UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

First Parish Congregational Church, United Church of Christ
Yarmouth, ME

Associate Pastor

Maine Conference of the United Church of Christ, Cumberland Association

January 25, 2019

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"God is able to provide you with every blessing, so that having all sufficiency in all things at all times, you may abound in every good work."
(2 Corinthians 9:8)

POSITION POSTING

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LISTING INFORMATION

Church name: First Parish Congregational Church, United Church of Christ
Street address: 116 Main Street, Yarmouth, ME 04096
Supplemental web links: www.firstparishyarmouth.org; www.facebook.com/firstparish

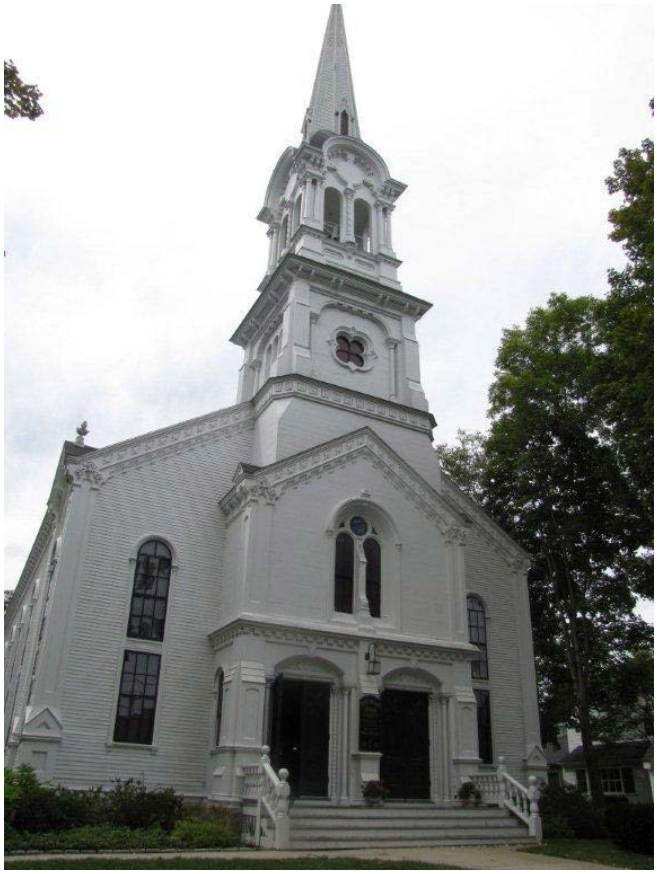
Additional ecumenical affiliations:

Conference: Maine Conference
Association: Cumberland Association
UCC Conference or Association Staff Contact Person:
Rev. Deborah Blood
Conference Minister, Maine Conference
W: 207-622-3100 x16 C: 207-530-0429
Djblood@maineucc.org

Summary Ministry Description:

God is calling First Parish Church to be a welcoming home to our community, serving all who ask wherever they are. We desire to be a place where we create worship and space for both traditional journeys and the exploration of new ways to journey together. We are presently searching for someone who is comfortable reaching out to a wide range of people and who sees possibilities in unlikely places. We desire to employ a minister who is flexible and willing to adapt to meet needs as they arise; as well as, someone who recognizes that humor is healthy and helps create connections among people.

Photographs:



What we value about living in our area:

Yarmouth has a long tradition of support for its residents throughout the cycle of life. Our schools excel because the community is involved. The same is true for the programs for our aging neighbors. There is a sense of safety which is highly valued. Also valued is historical tradition which is embodied in the buildings and homes throughout the community. A community highlight is the annual Clam Festival, an event with wide participation for more than half of a century, involving those across all age groups.

Current size of membership: 375

Languages used in ministry *(other than English)*: None

Position Title: Associate Pastor

Position Duration: Settled

Compensation Level: Negotiable: Full Time or ¾ Time

Does the total support package meet conference compensation guidelines? Yes

SCOPE OF WORK

This is a generalist position (meaning the pastor's responsibilities are broad and may shift depending on the needs of the church)

Areas of Focus for this Position

Faith formation for all ages - managing existing youth programs (Sunday nursery care and church school, confirmation, middle school groups, high school mission trip), exploring creative ways to engage families and youth in cooperation with the Christian Education team, organizing and facilitating adult education opportunities.

Leadership Development – assisting lay people (as they are led by the Spirit) in creating, developing, and supporting ministries and programs.

Other Expectations of the Generalist Position

Participation in collaborative planning of worship services. Preaching no fewer than 12 times per year. Crafting liturgy for services when preaching. Preparing children's messages when not preaching. Assistance in identification and recruiting of lay worship leaders. Co-leading weekly worship.

Attendance at, and where appropriate participation in, events of the wider community (i.e. ecumenical worship services, community events, school events)

Officiating at weddings and funerals as requested. This includes congregants and the wider community.

Acting as primary staff liaison for Christian Education and the Library Committee. Attending monthly Deacons and Church Council meetings.

Carrying out pastoral care, in collaboration with the senior pastor and lay people. Offering counseling, safe spaces and referrals as requested.

Attendance at and participation in wider church activities, such as conference and association meetings.

Partaking in personal study and prayer to increase faith and to improve skills in leading, teaching, and preaching.

Energizing and deepening the spiritual connections and faith understandings of others.

Core Competencies:

- Teaches
- Collaborates/Team player
- Encourages/Empowers
- Uses humor

COMPENSATION AND SUPPORT

Salary Basis: Conference Guidelines

Benefits: Salary plus Benefits

What is the expected living situation for your next minister?

That he/she would live nearby and receive a housing allowance.

Comment on the residential/commuting expectations for your next minister.

It is expected that the minister will live within a 30-minute commute of Yarmouth. Commuting in Maine consists mostly of local roads, with light to moderate traffic. A 30-minute commute would generally encompass living within 20 – 25 miles from the church.

State any incentives:

Ministers are provided a 3-month paid sabbatical time for each five years of employment.

Describe peer and professional supports available for ministers in your association/conference:

The Maine UCC Conference has communities of collegial interactions with other ministers. First Parish has established relationships with many local congregations.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment:

Not Applicable

WHO IS GOD CALLING TO MINISTER WITH US?

Describe the ministry goals you envision your next minister collaborating with the congregation to achieve.

Establish First Parish as a faith community that people can access when they are in need, whether or not they are members of the congregation.
Provide area youth and families with education opportunities and experiences that are congruent with Christian values.

Encourage youth and families to engage their faith and the faith community through programming, support materials, and participation in worship.

Support the community to actively engage in their faith through their life choices.

Offer support and guidance in the creation, development and management of call-based ministries of the church.

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

We are seeking a person who is comfortable reaching out to a wide range of people and who sees possibilities in unlikely places. We need a minister who is flexible and willing to adapt to meet needs as they arise. We have seen and experienced that humor is healthy and helps create connections among people.

Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

We are expecting a candidate who speaks English well. Culturally, we would desire a candidate who is aware of his or her own social location and is comfortable discussing issues of privilege. Likewise, we want to employ someone who is willing to explore and understand New England culture.

Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.

1. Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice

- Invites others into a life of discipleship through evangelism, preaching, teaching and witness.
- Identifies and nurtures gifts in self and others.
- Understands various elements and purposes of Christian worship and works effectively with others in preparing worship.
- Encourages and nurtures others in spiritual formation and faith development over the lifespan.
- Makes spiritually-informed decisions in allocating personal resources (including time, talent and treasure).

2. **Building Transformational Leadership Skills**

- Exercises effective and adaptive leadership.
- Manages professional and supervisory relationships equitably.

3. Engaging Sacred Stories and Traditions

- Leads faith formation across generations effectively.
- Relates the social, economic, and political contexts of biblical literature to current issues and contexts.
- Crafts and delivers sermons toward individual and communal transformation, grounded in sacred stories and traditions.
- Brings life to sacred stories and traditions in worship, proclamation, and witness.

4. **Strengthening Inter- and Intra- Personal Assets**

- Provides pastoral care as needed to all, regardless of creed, race, gender identity, sexual orientation, physical and mental abilities, class or theological perspective.
- Demonstrates knowledge and observance of personal and professional boundaries.

WHO IS GOD CALLING US TO BECOME?

"You shall love the Lord your God with all your heart, and with all your soul, and with all your mind." (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

We seek to be:

Servants of the needs of the community. When there is hurt in the community, it hurts us; when there is joy in the community, it brings us joy. We desire to serve out of our calling from God, not because we are looking to bring more people through our doors.

Warm and welcoming, a home in our community. We desire to serve all who ask, wherever they are. We seek to create spaces and places where we can be vulnerable with one another and porous to God's light.

Open to questions, even when we don't know the answers. We hope to create a place friendly to a traditional worship experience as well as space for new ways to meet God together.

Open to God's guidance. We view each person who walks through our doors as a beloved child of God. We believe that all of what we are called to be is to further God's love in the world.

Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

In responses to a church wide survey, performed in the last 6 months, several trends and areas of concern clearly emerged. Our congregation, in addition to our Yarmouth community, are very concerned about:

- Emotional and mental health of all people, especially youth.
- Diversity in income levels, and poverty.
- Community services and helping alleviate food insecurity through food pantry ministry, community assistance fund, and more.
- Elder support, our aging population and the greater needs of the elderly.

The same survey identified major trends facing our community (Yarmouth) over the next five years:

- Growing population and the aging of our population.
- Increasing lack of affordable housing.
- Growing need for community services for the elderly and low income people.
- Swelling disparity between the “haves and the have nots.”

These issues also weigh heavy on minds of our congregation members, and affect people in our church family. We aspire to encourage our greater community to think about these issues from many perspectives. Our desire is to place the humanity of those involved at the forefront of our process.

We are intentional about how we behave and how treat one another. When engaging in a challenging issue, we believe how you engage people in the conversation is as important as the actual issue. The church is not likely to take a stance on political issues that arise in the community, but we encourage members to thoughtfully share their opinions. One way our church looks to support the emotional and mental health of our congregation and wider community during crisis is that we provide a safe place. We open our doors for people to come and be together in worship and contemplative time as they look for support and guidance. We did this after the events of September 11th and we did it after the 2016 presidential election and before the 2018 midterm election.

WHO ARE WE NOW?

"You shall love your neighbor as yourself." (Matthew 22:39 NRSV)

CONGREGATIONAL REFLECTIONS
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CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

Our congregation's life of faith is both individual and communal. Individual faith is expressed and nurtured through intimate faith experiences: Peace Candle, Bible Study, music and traditional worship. First Parish offers the opportunity to be quietly contemplative during worship, silences that encourage exploration of the soul. Communal faith is grown through mission, sharing stories and beliefs, music, group reads/discussions and multiple call-based ministries. One of our communal experiences is Uncommon Conversations, a program which matches people for discussion about a chosen topic of faith. First Parish offers multi-generational community such as laughing while madly cutting pies during the Clam Festival or rebuilding homes in Texas. As a member expressed during a recent Peace Candle, "When worship begins it feels as if we are joined or a part of a living presence; a new 'aliveness' fills the sanctuary, encompassing the congregation in a joint living faith experience."

Describe several strengths or positive qualities of your congregation.

Our multi-age congregation provides an opportunity to foster friendships with people who do not otherwise cross our path.

Respectfulness of and appreciation for the history and traditions of the church and its members. This includes the historic building as well as member traditions.

Inclusion of current and relevant issues in sermons makes the community connection even stronger.

Original, creative, and inclusive music. Traditional choir, community groups, talented youth and adult members who sing and/or play instruments.

Plentiful opportunities for participation in outreach programs (mission trips, community volunteering, food pantry, youth group support).

Caring Connection Group provides refreshments and gracious family support for funerals of FPC members and friends.

Overwhelmingly positive congregational support for activities like the Yarmouth Clam Festival. Folks come from near and far to make this fundraising activity successful.

Outstanding community commitment and involvement. Ministers are involved in town and school committees and functions.

Friendly, open physical space for local groups for their meetings and activities.

Welcoming, caring and inclusive congregation.

Dynamic ministry that is responsive to needs of the congregation and community, responding to the voice of the spirit as it moves through the congregation.

Good stewards of our resources, including the ministry and the building.

Call-based ministries – committee structure is flexible short termed, project oriented.

Describe what worship is like when your congregation gathers.

Worship begins with friends connecting, greeting one another in pews, aisles and doorways. As the music begins, people quiet and center themselves and we are called to be present. Music links the service together, from violin, piano, choir and congregation. Children tumble forward for their own sermon, parents holding their breath as offspring raise hands to answer questions and express their views. The Peace Candle reading is given by one of our lay persons, speaking from his or her joy, pain, heart. Young people are involved in worship in a variety of ways, from the children's sermon, acting as acolytes, reading scripture, sharing the Peace Candle. Scripture is read and augmented by committed lay leaders, a sermon is shared by a pastor. All are sprinkled with laughter and a sense of relationship with this church, each other and God. Each service ends with the understanding that we are all God's beloved children, taking that with us as we walk out to the larger world.

Describe the educational program/faith formation vision of your church.

Faith formation and our individual and collective faith journeys are a central part of First Parish Church. This is integrated into our church structure, our worship and our faith formation activities. It is our intention to communicate that each person is a beloved child of God, worthy of love and grace.

Church school furthers our mission. We provide opportunities for young people to ask questions and be taken seriously, to learn bible stories, traditions and practices of our congregation. We also teach traditions and practices of the wider church, and other faith traditions. The church provides religious education on Sunday mornings and broader social justice classes during the week. Those classes are attended by our children and young people from the community.

The Christian education committee is responsible for overseeing and organizing the activities related to young people and faith formation. The group currently meets with the Associate Pastor to plan and strategize programming for our nursery-aged to 7th grade youth, our 8th Grade Confirmation Class, and high school mission trips. This includes evaluating church school programming, supporting events like Rally Sunday and Youth Sunday and sponsoring the children's room at the Christmas Fair. It aids the Christmas pageant, multi-generational worship services and family events during Advent and Lent.

During worship we provide a nursery for infants through four-year-old. Our Sunday school is currently structured with three classes: K-4th grade, 5th – 7th grade, and 8th – 12th grade. We currently have a small attendance, between eight and ten young people, which varies significantly from week-to-week throughout the year.

We have varied our Sunday school curriculum with regularity over the past few years. Last year we used a middle school set of lessons on “Fair Trade.” We began using a web site to communicate with the students and parents at home. The lessons are all still available at: https://fpcyarmouth.weebly.com/. The students seemed interested in the topic and did a great job of informing the congregation about what they learned at the end of the lesson.

We have a thriving after school program for children in middle school (grades 5 – 7). The general format has been two six-to-eight-week sessions per year, one in the fall and one in late winter. These classes have covered: digital citizenship, justice makers, friendship and other social justice topics. These classes are not specifically religious and are attended by 15 to 20 youth from the community.

Our 8th grade confirmation program meets on Thursday nights from September – May. It is well attended and has recently included young people from the local Episcopalian church. Weekly meetings help explain bible study, the organization of Christian churches including the UCC church, and we bring in speakers from other religions to discuss their faith traditions. The

young people are assigned mentors from the congregation. The class has an established field trip to New York City in which they have the opportunity to meet with a Sikh community, an Islamic school and deliver food to homeless people in the city.
Our high school age students have several mission opportunities. The first is to work at the Preble Street Resource Center in Portland serving breakfast one Sunday a month. We are on a three-year rotation related to summer mission trips: a local Maine trip, a U.S. trip and a trip abroad. The intention is that each young person can participate in all three during their high school years. Currently we have been going to Jinotega, Nicaragua, for our trip abroad. We have generally gone to Appalachia for our U.S. trip and recently went to Lewiston, but have also gone up to Washington County, Maine. Our goal for the trips is that the young people get the opportunity to do service work while having time to think about how their faith informs doing good works. These trips vary in size but are generally around 30 young people from throughout the community.
There are multiple opportunities for adults to learn and grow in their own spiritual path. We offer a weekly bible study and book group which meet during the day. We have a Men's Spirituality group and Soul Spa, a Women's Spirituality group. The church encourages people to form their own small groups to explore their path to spirituality and several of these groups are currently in existence.
The Library Committee is one of the groups which plan multiple events each year for adults to reflect on a topic. They try to plan three general events a year. These activities began with all-church book reads and have expanded from there. We have read a variety of books, from Braiding Sweet Grass to Book of Joy. We organized a discussion with Muslim speakers about their faith and the role it plays in their lives. We have shown a film about a gay couple in Portland and how they became a family using surrogacy. Our last event was a panel discussion about restorative justice and how it might be thought of as a spiritual practice.

Describe how your congregation is organized for ministry and mission.

The church governance structure was re-organized in 2014. First Parish now has the following standing committees:
Church Council -- responsible for leadership, vision and overall direction of the church.
Deacons -- responsible for the preparation for Sunday worship, weddings, funerals and spiritual life of the church.
Trustees -- responsible for the operational and financial life of the church.
Investment committee -- responsible for managing the church investments.
We have many "call-based ministries" that gather to do specific work in the church. These do not require members to serve specific terms or to be voted on by the congregation. Call-based

ministries form and dissolve depending on interest and need, as people in the congregation express a passion or desire. For example: a book group where people read a common book and discuss.

When it comes to decision-making, how many hours are spent in meetings per month?

Between the Church Council, Deacons and Trustees, we spend about six hours per month (about two hours each group). The investment committee meets quarterly. There are also weekly staff meetings which last about 90 minutes.

Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

Most often the ministers are notified about something and they contact the appropriate boards or committees to assist in decision making and preparation. We follow process in all examples, people are notified, and decisions are made in an appropriate time frame. Some examples of this would be the church's response to world events and opening the sanctuary, responding to needs in the community and within the congregation.

Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? Yes

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		Is this number an estimate? (check if yes)
Number of active members:	320	Yes
Number of active non-members:	30	Yes
Total of church participants (sum of the numbers above):	350	Yes

Percentage of total participants who have been in the church:

		Is this number an estimate? (check if yes)
More than 10 years:	57%	Yes
Less than 10, more than 5 years:	19%	Yes
Less than 5 years:	24%	Yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	*Are these numbers an estimate? (check if yes)*
20	55	35	10	5	40	80	65	85	Yes

Percentage of adults in various household types:

		Is this number an estimate? (check if yes)
Single adults under 35:	1%	Yes
Joint household with minors:	21%	Yes
Single adults age 35-65:	5%	Yes
Joint household with no minors:	52%	Yes
Single adults over 65:	21%	Yes

Education level of adult participants by percentage:

		Is this number an estimate? (check if yes)
High school:	12%	Yes
College:	36%	Yes
Graduate School:	52%	Yes
Specialty Training:		
Other (please specify):		

Percentage of adults in various employment types:

		Is this number an estimate? (check if yes)
Adults who are employed:	37%	Yes
Adults who are retired:	54%	Yes
Adults who are not fully employed:	9%	Yes

Describe the range of occupations of working adults in the congregation:

Our congregation includes people who work in the school system (teachers and support staff), local industry (construction, real estate, L.L. Bean, Unum), local government, engineers, small business owners, those working in healthcare, and those who work with the law.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as "diverse." Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

We have a fair representation of generations and various socio-economic levels in worship and leadership however, we tend to have mostly home-owners in the middle to upper-middle class. We reflect our town which is barely racially diverse. Portland (the largest city in Maine, 15 minutes south of Yarmouth) is a designated refugee resettlement area and has much more diversity. We are exploring how to best appreciate the diversity that is coming into Maine and how to be engaged in support and advocating for groups of peoples who do not live within the town's borders.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:

As part of our commitment to be Open & Affirming, we have ongoing conversations about welcoming and inclusivity. We have had conversations about white privilege and racism.

PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? *(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)*
Adult Groups or Classes	30	Pastors, Lay Leaders
Baptisms *(number last year)*	7 (2017)	Pastors, Deacons
Children's Groups or Classes	10	Pastors, Christian Education Team, Lay Leaders
Christmas Eve and Easter Worship	Xmas Eve 4pm 377 7:30pm 196 11pm 61 Easter 6:15am 60 8:30am 45 10am 275	Pastors, Deacons, Music Director
Church-wide Meals	Occasional Potlucks – 15-20 people	Lay Leaders
Choirs and Music Groups	Chancel Choir 12 Rotating Group of Guest Musicians 10	Music Director
Church-based Bible Study	8	Pastors (lay leaders at times)
Communion *(served how often?)*	1x per month 11pm Xmas Eve 8:30am Easter	Pastors, Deacons

Community Meals	41 at Bean Suppers about every other month	Lay leaders
Confirmation *(number confirmed last year)*	10	Pastors, Lay Leaders
Drama or Dance Program		N/A
Funerals (*number last year*)	10 (2017)	Pastors
Intergenerational Groups		Pastors, Christian Ed Team, Lay Leaders
Outdoor Worship		N/A
Prayer or Meditation Groups		N/A
Public Advocacy Work		Lay Leaders
Retreats		N/A
Theology or Bible Programs in the Community		N/A
Weddings (*number last year*)	0 at First Parish (2017) Pastors often perform off site weddings.	Pastors
Worship (time slot: 10 AM)	115 per week Sept. – June, 50 per week July-August	Pastors, Deacons, Music Director
Young Adult Groups or Classes		N/A
Youth Groups or Classes	20	Pastors, Lay Leaders, Christian Ed Team
High School Mission Trip	15-30 youth	Pastors, Lay Leaders

Most of our programming is based on an assessment of the current population and changes from year to year.

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? *(3 or 4 or No)*	Ministry Setting	Type of Ministry Role	Retired? *(Y or N)*
Rev. H. William Gregory	No	Parish	Pastor	Y
Rev. Ellie Mercer	No	Parish	Pastor	Y
Rev. Don Hodgson	No	Parish	Pastor	Y
Rev. Rich Killmer (retired Presbyterian, not a member)	No	Agency	Advocacy	Y
Rev. Peter Mercer	No	Parish	Pastor	N (serves another church part time)

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

Retired pastors participate at the invitation of the pastors. Sometimes they provide worship leadership and preach upon request. Occasionally they run adult education classes.

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Senior Pastor	Yes	Full-time	Church Council	9 years as Associate, before assuming Senior Pastorate May 1, 2019
4 day/week Administrator		Part-time	Senior Pastor	3 years
1 day/week Administrator		Part-time	Senior Pastor	10 years
Music Director		Part-time	Senior Pastor	2 years
Organist		Part-time	Music Director	1 year
Bookkeeper		Part-time	Senior Pastor	23 years
Sexton		Part-time	Senior Pastor	2 years

REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation's overall ministry?

First Parish is a vibrant faith community with active members and friends. Sunday morning worship remains at the core of what we do, but most people do not attend worship weekly. We sponsor programs and events in addition to worship that provide different ways for people to deepen their spiritual journey and connect with others. Our congregation is very interested in supporting youth and thus made up of many families who are raising or have raised their kids here. We have a nice mix of long-standing members and newer members and we have tried hard to make our structure open and welcoming so that newer members participate in leadership of the church. First Parish provides a spiritual home for many in the community as evidenced by Christmas Eve and Easter attendance as well as community youth participation in confirmation class and high school mission trips.

CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year – 2017-2018)

Source	Amount
Annual Offerings and Pledged Giving	$318,187
Endowment Proceeds *(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)*	$24,669
Endowment Draw *(beyond what is permitted by spending policy, "drawing down the principal")*	$0
Fundraising Events	$52,538
Gifts Designated for a Specific Purpose	$77,641
Grants	$
Rentals of Church Building	$32,926
Rentals of Church Parsonage	$
Support from Related Organizations *(e.g. Women's Group)*	$
Transfers from Special Accounts	$
Other (specify): Endowment funds dividends and interest	$21,876
Other (specify):	$
TOTAL	$527,567

Current annual expenses (dollars budgeted for most recent fiscal year): $418,700

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 46% (for two full-time ministers)

Has the church ever failed to pay its financial obligations to a minister of the church? No

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year?

_x Our Church's Wider Mission (OCWM – Basic Support)
_x One Great Hour of Sharing
_x Strengthen the Church
_x Neighbors in Need
_x Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? It is budgeted annually by the Trustees.

What is the church's current indebtedness?

Total amount of loan debt: $0
Reason for debt: Not aplicable
Are capital and other payments current? Yes

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.

If the church has had capital campaigns in the last ten years, describe:

Year(s)	Purpose	Goal	Result	Impact
2005-2008	Renovate Fellowship Hall, kitchen, music room, install elevator	$1,300,000	$completed as planned	Greater accessibility for the congregation and community at large
		$	$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
2019	Improve accessibility in sanctuary, steeple painting, upgrade sanctuary lighting	Anticipated to be $300K	$	Make the church more usable and welcoming for people with mobility challenges. Finish up capital maintenance projects such that the church is well-maintained and ready for next 25 years.

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign.

Our proposed 2019 capital campaign is focused on making the sanctuary more welcoming for people with various physical challenges which includes upgrading the lighting and reconfiguring the sanctuary for accessibility. It is important to the congregation that people of all abilities can participate fully in worship, from sitting with their families in/near pews to participating in worship through reading scripture or sharing during a peace candle. No one should be made to feel less than when it comes to worship participation.

Does your church have an endowment? Yes

What is the market value of the assets? $772,726 – fund for operating expenses, $301,812 fund for capital projects.

Are funds drawn as needed, regularly, or under certain circumstances?

Income is withdrawn from the operating fund per the answer below. Money has never been withdrawn from the capital projects fund but would be withdrawn per spending guidelines managed by fund trustees.

What is the percentage rate of draw (last year, compared to 5 years ago)?

Income is withdrawn from the operating endowment per endowment regulations. For the previous five years this draw has been 3.5% of the average of the last 12 quarters. Future draws will be 3% of the calendar year end value.

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: See answer above

At the current rate of draw, how long might the endowment last? Indefinitely

Please comment on the above calculations or estimates:

No comment beyond what has been presented.

Other Assets

Reserves (savings):
Operating Fund: $81,766
Building Fund $45,740
All other funds $35,527

Investments (other than endowment): $0

Does your church have a parsonage? No

Describe all buildings owned by the church:
Historic sanctuary and 3-story attached office building which includes a fellowship hall, offices, chapel and other meeting spaces and classrooms.

Describe non-owned buildings or space used or rented by the church: None

Which spaces are accessible to wheelchairs?
All floors of the church are wheelchair accessible by entering on the main level (elevator access to basement and 2nd floor). The 1st level of the chancel is somewhat wheelchair accessible. The second level of the chancel, choir loft, and sanctuary balcony are not wheelchair accessible. The church is actively considering how to increase its accessibility.

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?

First Parish has faced financial challenges that it has met with a Spirit-driven focus, not only on maintaining its commitments but also by expanding its ministry. When some asked whether we could afford to replace our vacant associate pastor position in 2010, we proceeded to recruit Kate Dalton as our associate on the basis that one was needed for our parish to expand its focus on community service, families, and children. That faith and commitment has paid off as a financial strategy, but more to the point as an evangelical and mission strategy. Not only did we not retreat/retrench, we budgeted new resources for community outreach locally, nationally, and internationally.

The Trustees committee decided to organize and gain congregational approval for installation of solar panels simply because we felt it was the right thing to do. We are now meeting almost all our electricity needs with our solar panels.

First Parish's budgeting and fund raising reflect our recognition of the importance of maintaining our historic sanctuary as our legacy to pass down, as the physical home of our congregation and as a beacon of faith in our larger community.

HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

1. Renovation of church building. The recent renovations of the church represent not only the fortunate ability to invest in our infrastructure but also the desire to create a better space with the goal of service, not just to our congregation but also the surrounding community.

2. Opening our programing to the community. This action illustrates and reaffirms to our neighbors our open and affirming values. All are welcome.

3. Transition of governance style by decreasing the number of committees and a move to call-based ministries. In recognition of changing styles of participation and being open to members following their passions rather than being elected to committees, the move to call-based ministries was made. This form of governance has been found to be more effective and has become a vibrant part of this church's life.

The most important?

Becoming open and affirming has been a significant event in the recent history of First Parish Church. It means more than just accepting LGBT people into the church, it is a commitment to affirming the whole, authentic person as a child of God, made in the image of God. It signifies that all people are welcome, baggage and all, with no judgement. The term "Open and Affirming" represents the true meaning of being a Christian.

The church's decision, in 1999, to allow the pastors to perform same sex covenanting ceremonies was a conflict that was not as well handled. There are still those with hard feelings. A "communication with input" strategy, carried out over a longer period of time gave the congregation adequate time to ask questions and provide input. This lesson was learned and what was implemented for both the "Open and Affirming" decision and, the calling of Kate Dalton as our present senior pastor.

Describe a specific change your church has managed in the recent past.

With input from the Pastor/Parish Relations committee and the congregation – the decision to call the Associate Pastor, Kate Dalton, to be the settled pastor of First Parish.

The decision to instate Kate Dalton (the Associate Pastor) to the senior pastor position broke with traditional UCC protocol/policy. That decision represents our congregation's ability to be forward thinking and able to negotiate our calling inclusively.

Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement…." Describe your congregation's values and practices when it comes to conflict.

A recent (and still ongoing) process that created conflict has been the idea of reconstructing the sanctuary choir loft and pulpit area to create a more accessible and functional space. Underscoring the congregation's abilities as reflective learners, it is a deliberate, ongoing process which tried to be sensitive to everyone's opinion. These processes were designed to address conflict directly and incorporate varying opinions. They demonstrate that First Parish leaders and members are indeed reflective learners.

Ministerial History

Staff member's name	Years of service	UCC Standing *(Y/N)*
Rev. Kate Dalton (Associate, Assuming Senior Pastor role as of May 1, 2019)	8 years	Y
Rev. Martha Spong (Interim Associate)	1 year	Y
Rev. Kent Allen (Senior Pastor, retiring April 30, 2019)	12 years	Y
Rev. Jack Steves (Interim Senior)		Y
Rev. Carra Bradt (Associate Pastor)	7 years	Y
Rev. Rick Small (Interim Associate)		Y
Rev. Peter Plagge (Associate Pastor)	5 years	Y
Rev. Lorain Giles (Senior Pastor)	12 years	Y
Rev. Bill Irish (Interim Senior)		Y
Rev. Kenneth Bailey (Associate Pastor)	8 years	Y
Rev. Joseph Shank (Senior Pastor)	11 years	Y

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:
The church and its clergy people have been good about boundaries. While different staff people have applied boundaries in different ways, there have been no serious accusations or rifts created by clergy misconduct in the past thirty years.

Has any past leader left under pressure or by involuntary termination?

Yes, ask us.

Has your church been involved in a Situational Support Consultation?

No

Has a past pastor been the subject of a Fitness Review while at your church?

No

WHO IS OUR NEIGHBOR?

"You shall love your neighbor as yourself." (Matthew 22:39 NRSV)
COMMUNITY VISION
MISSION InSite

COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy?

First Parish is an extremely mission driven congregation. We participate in mission on local, state, national and international levels.
Locally, First Parish is home to a community food pantry which was established more than 20 years ago by a world service committee. Over the years the pantry has grown with the need in our area. It has expanded beyond the care of one congregation and is now staffed and supported by a large community group while remaining housed at First Parish.
As First Parish transitioned to a call-based ministry system an adult mission group developed. This group has worked locally on Habitat for Humanity houses and nationally at the Pine Ridge Reservation in South Dakota. The adult group is also responsive to timely needs and has traveled to both New Orleans, after hurricane Katrina, and Atlantic City, after hurricane Sandy.
The congregation celebrates individual mission and advocacy made visible during the weekly peace candle when members and friends of the congregation share their stories.
Youth are our strongest example of outreach. The senior high school youth, with membership that extends beyond the UCC and First Parish, operates on a three-year rotating mission calendar. In 2017 the teens headed to Jinotega, Nicaragua, to teach children in an afterschool program. In the summer of 2018 we sponsored a trip to Lewiston, Maine, where the youth interacted with the Somali refugee population. In 2019, the mission trip will be to the Appalachian town of Neon, Kentucky, to build homes and relationships. The youth as well as adults will be commissioned during worship prior to their trip and then celebrated in worship as they tell their stories.
First Parish members and friends support mission in several ways, providing encouragement, prayers, funds and celebration.

Describe your congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting).

The congregation participates in UCC association and conference meetings and is supportive of our ministers being involved to the level they feel is appropriate.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.) Check any statements below that apply to your UCC faith community.

__ Accessible to All (A2A)
__ Economic Justice
__ God Is Still Speaking (GISS)
__ Inter-cultural/Multi-racial (I'M)
__ Global Mission Church
__ WISE Congregation for Mental Health
__ Designations from other denominations
__ Creation Justice
__ Faithful and Welcoming
__ Border and Immigrant Justice
__ Just Peace
X Open and Affirming (ONA)
__ Other UCC designations:
__ None

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

The congregation has no current plan to work on any of these specific programs but are not averse to using any and all resources that help people achieve their goals around call-based ministries.

Describe your congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).

The congregation is open to ecumenical and interfaith activities. Our confirmation class and senior high mission trips often include young people from the local Episcopalian church and Methodist church. During confirmation class, young people are expected to attend services at a variety of local congregations, have visiting speakers from Jewish and Islamic traditions, as well as a trip to NY City where they experience and Islamic Center and Sikh Gudwara. The congregation has participated in a variety of joint services throughout the years during the Yarmouth Clam Festival, Thanksgiving, and at a Blue Christmas service.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

The First Parish mission statement is aligned with the activities of the church. The mission statement articulates that we are called to a personal and community ministry which is manifested in the supportive and inclusive environment of the church. The church encourages individual spiritual growth through faith and action. We spend time as a community celebrating and supporting individuals in need, considering larger world concerns, studying and worshiping together.

Our mission also asks church members for a level of commitment and thoughtfulness. This is demonstrated by the active participation in many church functions and in the work of the call-based ministries. Added to that is religious education for both youth and adults which is robust, well known and celebrated by the whole community.

Finally, the First Parish Church building is a community asset and is shared with local nonprofits, such as the Yarmouth Food Pantry, and local schools.

The activities of the church are a manifestation of the mission and well-aligned with our mission statement.

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?

The pastors time in the community is considered part of the ministry and time spent at work. It would be considered in the units worked per week.

MISSION InSite

Comment on your congregation's MissionInSite report with data for your neighborhood(s) or area. What trends and opportunities are shown?

Opportunities facing the community include an aging population, housing affordability and variation, and diversity (both dealing with diversity that exists and encouraging future diversity both racial and economic).

How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

a) Yarmouth – First Parish reflects the general Yarmouth demographics. The population is mostly white, affluent and highly educated. The town is suburban bedroom community of Portland. The population of the town is aging, although less quickly than Maine as a whole. The school system expects to see approximately 5% growth in its population over the next 30 years. While there is little racial variation (93% white) in town, the school is seeing an addition of students of color and students for whom in English is not their primary language.

b) Greater Portland area – The city of Portland is the largest city in the state, with a total population of around 67,000 people. The city has seen a growth in foreign-born residents, currently accounting for about 11% of the population. The overall population of Portland has seen relatively slow growth of about three percent in the past 20 years, while Cumberland County has seen an overall growth rate of approximately 15%. Cumberland and York Counties have seen most of the growth in the state of Maine over that time.

How are the demographics of the community currently shaping ministry, or not?

The church reflects the demographics and therefore the ministry in the congregation also seems to reflect the demographics of the community. We have programming that focuses on the youth and several offerings for adults which generally tend to attract well-educated, older adults.

What do you hear when you talk to community leaders and ask them what your church is known for?

The church is known for its community engagement, providing space for a variety of activities within the community as well as programming which the broader community is invited to participate. Our current pastors have been very active in the community, providing support where invited and encouraging open doors at the church, inviting members of the community to both participate and bring concerns to the congregation.

What do new people in the church say when asked what got them involved?

People shared with us that the strengths of the congregation are how welcoming, caring and compassionate (involved in the community and beyond), and inclusive the church is. The church highly values, and has intentionally worked toward being relational, getting to know one another and sharing our faith journeys in a variety of ways.

REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates, so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1
Joan Adler/ Harrison Middle School Principal/ Yarmouth Public Schools
(207-846-2499/joan_adler@yarmouthschools.org / Community Leader)

REFERENCE 2
Chris Moore/ Director of Music Education/ 317 Main (Community Music Center)
(207-846-9559 /chris@317main.org / Community Partner)

REFERENCE 3
Richard Kilmer/ Presbyterian Minister/ Agency
(207-450-7242 / richardkillmer@gmail.com / Friend who worships at First Parish)

First Parish Congregational Church

The First Parish Congregational Church provides our youth with positive, rich opportunities for learning about kindness, social justice and the importance of community service. As principal of Harrison Middle School, I first learned about the church's impact by listening to our fifth graders describe the projects they were working on with Kate Dalton, and observing their interest and commitment to service deepen over the years. Many of these students return to HMS to share their experiences with our local and global communities through church sponsored trips. We see the positive impact of these interactions as they take on leadership and mentoring roles in our schools. These students are inspiring citizens who truly care about their peers and bring unending positive energy to our schools. Their outlook on the world is directly related to their involvement with the First Parish Congregational Church.

The HMS community enjoys a positive and productive relationship with the church. Kate is a welcome and enduring presence in our school. She is genuinely invested in our students' social/emotional development and has taken on formal and informal mentoring roles as needed over the years. Watching the reaction of Kate's mentees when she walks through our doors is evidence of what she means to them and how much they value their time with her. Adults in our setting react the same way when Kate visits with us at HMS.

Kate and church members provided ongoing comfort and care to our school and community last year when we experienced the tragic loss of one of our students. We are grateful for their outreach, and for their guidance and comfort during this time. It is difficult to imagine how we would have moved forward without the assistance and encouragement they shared with us. Kate's presence at this student's funeral enabled us to support our students through that painful day and the days that followed.

The First Parish Congreational Church has an essential role in our community. We benefit greatly from our relationship with them. Please let me know if I can be of further assistance.

Sincerely,

Joan Adler
Principal
Harrison Middle School
220 McCartney Street
Yarmouth, ME 04096
207-846-2499

317 MAIN
COMMUNITY MUSIC CENTER

MUSIC IS FOR EVERYONE.

January, 2018

To Associate Pastor Candidates:

I am the Director of Music Education at 317 Main Community Music Center in Yarmouth, Maine. For the past 5 years, I have had the pleasure of working with the First Parish Congregational Church ministry, staff, and community on a variety of programs, events, and collaborations.

The FPCC has opened its doors to our organization's programs, providing much-needed overflow space and support for 317 Main classes, ensembles, concerts, and more.

The FPCC ministry has demonstrated a generous spirit of inclusivity in all of my professional and personal interactions with them. They are at once respectful of tradition and welcoming to new ideas. Kent Allen and Kate Dalton, along with the FPCC volunteer leadership, promote a culture that is inviting, inspirational, respectful, professional, and loving.

I have twice been invited to share remarks during FPCC's Sunday worship as part of the Peace Candle ceremony. These experiences have been meaningful to me personally, and have also invigorated my professional passion and commitment to community development and music education. I give them credit for initiating these connections.

Like 317 Main Community Music Center, FPCC shares our organization's belief that 'music is for everyone.' Similarly, the ministry has promoted through action, in our Yarmouth community, the idea that the FPCC is for everyone too.

Sincerely,

Chris Moore
Director of Music Education
317 Main Community Music Center
317 Main Street, Yarmouth, ME 04096
207-846-9559

Reference for the First Parish Church (UCC), Yarmouth, ME

By Rev. Richard Killmer – *I attend First Parish Church in Yarmouth, ME for six months during the year; I live in Grand Rapids, Michigan for the other six months. I am not a member of First Parish Church because I am a Presbyterian minister. My denomination discourages ministers from joining particular congregations. My cell phone is 207-450-7242. My email is richardlkillmer@gmail.com.*

First Parish in Yarmouth is a very strong church. Worship is welcoming and informal. There is good lay adult and children's leadership in worship and certainly is inclusive. Most of the announcements are made by the people responsible for each activity, not by the clergy.

The youth program is robust. The confirmation class is almost a year long and young people from other churches participate, including Roman Catholics. The mission trips are amazing. The trips are on a three-year cycle. The first year goes to someplace in Maine; the second year goes to a domestic U.S. location and the third year is international (Nicaragua has been the location of the international trip recently).

The pastors are effective counselors. When a middle school girl committed suicide who was not a member of the church, the Associate Pastor spent the week in the middle school providing counseling to the students and faculty.

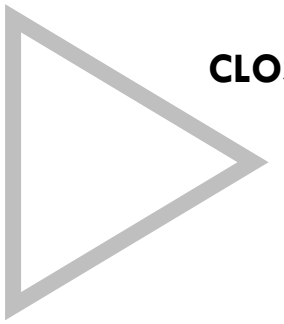
The church is an active participant in the community. It is active in the Clam Festival in Yarmouth which attracts tens of thousands of people. It provides an opportunity for many people to have contact with the congregation and the church makes a lot of money during Clam Festival.

First Parish has a food pantry and is involved in several direct services. Though it has engaged in justice efforts, including being the first congregation in Yarmouth that installed solar panels and has a strong environmental committee, there is room for even more justice ministries which engage in advocacy for those who are powerless.

The area that needs strengthening is adult education. I believe there is room for an adult class each Sunday to apply our faith to the current challenges that individuals, communities, churches, the U.S., and other nations are facing.

One of the most significant experiences I have had with the church was when the Christian Reformed Church in North America sent me to Paris talks on climate change in 2015 (I help that denomination with its climate change work, because I live in Grand Rapids where the denomination is headquartered). First Parish commissioned me to go to Paris and I gave a report on the Paris Agreement to the whole congregation when I returned.

First Parish Church, Yarmouth would be a gem for any minister who is willing to provide leadership for a congregation that is committed to lay leadership, likes to lead inclusive worship, has a strong youth program and participates robustly in the community.



CLOSING THOUGHTS

CLOSING PRAYER
STATEMENT OF CONSENT
CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

Open your heart to hear our call
Open your eyes to see our potential
Open your ears to the songs of our lives
Open your mind to the endless possibilities
Of what we can achieve together

We open our arms to receive you

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 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 opinions 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.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile?

   Search Committee
   - Pam Dietz (co-chair)
   - Judy Colby-George (co-chair)
   - Scott Martin
   - Judy Berghuis
   - Barbara Stevens
   - Paul Gebhardt
   - Jill Webber
   - Jim Highland
   - Kate Dalton

2. Additional comments for interpreting the profile:

   Profile was provided to the entire congregation for review before being sent out, comments were collected and acted on by the committee.

Signed: Judy Colby-George
Name / Title / Date: Judy Colby-George, co chair, 10/15/2019

Signed:
Name / Title / Date:

VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named. YES.
Staff Comment:

To the best of my knowledge, ministerial history information is complete. YES.
Staff Comment:

To the best of my knowledge, available church financial information is presented thoroughly.YES.
Staff Comment:

My signature below attests to the above three items.

Signature:

Name / Title: Deborah J Blood, Conference Minister
Email: djblood@maineucc.org
Phone: 207-530-0429
Date: January 25, 2019

This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

"Jesus answered them, 'Have faith in God!'" – Mark 11:22

UNITED CHURCH OF CHRIST