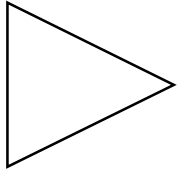


Chapel Street Congregational Church, UCC Church Profile



POSITION POSTING

- a. Listing Information
- b. Scope of Work
- c. Compensation and Support
- d. Who is God calling to minister with us?

1 a. LISTING INFORMATION

Church name: Chapel Street Congregational Church, United Church of Christ

Street address: 185 Chapel Street, Lincoln, RI 02865

Supplemental web links: <http://www.chapelstreetucc.com>

Email for Search Committee: ChapelStreetSearch@gmail.com

Additional ecumenical affiliations (e.g. denominations, communions, fellowships):

Conference: Southern New England Conference, United Church of Christ

Association: Rhode Island Association

UCC Conference or Association Staff Contact Person: The Rev. Dr. Patricia Kogut

kogutp@sneucc.org

Summary Ministry Description:

In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?

Our church has a solid financial foundation capable of supporting any mission we choose, what we need is someone to help us find our new vision. The last two years has been a difficult time for visioning together due to the pandemic separation.

The church is looking for a seasoned pastor who has a positive track record of church growth and ministry.

Photographs:

Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.



View from front steps (l to r)
Parish House, Memorial Chapel.



Back parking lot view (l to r) Memorial
Chapel, rear entrance, Parish House,
accessible rest room, kitchen.



View of our sanctuary

What we value about living in our area (2 – 3 sentences):

The community of Lincoln has many good qualities. It has great schools that the community fully supports (the high school just underwent an upgrade and the middle school is less than 10 years old), and the schools are safe from major violence.

There are a lot of activities in the community – a great public library, a YMCA, an active town Recreation Dept. with a playground program in summer, summer concerts at the local park (Chase Farm), an active Historical Home (Hearthside), a fairly new building for the Senior Center, which is active place with programing, a state park (Lincoln Woods), and much more.

Rhode Island has several institutions of higher education. There is a campus of the Community College of Rhode Island in Lincoln.

Lincoln is at a nexus of major highways (US 295, US 146). Providence is 10 minutes away. Boston is 40 minutes away. There are numerous natural resources. Since Rhode Island is the Ocean State, of course we have access to beautiful ocean beaches 40 minutes to the south. The mountains of New Hampshire for skiing are only 3 hours north too!

Current size of membership:

Pre-COVID the membership roll was 127 after an examination of the member rolls by the Diaconate 2020. The number of active members who participate in worship is generally less than 40.

Languages used in ministry (*other than English*):

In the immediate area, the most common language other than English is Spanish. We host the Hispanic Evangelical, UCC in our church. We started the relationship in 2019 when they needed to vacate their building because it was being sold.

Position Title: Pastor

Position Duration

Settled – a called position intended for longer-term ministry in which the minister and their family moves church membership to the congregation and moves standing to related association, the Rhode Island Association of the Southern New England United Church of Christ Conference.

Compensation Level: Full Time

Does the total support package meet conference compensation guidelines? YES

1 b. SCOPE OF WORK

(add here the Scope of Work developed by your church using the Call Agreement Workbook)

From the Call Agreement Workbook:

(40-50 hours weekly / 10-12 units)

- preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.
- faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them

- leadership development by working with people in the church to create ministry and programs
- pastoral care in collaboration with lay people

Core Competencies:

(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time conscious person.)

We are seeking a minister with experience bringing people with divergent views together and helping the congregation find their vision and direction. Great interpersonal skills, open and accessible, having the ability to work with people of differing views, comfortable getting to know the local community schools and youth agencies, comfortable reaching out to know the local mission needs (food pantry, soup kitchen, homeless initiatives).

1 c. COMPENSATION AND SUPPORT

Total compensation package includes Salary, Housing Allowances, and Benefits: \$114,000

What is the expected living situation for your next minister (*e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)?

Living either nearby or within a short commute with a housing allowance.

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

Rhode Island is a small state. We would expect the minister to live within a half hour commute of the church.

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*):

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

Three conferences, Rhode Island, Connecticut, and Massachusetts, merged in 2019 to become the Southern New England Conference. There are various Community of Practice groups still being formed within the conference and in the Rhode Island Association.

The most recent email sent to clergy from the Southern New England Conference which details some of this information is:

<https://www.sneucc.org/newsdetail/16422297>

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

1 d. WHO IS GOD CALLING TO MINISTER WITH US?

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

We are a congregation in flux. We do not have a cohesive plan for ministry in place and the next settled pastor will be helping us figure that out.

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

Both historic churches that merged to form Chapel Street Congregational Church had a history of member mission initiatives. A member might have a mission on their heart, mention it to the congregation, and everyone pitches in. In our pandemic world we continued to help by supporting the organizations which helped directly. For the last few years we have voted on the organizations to support.

After getting to know us and working to develop new visions, we will need the minister will assist us in reaching these goals collectively.

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 have no specific requirements, but the most common language other than English in the area is Spanish. In the five communities surrounding Lincoln, Central Falls and Pawtucket have great needs and the highest concentrations of the Hispanic population.

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.

MARKS OF FAITHFUL AND EFFECTIVE AUTHORIZED MINISTERS IN THE UNITED CHURCH OF CHRIST

CARING FOR ALL CREATION

- Nurturing care and compassion for God's creation.
- Maintaining a basic understanding of mental health and wellness.
- Practicing self-care and life balance.
- Providing hope and healing to a hurting world.
- Attending to one's own spiritual and pastoral care, including engagement in supervision as appropriate.
- Stewarding the resources of the Church.

BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS

- Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.
- Strategically creating the future of God's Church.
- Witnessing in the public square to God's redeeming power.
- Performing necessary and appropriate administrative tasks.
- Working collaboratively with intercultural awareness and sensitivity.

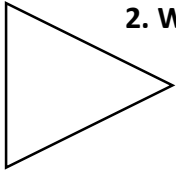
- Encouraging leadership development of self and others through continuing education and lifelong learning.

STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS

- Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
- Living in relationships of covenantal accountability with God and the Church.
- Exhibiting strong moral character and personal integrity.
- Respecting the dignity of all God's people.
- Understanding and ministering to stages of human development across the life span.
- Demonstrating excellent communication skills.

ENGAGING SACRED STORIES AND TRADITIONS

- Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament.
- Maturing in effective proclamation and preaching.
- Understanding the history of the Christian Church, from biblical times forward.
- Bringing life to sacred stories and traditions in worship, proclamation, and witness.
- Leading faith formation effectively across generations.
- Holding the Holy with integrity especially as represented in the Sacraments.



2. 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?

The church is in transition, and it will be an essential aspect of the new pastor’s ministry with the congregation to collectively help define a new vision and mission and a way to implement the new ideas.

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

For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?

The last two years of COVID restrictions and online services have limited many of our initiatives in the community. Our Outreach Committee has still been active supporting other organizations who have a direct impact and we do many good works.

One of our important ministries has been socks. We collect socks from October through Easter and donate them to a variety of organizations. One of our older members learned that socks are one of the most requested and least donated items for the homeless, so he started the Purple Socks Box several years ago. Other people have picked up the mantle and continued this ministry by collecting more than 3,000 pair of socks since 2016. Even during the total lockdown of 2020, people still arranged to get socks to the church in various ways. In our recent drive of Oct. 21 – April 2022 we collected more than 720 pair.

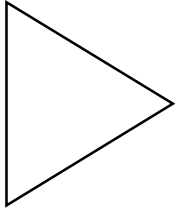
As a congregation, we have not been able to have enough conversations to determine where we, as a congregation, are going next. We do not have a multi-year strategic plan and we need one.

After the merger, our first few years as a new church were fairly smooth. A few years ago we had a challenge that resulted in some fracturing in our congregation. We hired an expert in mediation to help us find a way back to our “church family.” The concept of “church family” has been fundamental to the identities of both historic churches and our new church identity. Due to the pandemic, it has taken us much longer than expected to go through the mediation process. We have found that simply going through the process has started healing some of the fractures. We are at the stage where the consultant will be leading us through the end – what have we learned and what will we do with this knowledge.

Our new pastor will be instrumental in helping the congregation figure where we are heading from there.

3 WHO ARE WE NOW?

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



- a. Congregational Reflections
- b. 11-Year Report
- c. Congregational Demographics
- d. Participation and Staffing
- e. Church Finance
- F. Historical Information

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

For example, what beliefs and commitments are stated in your congregation's purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

This church often uses God as our touchstone and "love your neighbor as yourself" as a guide.

One of the ways the Holy Spirit is working within us is our commitment to each other: in weekly prayer, in conversations, in support of the mission and outreach causes that are on each other's hearts.

Describe several strengths or positive qualities of your congregation.

Our congregation members care for each other. We feel like a family in truth. We celebrate joyous times and hold each other up in hard times. We want to also help the community outside our walls.

Describe what worship is like when your congregation gathers.

For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?

Worship takes place in our sanctuary, which is a historic memorial chapel to the young children of local mill owners, the Sayles family. Our worship is based around the application of biblical teachings to today's society in ways we can take with us out of the church.

The recent baptism followed, as always, the UCC Book of Worship, especially asking the congregation to affirm their support to the parents and the child. Our pastor always takes our new sibling in Christ for a walk around the sanctuary, reinforcing that pledge.

Some words the congregation members used in our recent survey were: caring, encouraging, understanding the lesson, and having a heartfelt living in the Spirit.

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

For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?

The Sunday School Superintendent writes our children's curriculum so that our lessons are focused on the main messages of Jesus – caring for each other and having faith in God.

We try to encourage our older youth to see our Youth Leaders as adults they can be open with and to feel empowered as members of our congregation. We encourage our post-confirmation students to be part of committees, including the Diaconate. We encourage them to be active on a conference level by attending Youth Events nationally and regionally.

We have all the youth of the church stay in the sanctuary for the entire service on Communion Sunday so they can see adults worshipping and know what it is like. On the other Sundays they start in the worship and go to class midway through. We also have the youth as the worship leaders on Celebration Sunday (formerly Children's Sunday), the traditional end of our Sunday School year. They are also an integral part of worship on Thanksgiving Sunday which is part pageant where they use the words of the Pilgrims and conduct worship.

For adults we have had Bible Study groups in the past but have not had one online during the pandemic. There have been devotionals available for members to read during Lent and Advent.

Our mission initiatives brought up by congregation members lets our members live the lesson of giving and helping others and that may be the most impactful part of living their faith.

Describe how your congregation is organized for ministry and mission.

For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?

Decisions are communicated through the office with church wide emails and in our monthly newsletter, The Pathway, for the most part. All decisions are contained in the various committee reports.

Our standing committees are formed by a combination of someone asking to be part of a committee and by the Nominating Committee members asking people to serve on committees. Each committee meets as soon after the Annual Meeting at the end of January to elect a chair, secretary, and Executive Council liaison. Any Ad Hoc committees are generally formed by announcing the reason for the committee to the entire congregation on a Sunday, in an email, and in the Pathway asking if anyone would like to be on it.

We struggle in most areas for future visions for our ministry at this time in our post Covid world. All of our committees have remained active during the pandemic including Sunday School and Outreach.

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

At the time of this writing, all meetings are on Zoom.

The Diaconate meetings are generally up to 2 hours long.

The Executive Council meetings are generally 2-2.5 hours long.

The rest of the committees are generally in the 1 hour or so range (Finance, Property, Christian Education, Outreach)

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

Currently, someone on the appropriate committee (generally the Executive Council) sends an email to the other members of the Council and any other committee members or congregation

members that are involved. This generally initiates a string of responses with people giving their opinions and a consensus is reached. This often generates a decision within a reasonable time.

- 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?

We have both Bylaws and Annual Reports available to candidates upon request. Currently, there is some discussion about changing the Bylaws as they pertain to the number of members needed on committees since the number of active members available to be on committees is decreasing.

3b. 11-YEAR REPORT

(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite)

UNITED CHURCH OF CHRIST
ELEVEN YEAR CHURCH PROFILE BASES ON DATA REPORTED IN UCC YEARBOOKS

Church #: 788757

Assoc: 944 Schedule: 0 Chapel Street Lincoln RI 02865

YEAR	Members	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2012	194	70	22	0	1	0	11	0	-10
2013	192	61	25	2	0	5	9	0	0.2
2014	192	64	22	0	2	2	4	0	0
2015	171	63	23	3	3	2	6	23	-21
2016	171	55	35	0	4	0	4	0	0
2017	170	47	17	9	0	0	10	0	-1
2018	169	47	58	0	1	2	4	0	-1
2019	172	44	29	3	4	0	3	1	3
2020	130		19	0	0	0	16	26	-42

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2012	\$172,676	\$0	\$10,000	\$62,461	\$72,461	\$2,121	\$74,582	5.79	\$247,258	\$83,751
2013	\$170,530	\$0	\$10,000	\$8,393	\$18,393	\$1,799	\$20,192	5.86	\$190,722	\$74,140
2014	\$198,767	\$0	\$10,000	\$6,556	\$16,556	\$0	\$16,556	5.03	\$215,323	\$71,261
2015	\$217,417	\$0	\$10,000	\$7,590	\$17,590	\$1,424	\$19,014	4.60	\$236,431	\$68,743
2016	\$212,639	\$0	\$11,000	\$10,071	\$21,071	\$2,500	\$23,571	5.17	\$236,210	\$72,885
2017	\$238,193	\$0	\$11,000	\$0	\$11,000	\$3,159	\$14,159	4.62	\$252,352	\$62,886
2018	\$256,423	\$0	\$1,925	\$5,419	\$7,344	\$9,747	\$17,091	0.75	\$273,514	\$55,829
2019	\$291,124	\$0	\$7,000	\$7,421	\$14,421	\$50,708	\$65,129	2.40	\$356,253	\$42,230
2020	\$281,769	\$0	\$14,628	\$5,500	\$20,128	\$26,887	\$47,015	5.19	\$328,784	\$22,354

%CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2015-2020	-23.98	-30.16	-17.39	-100.00	44.83	29.60	14.43	39.06

Please note: Zero values (\\"0\" or \\"\$0\") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

*this is a faithful reproduction of the data on the original of this report. The original is available to be emailed, if necessary.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church. *including children

	#	Is this an estimate?
Number of Active Members	86*	Y
Number of Active Non-Members	0	N
Total of Church Participants (sum of above)	86	Y

Percentage of total participants who have been in the church:

	#	Is this an estimate?
More than 10 years	68%	N
Less than 10 but more than 5	10%	Y
Less than 5 years	22%	Y

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	Estimate?
5	9	5	2	5	12	14	22	13	N

Percentage of adults in various household types:

	#	Is this an estimate?
Single adults under 35:	5%	N
Household with minors	14%	N
Single adults age 35-65	4%	N
Joint households with no minors	38%	N
Single adults over 65:	13%	Y

Education level of adult participants by percentage:

	#	Is this an estimate?
High school	27%	Y

College	53%	Y
Graduate School	16%	Y
Specialty Training	4%	Y
Other (please specify		

Percentage of adults in various employment types

		Is this an estimate?
Adults who are employed	52%	Y
Adults who are retired	48%	N
Adults who are not fully employed	0	Y

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

Doctors, Nurses, Social Workers, Architect, Company finance, Teachers, Physical Therapist, Business Analyst for IT, Electrical, Teacher Aide, Clerical/Office, Retail Management, Retail.

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 fairly homogenous cultural and racial makeup. There is a mix of ethnic *heritages*: English, French Canadian, Irish, Scottish, Italian, Portuguese, Polish – but these are all 3rd or 4th generation (in some cases *many* more). There are few, if any, that speak a language other than English in the home.

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: Not Applicable

We became an Open and Affirming Congregation in 2015. The church went through the process and had many discussions. We rewrote the Mission Statement as a result of those conversations. The church has not held a series of conversations specifically using some the Welcoming Diversity Inventory.

We are open to having this conversation once our pastor has a chance to get settled and gets to know the congregation.

3d. PARTICIPATION AND STAFFING

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

Note: 2020 – 2022 has been an odd time for activities based in our church, as it has been in all churches. Physically, our building was closed during the statewide mandated lockdown of 2020 and for a good portion of 2021 due to official Covid restrictions and also our care for our elderly members.

Our Youth Group (the God Squad) was very active virtually and with safe meetings with social distancing during the lockdown of 2020 and into the beginning of 2021. A majority of those teens were seniors and graduated in June of 2021 and have been attending college. The God Squad is not as active at the moment.

All gatherings, worship, and meetings from 3/2020 to 7/4/2021 were on Zoom. On Ash Wednesdays in 2020 and 2021, our pastor did “Drive By Ashes” which had very strong numbers.

We went back to in-person worship from July 2021 until the Christmas Eve service 2021. The Covid infection rate skyrocketed in Rhode Island in December and it was agreed (in one of those email exchanges described above) to move to online worship again. By the middle of February 2022 the rate was decreasing and we resumed in-person worship at the beginning of March 2022.

We may have reopened our doors for *worship* in July 2021 but did not plan many other activities due to the reluctance of many people to attend gatherings. All of our meetings have been on Zoom and we will be continuing.

In addition to recording the services on Zoom and sending out the link in a weekly update email, we have been doing a livestream on YouTube.

To give a more rounded perspective we have included information in the chart based on 2019, 2020, and 2021 statistics as we know. Unfortunately, we did not take online attendance every week during the majority of the lockdown

Ways of Gathering Estimated	number of people involved in attendance				Who plans each of the listed gatherings?
	2019	2020	2021	2022	
Adult Groups or Classes	2 bible groups @ 5 attendees	2 bible groups @ 5 attendees until March	Grief Group ~7 adults	Grief Group ~7 adults	Pastor and lay leaders
Baptisms	2	0	1		Pastor, parents, and Diaconate.
Children’s Groups or Classes:					
Nursery	1	0	2	2	Christian Education Committee
Sunday School Grades K - 6	Avg 6 in person	1-2 online	1-3 online 1-6 in person	1-6 in person	Sunday School Super.
Christmas and Easter:					
Ash Wednesday	20 estimated	“drive by” ashes ~ 80	“drive by” ashes	none	Pastor and Diaconate

		people served	“good turnout” by Diaconate notes		
Maundy Thursday	10 estimated	Online	Online		Pastor and Diaconate
Good Friday	10 estimated	Online	Online		Pastor and Diaconate
Sunrise Easter	25 estimated	---	---	25 in person	Pastor and Diaconate
Main Easter	85	Online 54 connections	Online	38 in person	Pastor, Minister of Music, and Diaconate
Christmas Eve	unknown	Online	Online		Pastor, Minister of Music, and Diaconate
Church-wide Meals*	See below for more information		---		
Shrove Tuesday	Unknown attendance	Unknown attendance	---	---	Diaconate and lay leaders
Memorial Day Breakfast	Unknown attendance	---	---	90 people	Diaconate and lay leaders, members of the church
All Church Picnic	40 attendees	--	And Music Jamboree! 25 attendees	28 attendees	Christian Education Committee and Sunday School Super. (The Music Committee also planned the Music Jamboree part)
Thanksgiving Potluck Dinner	80 (This included the Hispanic Evangelical Church for the first time.)	--	--	--	Diaconate and any interested member of the church.
Choirs and Music Groups	Choir 5 members Outside music group 85 attendees Bell Choir – 8 members (not a standing group)	Choir 5 members	Choir 4 members	Choir 3 members	Minister of Music and Music Committee.
Church-based Bible Study	SEE Adult	Groups and	Classes above	---	
Communion					first Sunday of the month
Community Meals*	See below for more details.				

Confirmation	3	0	0	1 youth	
Drama or Dance Program	1 – Talent Show 10 performers 50 in attendance estimated.				Members of the congregation and the Youth Leaders
Funerals (number last year)	4	4	4		There are often more funeral services performed at funeral homes and gravesides.
Intergenerational Groups**	See below				
Outdoor Worship					Easter Sunrise Service at Lincoln Woods in the only one.
Prayer or Meditation Groups					
Public Advocacy Work					
Retreats	2 retreats @ 8 teens	1 – 6 teens			All retreats have been God Squad retreats.
Theology or Bible Programs in the Community					none
Weddings (number last year)	0	1	0		The pastor performed wedding ceremonies that were off site.
Worship: Sunday, 10 am	Average in person 47	Average unknown	Average in person 26	Avg in person 28	Pastor, Minister of Music, and Diaconate
Young Adult Groups or Classes					
Youth Groups or Classes***	Classes: Avg 6 God Squad (youth group): 9 members	Classes: 0 God Squad: 9 members	Classes: 0 God Squad: 5 members	Classes: 0 God Squad: 0	Youth Group Leaders
Other					

* The community is welcome to all our meals. Many have a suggested donation simply to pay for themselves. The two exceptions are our Thanksgiving Potluck Dinner and All Church Picnic because they are potluck.

The *usual* meals in a year are: Shrove Tuesday, Memorial Day Breakfast, All Church Picnic, and Thanksgiving Potluck Dinner (the Sunday before Thanksgiving). (Note about Memorial Day - The church hosts a breakfast in the hours before the town parade. It was started more than 40 years ago when the parade went right by the church. Our breakfast has been a town tradition that it continues to be a

thriving community activity. We were able to resume the Breakfast in 2022 with a decent turnout by the community and may stayed and watched the parade from our lawn.

During 2020 – 2021 there was only one church meal – The All Church Picnic and Music Jamboree held outside at Lincoln Woods. In 2022, we again had an All Church Picnic at Lincoln Woods. It was a nice multigenerational event with good attendance.

In the past there have been other community wide meals: a Ham and Bean, a German Band and Brats night, Chili Cook-Off, Soup Night, etc.

****Intergenerational and Christian Education Activities**

There are no established Intergenerational *groups* but we try to have as many intergenerational activities as possible. In 2019 the Sunday School Superintendent planned several crafts, game nights, and other activities with the assistance of the Christian Education Committee. The God Squad (our youth group) have had All Church bowling events, Apple Picking, and Hiking events, continuing even during the pandemic. All have been open to the entire church, stressing the intergenerational aspect, and everyone was encouraged to bring friends.

Almost every other activity is generally organized by someone who has an idea for a fun night or as a fundraiser. People join in and help with all aspects.

*****God Squad (teen youth group)**

There was a member of the congregation who organized a Talent Show in 2018, the next year the Youth Group organized the next Talent Show as a fundraiser for the American Foundation for Suicide Prevention. They also have participated in the annual “Out of the Darkness” Walk for the AFSP for several years.

The Youth Group organized a Vendor Fair in the Spring and at Christmas for a fundraiser for the Youth Group and the whole congregation participated.

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).

Not Applicable. Currently, there are no ordained, licensed, or commissioned ministers in our congregation.

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:

Not Applicable, no former minister or retired minister is currently a member.

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

Pastor	Yes	Full time	Executive Council and Pastoral Relations Committee (if needed)	Interim since July 2021
Office Manager	No	Part time	Pastor	2007
Minister of Music/Organist	No	Part time	Pastor and Diaconate subcommittee of Music	2015
Sunday School Superintendent	No	Part time	Pastor, Christian Education Committee	2012
Sexton	No	Part time	Property Committee	On and off for 30 years.
Nursery Care Worker	No	Part-time	Sunday School Superintendent	Currently not filled
Youth Group Leaders	No	Volunteer	Pastor	3 leaders, 1 2016, the rest 2017

REFLECTION

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

Our congregation has always supported local issues of hunger (food pantries and soup kitchen). We have also supported each other when there was a cause or mission that weighed on their heart and they brought it up to the congregation. One of our previous pastors, Rev. Dr. Peters, established a Mission Initiative program that did exactly that and the church raised several thousand dollars to sponsor the manufacture and distribution of nutrition bars around the world.

Our reflection also shows that we need to increase our activity and increase our interconnectedness.

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year)

See below this chart for our 2021 Annual Report and 2022 Proposed Budget for complete details of both income and expenses.

Source	Amount 2021	Amount 2020	Amount 2019
Annual Offerings and Pledged Giving	\$30,721	\$32,157	\$40,615
Endowment Proceeds (<i>dividends, etc. used in budget</i>)	\$56,458	\$126,750	\$135,829
Endowment Draw (<i>"drawing down the principal"</i>)	\$191,000	\$115,923	\$95,000
Fundraising Events	\$731	\$754	\$2,536
Gifts Designated for a Specific Purpose	\$3,784	\$1,577	\$4,072
Grants	0	0	0
Rentals of Usage Fees for Church Building	\$235	\$300	\$525

Rentals of Church Parsonage	N/A	N/A	N/A
Support from Related Organizations (e.g. Women's Group)	\$400	\$350	\$63
Transfers from Special Accounts			
Other (specify):			
Other (specify):			
TOTAL	\$283,324	\$277,811	\$278,640

Current annual expenses (dollars budgeted for most recent fiscal year): \$ 266,874

The amounts for the pastoral expenses reflects the continuation of the Interim Minister.

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.

Chapel Street Congregational Church 2021 and 2022 Budgets

	2021 Budget	2021 Actuals	2022 Proposed
<u>Budget Income</u>			
<u>Offerings and Contributions</u>			
Estimates of Giving	\$16,860	\$20,186	\$28,000
Unpledged Contributions	\$9,729	\$8,028	\$7,200
Hispanic church contribution	\$600	\$400	\$600
Building Usage	\$275	\$235	\$200
Easter Offering	\$500	\$45	\$100
Christmas Offering	\$150	\$360	\$100
Sunday School Offering	\$50	\$0	\$0
Offerings and Contribution subtotal	\$28,164	\$29,254	\$36,200
<u>Investment Interest and Endowment Draws</u>			
Endowment Draw	\$163,164	\$165,000	\$228,000
Morgan Stanley Dividend Income	\$0	\$26,000	\$0
Barr Dividend	\$135,000	\$50,742	\$0
Total Investment Interest and Endowment Draws	\$298,164	\$241,742	\$228,000
<u>Other Income</u>			
Bank Interest	\$750	\$860	\$600
Sayles Endowment Interest	\$0	\$0	\$0
Housing Endowment Interest	\$0	\$0	\$0
Central Falls Fund Interest	\$1,650	\$5,629	\$1,300
Other Income (Met Life)	\$150	\$87	\$0
Prior Year Estimates of Giving	\$250	\$1,774	\$0
Plate Collections	\$750	\$329	\$200
Special Missions	\$0	\$1,286	\$0

Special Projects	\$0	\$0	\$600
Other Income subtotal	\$3,550	\$9,965	\$2,700
TOTAL BUDGET INCOME	\$329,878	\$280,961	\$266,900
<u>Budget Expenses</u>			
Conference and Missions			
Proportional giving RI Association			\$0
Proportional giving UCC	\$14,000	\$14,000	\$10,000
Total Conference Outreach	\$14,000	\$14,000	\$10,000
Local Missions			
Local Soup Kitchen	\$1,000	\$0	\$128
Seminary Support	\$1,000	\$0	\$0
Congregational Library	\$1,000	\$1,000	\$1,000
Local Outreach	\$1,000	\$0	\$517
Total Local Outreach	\$4,000	\$1,000	\$1,645
Special Missions			
General Missions	\$50,000	\$10,860	\$15,000
youth mission trip	\$3,000	\$0	\$0
Total Partner Outreach	\$53,000	\$10,860	\$15,000
Reinvestment			
TOTAL Conference and Missions	\$71,000	\$25,860	\$26,645
Administration			
Office Supplies	\$2,000	\$845	\$1,500
Postage	\$900	\$1,134	\$950
Telephone	\$2,000	\$2,165	\$2,000
Internet Services	\$1,200	\$1,176	\$1,200
Equipment Service Contracts	\$985	\$930	\$1,000
Miscellaneous Admin Expenses	\$1,000	\$503	\$1,000
Computer hardware and software	\$700	\$3,243	\$750
Marketing	\$500	\$588	\$500
Registrations	\$750	\$70	\$500
Total Administration	\$10,035	\$10,654	\$9,400
Worship and Services			
Honoraria	\$3,000	\$4,000	\$1,000
Chancel Supplies	\$1,500	\$0	\$1,500
General Worship Expenses	\$2,250	\$2,871	\$2,250
Health Ministry	\$500	\$0	\$500
Flowers	\$750	\$175	\$750
Total Diaconate	\$8,000	\$7,046	\$6,000

Christian Education			
Curriculum	\$650	\$0	\$200
Adult Seminars	\$800	\$0	\$0
Vacation Bible School	\$320	\$45	\$50
Classroom Supplies	\$200	\$0	\$100
General CE Expenses	\$750	\$392	\$550
Youth Ministry	\$2,500	\$528	\$600
Total Christian Education	\$5,220	\$965	\$1,500
Music			
Substitute Musician	\$800	\$0	\$600
Copyright License	\$216	\$235	\$240
General Music Expenses	\$1,000	\$157	\$200
Total Music Ministry	\$2,016	\$392	\$1,040
Property			
Electric	\$2,500	\$1,847	\$2,000
Gas	\$4,500	\$3,030	\$3,750
Water	\$800	\$519	\$800
Repair and Maintenance	\$7,500	\$8,587	\$7,500
Property Insurance	\$8,000	\$9,290	\$9,500
Property Supplies	\$400	\$0	\$400
Total Property	\$23,700	\$23,273	\$23,950
Pastoral Ministry			
Pastor's Salary	\$40,395	\$30,160	\$40,000
Pastor's Housing Allowance	\$26,145	\$19,521	\$26,000
Social Security Allowance	\$5,090	\$3,751	\$5,500
Pastor's Pension	\$9,316	\$7,017	\$7,200
Pastor's Disability/Life Insurance	\$900	-	\$0
Pastor's Health Insurance	\$27,723	\$11,757	\$16,100
Pastor's Cell Phone	\$1,200	\$735	\$1,200
Pastor's Auto Allowance	\$1,000	\$190	\$1,000
Pastor's Professional Expenses	\$5,000	\$2,511	\$3,000
Total Pastoral Ministry	\$116,769	\$75,643	\$100,000
Personnel and Finance			
Treasurer's Expenses	\$200	\$0	\$150
Minister of Music Salary	\$20,800	\$21,530	\$22,176
Office Admin Salary	\$19,308	\$19,991	\$20,591
Custodian Salary	\$15,002	\$15,052	\$15,504
Payroll Taxes (7.65% salaries)	\$5,238	\$6,884	\$7,518
Insurance-Workers' Compensation	\$1,750	\$1,401	\$1,401
Payroll Service	\$2,200	\$2,264	\$2,200
Stewardship Expenses	\$0	\$0	\$0
Professional Fees	\$500	\$0	\$100

Bookkeeping Services	\$14,534	\$14,534	\$14,970
CE Admin Salary	\$11,856	\$12,165	\$12,530
Vanco Service	\$250	\$159	\$200
Nursery Care Salary	\$1,500	\$924	\$1,000
Total Personnel and Finance	\$93,138	\$94,904	\$98,339
TOTAL BUDGET EXPENSES	\$329,878	\$238,737	\$266,874
Net	\$0	\$42,225	\$26

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?

Total budgeted expenses for 2022 - \$266,874 Ministerial support expenses for the current interim pastor - \$100,00. So it is 37%. The amount for Ministerial Support will be higher with the settled pastor.

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? (Indicate those included during the most recent fiscal year) NO

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

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (Recommended 10%)

We have budgeted \$10,000 to send to the SNEUCC in 2022. That is 3.7% of the total budgeted expenses.

What is the church's current indebtedness? Not Applicable – the church currently has no debt.

Total amount of loan debt:

Reason for debt:

Are capital and other payments current?

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.

Currently there is no building project underway. We had started to organize to install an elevator from the main floor to the basement floor because the offices and classrooms are on the basement floor and are currently only accessible by stairs. Monies were approved to get architectural drawings but then the lockdown happened in 2020 and the project stalled.

If the church has had capital campaigns in the last ten years, describe: Not Applicable

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

Does your church have an endowment? YES

What is the market value of the assets? \$7,040,746

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

Funds are drawn regularly (because they are needed to balance the budget.)

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

Last year our draw was \$165,000. Five years ago, the church did not have access to the endowment. The funds were in a special account where we had access to some of the dividends but not the principal until the holder of the account passed away. We have had full access to the endowment for only a few years.

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

We have drawn on the endowment to balance the proposed next year budget on paper. We adapt as we go along, so the draw may change. The percentage draw is voted on at the annual meeting.

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

Our financial advisor has estimated that a draw of less than approximately \$200,000 might see the fund lasting more than 50 years.

Please comment on the above calculations or estimates:

The proposed 2021, actual 2021, and proposed 2022 budgets are included above and the calculations are clear.

Other Assets

Reserves (savings): \$180,000 as of 12-31-2021

Investments (other than endowment): NO

Does your church have a parsonage? NO

Describe all buildings owned by the church:

The only building owned is the Memorial Chapel and attached Parish Hall.

Describe non-owned buildings or space used or rented by the church: Not Applicable

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*)

The main floor is accessible from the parking lot in the rear of the building and is wheelchair accessible. It includes the sanctuary (but not the chancel / choir area), the Fellowship Hall which includes the kitchen, and a handicapped accessible rest room.

The lower level is not wheelchair accessible at this time. It contains the offices (Main office, Pastor's Study, and Sunday School Superintendent's), 3 classrooms, the Naomi Meeting Room, the Youth Group Room, 2 rest rooms, and mechanicals.

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

For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?

The church's overall financial health is secure and will be for many years to come. The Finance Committee reviews the individual committees request for the following years and prepares the proposed budget, trying to present a balanced budget. The Executive Council then approves the budget to be included in the Annual Report and the entire congregation votes to approve the budget at the Annual Meeting.

Monies for mission are budgeted annually and, in addition, congregational members support each other's missions as they arise.

3f. 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.

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

The absolutely most important thing that happened in our church was our creation from the merger of two other churches.

Chapel Street Congregational Church, UCC was created with the merger of two historical churches, Sayles Memorial Church, UCC and Pawtucket Congregational Church, UCC. It is located in the buildings of the Sayles Memorial Chapel and the attached Parish House.

After a pastor resigned at Sayles Memorial Church an agreement was made that the two churches would share the pastor of Pawtucket Congregational Church under a yoked agreement. Services would be held in both churches on Sunday but at a different times.

The Pawtucket Congregational Church had a very large, historical church building. They rented (and eventually sold) their building to another church and began to worship at the Sayles Memorial Church.

The churches merged their activities, but left guidance and finances separate. The two congregations were very compatible. In 2011, the steps to merge were started and legal merge agreements made. It all became legally recognized in January 2012.

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.

For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)

One of those conflicts was the naming of our new church. As part of the merge, we also held a series of congregational meetings about our new identity, including our name. That was the *one* point where there had to be much congregational discussion. There were suggestions and discussions. We tried to be as “congregational” as possible where all were heard and then we voted. It seems like a simple thing, but it actually proved to be a difficult step for some members of both churches to take. Everyone tried to be as understanding and compassionate as possible, but we did eventually go with what a very large majority wanted and it was a good compromise. Our name came full circle. The church is located on a road that was named for the original Sayles Memorial Chapel – Chapel Street. We became the Chapel Street Congregational Church, UCC. We learned we needed to be sensitive to all members, even if they were not with the majority.

A conflict that has not resolved itself well is the one that came from some personality conflicts and widened. This is the “fracture” mentioned earlier in the profile.

The personality conflicts were between the pastor and some members of the congregation. The issue that brought some of this out more strongly was whether we would host (or offer a “nesting” agreement” to the Hispanic Evangelical Church, UCC.

There was an Ad Hoc committee formed to investigate if we should offer a “nesting agreement” to a local UCC church that was using a rented space and their building was being sold. The committee made the recommendation to *not* offer an agreement. Several members of the Diaconate felt that the Ad Hoc committee had not taken into consideration several key factors and never really gave a clear definitive reason as to why we should not offer to “nest”. Questioning the decision caused some anger and conflict.

As given in our Bylaws, if at least seven members of the congregation want to bring a topic to the congregation as a whole for a vote, they can. A group of Deacons signed a letter asking for the vote to nest or not go to the congregation as it affected the whole congregation. A Special Congregational Meeting was called. At the meeting several of the members of that Ad Hoc committee protested that congregation members at the meeting did not have enough information to make an informed decision. It was agreed to hold off the vote in order to disseminate information.

After much research about renting vs nesting, and other church’s experiences with nesting, there were three informational meetings, and the information was also disseminated in the many informal discussions that took place. When we held the second Special Congregational Meeting to vote, the personal conflicts came to the front and the fracture widened. The congregation did vote to welcome the Hispanic Evangelical Church to nest with us and use our facilities, which they began doing mid-2019.

The resulting resentments and conflicts did not resolve themselves. They lead to “factions” that were less about the nesting agreement and more about the personal conflicts. That is why we started looking for a mediator to help our congregation heal. We found a mediator and started the process when COVID started. We had Zoom meetings, the mediator had personal and small group conversations and we are currently at the point where she will be presenting her final findings. The process has taken a long time because of the pandemic. Overall, the conflict lead to several people worshipping elsewhere but we are finding many people are looking more forward than backward. People are optimistic about the church’s future.

We had a Pastoral Relations Committee before the conflict and, as a result of the conflicts, we realized we needed to change some of the protocols and there is a committee reorganizing the PRC.

Ministerial History (include all previous ministerial staff for the past 30 years)

Staff Member's Name	Years of Service	UCC standing (YorN)
Rev. Kurt A. Walker	2015-2021	Y
Dr. Rev. George Peters Rev. Peters was pastor at Pawtucket Congregational Church for 24 years before becoming the pastor to both historical churches in a yoked arrangement. He was the minister during the merger.	Chapel Street Congregational 2011-2013 Pawtucket Congregational 1982-2011 Sayles Memorial 2006-2011	Y

These are the pastors at the two historical churches that merged to create Chapel Street Congregational Church.

Sayles Memorial Church

Rev. Barry McCarthy	2000-2005	Y
Rev. Laurene Bowers	1991-1998	Y

Pawtucket Congregational Church

Rev. Dr. George Peters	1982-2011	Y
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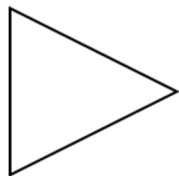
Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

We did a survey recently to gather the thoughts of the congregation as preparation for this profile. One of the biggest lessons we learned is that our members need to feel they are being listened to by the pastor and that changes need to be discussed.

Has any past leader left under pressure or by involuntary termination? NO

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



4 WHO IS OUR NEIGHBOR?

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

- a. Community Vision
- b. MISSION InSite

4a. COMMUNITY VISION

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

For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church’s engagement with neighbors near or far?

We have had ties with several organizations in the communities. The Pawtucket Congregational Church was active in the formation of the Women’s Shelter in Central Falls which became the Blackstone Valley Advocacy Center specializing in helping victims of domestic violence. Both historic churches supported the Center for years with fundraising and supporting several families for Christmas.

We support the area food pantries and soup kitchens. We have a clothing collection bin in our back parking lot.

We have supported many organizations in the past three years, even through lockdown. Some are:

Alzheimer’s Association	Dorcas International	Provided Grocery gift cards
American Foundation for Suicide Prevention	Gilly’s House	for needy
Australian Wildlife relief	Habitat for Cats	Rent relief
Bags of Hope (luggage for foster youth)	Innocence Project NE	RI Council of Churches
Big Hair Animal Rescue	InterVarsity Urban Plunge (Providence)	RI UCC Haiti Task Force
Blackstone Valley Emergency Shelter	Layla’s Dream	School in Pawtucket – money to their winter needs baskets
Blackstone Valley Women’s Shelter	Mercy Ships	Shriners
Building Homes for Heroes	Pawtucket Backpackers (to give children in school food for weekends)	Stone Coast Church
Camper support for one of our scouts	Pets in Need	Team Rubicon
Defenders of Wildlife	Provided a tablet for a child cancer patient during hospital lockdown	Tents and Sleeping Bags for Homeless
Disabled American Veterans		Trailside Daycare
		Youth Pride

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

- Members of our church attend the Annual Meetings of the Conference, even online.
- Our Sunday School Superintendent is part of a Community of Practice group in the RI Association, and regularly attends the New England Association of United Church Educators annual conference as well as taking part in seminars offered during the year.
- One of our Youth Leaders has been active with the Youth Conferences and bringing the youth to Synod.
- A member of our congregation was on the Search Committee for staff members of the Southern New England Conference, UCC.

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)

Creation Justice

Economic Justice
Faithful and Welcoming
God Is Still Speaking (GISS)
Border and Immigrant Justice
Inter-cultural/Multi-racial (I'M)
Just Peace

Global Mission Church
X Open and Affirming (ONA)
WISE Congregation for Mental Health
Other UCC designations:
Designations from other denominations
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?

In our survey, our congregation was clear that they want a pastor that learns about them and *then* introduces new ideas to them and gauges what the congregation is interested in from there.

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

Sayles Memorial Church had a longstanding relationship with the Limerock Baptist Church that continued as Chapel Street Congregational Church. We shared worship in the summer with them and the Park Place Congregational Church in Pawtucket for many years until Covid and online worship. We support the First Baptist Church's Food Pantry in Pawtucket by bringing all our food donations to them.

Our last settled pastor was active in the interfaith community. One summer, we had an Interfaith Summer Camp instead of Vacation Bible Camp with some Muslim youths joining us, finding commonalities instead of differences. Our youth group hosted a Jewish youth group for a fun gathering. Our confirmation students visited a mosque and a temple and interacted with the other youths at each place.

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.

Our mission statement is:

We, the family of Chapel Street Congregational Church, UCC, gather together the gifts of God through worship, fellowship, and mission. We dedicate our time, talent, and tithes to serve faithfully by providing a place where one feels acceptance and affirmation. As a caring and welcoming community, using the Bible as a resource and the teachings of Jesus as our guide, we joyfully welcome everyone, without exception, into God's covenantal community. We believe that "No matter who you are and where you are on life's journey, you are welcome here", regardless of race, ethnicity, class, age, mental status, family structure, physical ability, sexual orientation, or gender expression. We believe we are called as Christian disciples to strengthen community, nurture hope, promote wholeness, foster healing, seek justice, and build God's kingdom.

Adopted Annual Meeting
January 29, 2017

Our mission statement is about welcoming and using our resources to help in the community, which we do through our outreach.

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?

On our recent survey, we asked this specific question about how much *time* and *what activities* they wished the pastor to engage in outside ministries. There was a wide variety of answers. Based on the comments, it is clear that we need a pastor to be the public face of our congregation and to help the congregation open up to the community. It was also clear that the majority of the respondents also want the missions and community ministry to be predominately based on local needs.

4b. MISSION InSite

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

We used a 6 mile radius from the church building for the area of the MISSIONInSite reports. This includes the communities that most of the members are from, which are specifically, Cumberland, Lincoln, North Providence, and Pawtucket. It also includes other cities and towns.

Most of the data in the MISSIONInSite reports are based on the 2010 United States Census. The mid-term updates showed that for the communities that most of our members come from there have been very small changes. They are predominantly white and solidly middle and some upper middle class.

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?

Our internal demographics exactly mirror the demographics of Lincoln and Cumberland, one of our neighboring communities.

Another of our neighboring communities, Central Falls, is an outlier in all categories from the other four where our membership comes from and historically has always been. It has an almost 47% non-white population and the predominate language is Spanish. The median income is much lower than average and the population density is higher.

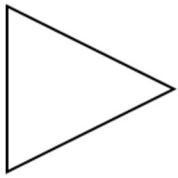
Pawtucket is a city that falls somewhere between the communities in terms of population statistics. Pawtucket has a higher median income and less poverty but is not at the level of Lincoln and Cumberland.

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

What shapes our ministry is mostly what members of the congregation bring up. Since a part of our congregation is from Pawtucket, many of our mission initiatives are in Pawtucket: Soup kitchens, clothing for schools, backpacks, etc. because there are community connections.

What do you hear when you talk to community leaders and ask them what your church is known for? Chapel Street Congregational Church is an established religious entity in the town. We are known to support the local missions of the food pantries, the local women's advocacy center, and other local causes. We are also known for our Memorial Day Breakfast before the parade!

What do new people in the church say when asked what got them involved? Church family. The sense that they were welcomed, wanted, and cared about.



5 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

The Rev. Dr. George E. Peters
Pastor & Teacher Emeritus
geo47peters@gmail.com
(401) 440-4764

Reference: Chapel Street Congregational Church, UCC

It took more than two decades to find a path that could lead to the development of a thriving, sustainable congregation physically located in a neighborhood where potential growth might be possible. I served as Pastor and Teacher of the current Chapel Street congregation for a total of 31 years until retiring in mid-2013. Chapel Street Congregational United Church of Christ represents the merger of two historic Blackstone Valley congregations, each with a long history of faithful ministry and service. One congregation was located in a rapidly changing urban downtown setting – the other in a suburban neighborhood. Each congregation had resources that the other needed. I was privileged to serve both historic churches as Pastor and Teacher simultaneously between 2006 and 2012. It was a joy to serve the two congregations that became one in the small, manageable Sayles Memorial Chapel on Chapel Street in the Saylesville neighborhood in Lincoln. I do know that the Chapel Street Church is still finding its way a decade after the merger. Nevertheless, it is a wonderful congregation ready to take the next steps toward continued revitalization and growth. It will take patient, resolute pastoral leadership. The church has significant resources – i.e. location, physical plant, financial assets and faithful lay leadership. The next Pastor and Teacher will need to take the necessary time to love and lead this remarkable congregation. Please be in touch if you would like to know more.

The Rev. Dr. George E. Peters
Pastor & Teacher Emeritus
geo47peters@gmail.com

(401) 440-4764

REFERENCE 2

Rev. Julio Filomeno, (M.Div and LMHC)
Pastor of the Hispanic Evangelical Church UCC

Reference Statement for Chapel St. Congregational Church UCC

This statement concerns Chapel Street Congregational Church UCC in Lincoln RI. Chapel Street Church is a vibrant community of Faith. It has friendly and dedicated members who are mission oriented. Besides their religious services they have many outreach ministries. These ministries include a clothing donation ministry, regular donations to local food ministries as well as food distribution ministries to needy persons, and collection of hygiene supplies for the homeless. In addition, the church provides a "helping hands ministry" through which they provide practical services to those in need such as driving persons to appointments. Indicative of their mission spirit the church opens their doors to other organizations. Various groups utilize the church's space including scouting associations. In particular our church, the Hispanic Evangelical United Church of Christ, is fortunate and grateful that Chapel Street Church has opened their doors to us when we had to sell our building. They have allowed us to nest in their building where we are able to continue our ministry. Chapel Street Church has only charged us a very minimal amount of money per month to use their building. Our church presently uses the Chapel Street facilities for worship service, bible study, and any other activity related to our ministry. Thanks to Chapel Street Church we have been able to continue our ministry to the Latino Community in the Blackstone Valley area.

Rev. Julio Filomeno, (M.Div and LMHC)
Pastor of the Hispanic Evangelical Church UCC

REFERENCE 3

Bill McMillan, Retired Pastor of Park Place Congregational Church
Email: carnival1968@aol.com
Cell: 401-595-3675

Reference for Chapel Street Congregational Church, UCC
June 20, 2022

I appreciate the committee reaching out to me and asking me to share experiences I've had with the people of Chapel Street Congregational Church, UCC. I would like to provide some background initially, since my time working with Chapel Street is limited, though it spans many years.

My involvement with Chapel Street began with shared Sunday services during the summer. A schedule was developed, which allowed for pastors from the two churches to have vacation time in the summer. As an example: July services might be held at Chapel Street with the pastors from Park Place leading worship. There would be no services held in Park Place during July. Then August services would be held at Park Place with the pastor from Chapel

Street leading worship. There would be no services held in Chapel Street during August. We followed this schedule for a number of years.

We found the joint services to be beneficial as it brought the two communities together for worship. It provided different styles of preaching for each church, and encouraged the two church families, to not only worship together but also fellowship together after service during coffee hour. This practice ended when a new settled pastor at Chapel Street did not want to close Chapel Street when the services were being conducted in Park Place. He wanted to ensure the people of Chapel Street had a choice where to worship.

In addition to the shared services during the summer the two churches often shared Maundy Thursday and/or Good Friday services, rotating the location of the services from one year to the next. This practice was also discontinued upon the arrival of the settled pastor.

My contact with Chapel Street was reignited during the pandemic, when our churches were worshipping on-line. I was contacted by one of the deacons and asked if I would cover a number of Sunday mornings, offering a sermon during their on-line Zoom worship service. I agreed, and I believe I shared services with them for four weeks, possibly five. As we know, participating in a service via Zoom can be a bit challenging. However, the leadership at Chapel Street, who assumed full technical responsibility, pulled it off without a hitch. I felt welcome during these services, and although the members who participated were only small thumbnail photos on my computer screen, I enjoyed reconnecting and seeing people I had not seen or spoken with for a number of years.

Understanding the limits of my contact with Chapel Street, I would now like to address the questions which were sent to me.

Describe some areas of strength in this church's ministry:

I have always felt welcomed by the people. When leading worship I found the congregation to be attentive and responsive. As leaders in the church shared announcements during the services, I sensed a strong commitment to service from those speaking. Early on I remember plans during the summer for exciting Vacation Bible School programs and curriculum. Even recently, during the Zoom services I heard about planned activities for the young people. I don't have specific knowledge of how the groups work together, but from what I have seen and heard, I sense many of the ministries are led by strong committed leaders.

Describe some areas for improvement in this church's ministry:

Music is such an important aspect of worship, and I know Chapel Street is blessed to have a very loving and talented Minister of Music. I remember in the past Chapel Street had a small choir, which seemed to disappear at some point. Knowing that Othneil, the Minister of Music, has a gift to find musical talent hiding in individuals who may not realize they have it, I would encourage the church to find a way to bring more music back into their service, and encourage the creation of a choir. (Note: It has been over one year since I have had contact with Chapel Street. It is possible they have already done this.)

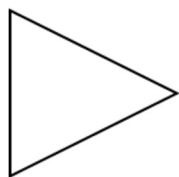
Describe a significant experience you have had of this church's ministry:

Chapel Street is a product of two churches coming together as one church body. Pawtucket Congregational Church merged with Sayles Memorial Chapel and became Chapel Street Congregational Church. This joining together of two congregations was skillfully and

spiritually led by the Rev. Dr. George Peters, who had been the pastor of Pawtucket Congregational Church for many years, and shortly before the merger also been called as pastor of Sayles Memorial Chapel.

Accomplishing a merger is never easy. The business and financial processes in a merger can certainly be challenging and grueling to move through and accomplish, but eventually, everything is signed, sealed and delivered. However, the process of bringing two congregations, two diverse populations, with different ideas, varied histories and traditions together can feel like one is scaling Mt. Everest. It's not uncommon for people to still see themselves as one church or the other even years after the legal paperwork is completed. The deadly words like, *"We don't do it that way here,"* or *"We've never done that way before,"* can plant seeds of hostility and anger that form the foundational wall of separation. My sense of what Dr. Peters accomplished was not to eliminate differences but to help the people identify them and value them, and to put them on the pathway of finding God's chosen plan for this new united church body.

In Christ's love and mine,
Bill McMillan, Retired Pastor of Park Place Congregational Church
Email: carnival1968@aol.com
Cell: 401-595-3675



6 CLOSING THOUGHTS

- a. Closing prayer
- b. Statement of consent
- c. Conference/association validation

6a Closing prayer

Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

The one hymn that feels right to us is "Morning Has Broken." The hopefulness of the lyrics is one that resonates in our congregation. The whole world is new now after the pandemic and we are hopeful for our new role in the world.

6b. 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? (for example, church council or consistory, transition team, etc.)

- The members of the Transition Team (the group responsible for writing the profile). Members of this team were chosen in the way most of our committees are chosen. A call was sent out via our newsletter, church wide email, during Sunday announcements, and in every other way asking who wanted to be a part in order to get the widest range, if possible. and then by invitation when numbers needed to be rounded out.
- Long standing members of the congregation were asked for historical information and information on the congregation composition when necessary.
- The Transition Team sent a survey to active members of the congregation, approximately 40% responded. They held three Zoom meetings for people to speak together (17 people joined in conversations).

2. Additional comments for interpreting the profile:

The last two years has introduced the idea that there is no “normal.” No one knows what the post-Covid world will fully bring. Our church, as have many others, is struggling to figure that out.

Signed:

Denise Inman

Secretary to Selection Committee, June 27, 2022

6c VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.

Staff Comment:

To the best of my knowledge, ministerial history information is complete.

Staff Comment:

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment:

My signature below attests to the above three items.

Signature: *Patty Kogut*

Name / Title: Rev. Dr. Patricia Kogut, Area Conference Minister, Southeast Region, Southern New England Conference, UCC

Email: kogutp@sneucc.org

Phone: 508-244-4416

Date: June 27, 2022

“Jesus answered them, ‘Have faith in God!’” – Mark 11:22