants we review each year with the ministers detail the obligations of the congregation to support the ministers. Although this provides the opportunity for an assessment of the congregation’s ministry, it has not always been done in a thoughtful and complete manner. This is an area for us to improve.

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

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

GENERAL

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

34. Has your congregation participated in an ONA (Open and Affirming) study/discernment process?
☒ Yes ☐ No Comment: We are an open and affirming church.

35. Is there a position description of the associate pastor's role and responsibilities?
☒ Yes ☐ No If "yes," please attach a copy.

Does your church have a personnel policy covering this position? ☒ Yes ☐ No

Our "personnel policy" is that we have a covenant established with each minister that is reviewed and revised annually. This contains job responsibilities and goals for the year.

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).

N/A - Senior pastor provides supervision of staff.

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
Suzanne Gangemi	585-385-1473	Former Director of Family Life Ministry at Mountain Rise UCC.
Rev. David Inglis	585-426-1385	Retired minister of neighboring UCC church.
Ruth Howard	585-223-9033	Cook at Salem Nutrition Center (free lunch program in which Mountain Rise members volunteer)
Matt Flanigan	585-734-5373	Director of Flower City Habitat for Humanity

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

- Contributed – the entire church contributed via an online survey and/or focus groups. The Finance Committee (Rod Walters), the Social Ministry Committee (Kathy Nixon), the Worship and Spiritual Life Committee (Ted Nixon), The Search Planning Team (Paul Tavolette, Laura Ballou, Faye Eaton, Katja Stevens, Rick Watkins).
- Reviewed – Search Planning Team and Church Council

- Approved-Church Council and Search Committee

STATEMENT ON LEADERSHIP IN MINISTRY

Using this page, and one additional page if needed, write a statement that will help a candidate better understand the relationship of clergy and lay leadership in the life of your congregation. Candidates will be interested to know whether your lay leaders have a history of strong, cooperative relationships with the church's pastoral leadership. If your church organizational structure is based on intentional lay-led ministries, describe how that structure functions in relationship to the pastor; if your organizational structure is dependent on clergy leadership, describe what will be expected of the pastor.

If you wish, this statement can provide an opportunity for you to elaborate on the list of committees/boards/groups that you identified in Question 24. (For example, in some churches the expectation is for mutual involvement of pastor and finance committee in the financial matters of the church; other congregations have a clear expectation that the pastor will be focused on "spiritual matters" and will be excluded from settings where financial decisions are made.)

Include in the statement reflections on leadership styles that work well for your church. What do you hope/expect that your new pastor will understand and value in your particular style of lay leadership? What would a new pastor need to know in order to work smoothly with your established leaders? If yours is a multiple-staff church, it would be helpful to comment on your expectations of how the staff team members relate to each other. You are encouraged to include anything else you want to say about your church and its expectations of the leader it now seeks:

We have a strong history of lay leadership at Mountain Rise UCC. Our Social Ministry, Fellowship and Finance committees all have lay leadership with lay members doing the work of the committees. In the area of worship and spiritual life, our ministerial team works closely with lay members to develop worship experiences for the congregation, with the Senior Minister providing leadership. In the area of Christian Education and Faith Formation, our Director of Family Life Ministry (now retired) worked closely with lay volunteers, providing training for child and youth leaders, developing curricula, organizing and leading ecumenical and denominational youth events, and providing pastoral care for children and families.

The leadership style we desire from the Associate Minister is one that motivates, empowers and guides lay members to actively participate in creating, experiencing, and leading the Christian education and faith formation programs of the church. It is important that our new leader be flexible and creative in developing activities that can accommodate the busy and varied schedules and needs of members. Leadership by example in community engagement and mission activities that provide opportunities for our youth and adults to become involved is also desired.

Our Senior Minister and the Associate Minister will each have their own areas for which they take primary responsibility. Our Senior Minister devotes most of his time to preparing Sunday worship services (sermon, music, visuals) and to pastoral support of members. He enjoys teaching and assisting in a variety of activities, as time permits. Our new Associate Minister will be focused primarily on Christian Education and Faith Formation activities for people of all ages, as well as on community engagement

activities in which youth and families can participate. S/he will also counsel with families and participate in other activities, as time permits.

The members of our staff (ministers, a secretary and a janitor) must work well together to carry out the work of the church. Cooperation, coordination of activities and schedules, and communication of plans to the congregation are essential for smooth and effective functioning of the church. It is our expectation that the new Associate Minister will collaborate closely with the staff to plan and coordinate church activities and will communicate information about programs to the congregation in a timely manner.

Conference or Association Descriptive Reference

Church Name: Mountain Rise UCC

Location: Fairport, NY

Conference: New York

Association: Genesee Valley

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

Staff Comments:

Mountain Rise UCC is one of the flagships UCC congregations in the Rochester area. Wild creativity, dedicated volunteers and leaders, nestled in a wonderful building serving the world. They are looking to fill a new created associate pastor position with a focus toward youth, young adults and young families. Do you feel called to be part of this team?



Signature of Staff Assisting in the Search

May 8, 2018
Date

Mountain Rise United Church of Christ Associate Minister Job Description

Job Title: Associate Minister

Reports to: Church Council, Senior Minister

Position Status: Full-time, Salaried

Description

Welcome to Mountain Rise United Church of Christ, an open and affirming church with a strong commitment to mission activities and service to the community. Located in Perinton, NY, a suburb of Rochester, our vision is to continue to grow as a welcoming and caring, justice-minded church where all can be encouraged and strengthened in their faith journey. We are seeking a dynamic Associate Minister with formal training and experience working with children, youth and families, in both church and community settings. We desire a person of faith who is compassionate, caring, and accepting of people with diverse views and experiences. The Associate Minister will take the lead in creating faith formation and educational ministries relevant to today's society. They must have the enthusiasm and leadership qualities necessary to motivate and train members of the church to do this ministry. The Associate Minister will be a member of our collaborative ministry team. They will work together with the Senior Minister to provide pastoral care for members, support for lay leaders and committees, and assist with worship services. Our new faith leader will also need a good sense of humor, confidence, and the ability to lead members, including young people, to engage with various community and ecumenical organizations pursuing peace, justice and service initiatives. Candidates may be assured that they will have the support to realize their potential and personal growth as part of the Mountain Rise church community.

Scope of Work

1. Plan, coordinate, and select/develop curriculum and activities appropriate for the Mountain Rise Komma Kids program (Sunday School for pre-K through 12th grade) and adult programs in conjunction with the Christian Education Steering Committee.
2. Support the Christian Education Steering Committee in recruiting, training, and coordinating adult lay leaders for youth ministry.
3. Provide leadership in creating engaging and exciting educational, spiritual, and personal growth programs for all ages outside of Sunday mornings (e.g. classes, workshops, retreats, trips, etc.).
4. Facilitate and participate in programs and activities to attract teens, children, and their families to the life of the church.

5. Provide leadership, along with members of Mountain Rise committees (e.g. Social Ministry, Christian Education, and Worship) to develop family enrichment programs where families can participate together to support and contribute to the wider community.
6. Work and partner with other community groups and churches to develop community outreach events and programs that will actively engage Mountain Rise youth and families.
7. Provide pastoral care for children, youth and their families.
8. Actively participate in activities in the community to promote the mission of Mountain Rise United Church of Christ.
9. Collaborate with the Senior Minister and Worship Committee in planning, supporting, and leading worship activities which engage children and youth. Preach/lead worship on occasion.
10. Facilitate communication and coordination between committees and groups.
11. Participate in UCC Association, Conference, and National church events/meetings. and help coordinate related youth events.
12. Attend Council meetings and Christian Education Steering Committee Meetings.

Qualifications and Requirements

The Associate Minister we are seeking will...

- Have formal training and experience working with children, youth and families, in both church and community settings.
- Be a person of faith who is compassionate, caring, and accepting of people with diverse views and experiences.
- Have an outgoing personality with a good sense of humor.
- Be enthusiastic, confident and self-motivated.
- Be an effective leader and teacher with children and youth, as well as adults.
- Be skilled in planning and leading programs.
- Be versed in technology, including social media, that will assist in the promotion and organization of programs and activities.