

**COCOA BEACH  
COMMUNITY CHURCH  
UNITED CHURCH OF CHRIST  
IT'S GREAT TO BE ALIVE IN COCOA BEACH FLORIDA!**

**No matter who you are, or where you are on life's journey, you are welcome here.**



**COCOA BEACH COMMUNITY CHURCH**

UNITED CHURCH OF CHRIST

126 S. Atlantic Ave.

Cocoa Beach, FL 32932

[cbcc-ucc.org](http://cbcc-ucc.org)

**Settled Pastor Search**



**UNITED CHURCH  
OF CHRIST**  
God is still speaking,

**Florida Conference**  
**United Church of Christ**  
**LOCAL CHURCH PROFILE**

Senior Pastor

Florida Conference, United Church of Christ

February 2023

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Position Posting

Who Is God Calling Us to Become?

Who Are We Now?

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## 1. POSITION POSTING

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- ◆ SCOPE OF WORK
- ◆ COMPENSATION AND SUPPORT
- ◆ WHO IS GOD CALLING TO MINISTER WITH US?

### LISTING INFORMATION

**Church name:** Cocoa Beach Community Church

**Street address:** 126 S. Atlantic Ave., Cocoa Beach, FL 32932

**Phone:** (321) 783-3961

**Website:** [www.cbcc-ucc.org](http://www.cbcc-ucc.org)

**Email:** [cbcc.info@cfl.rr.com](mailto:cbcc.info@cfl.rr.com)

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**Conference:** Florida

**Reverend LaTrell Harrison**

Associate Conference Minister

Florida Conference, United Church of Christ

Email: [LHarrison@uccfla.org](mailto:LHarrison@uccfla.org)

Phone: 1-404-734-4986.

## Summary Ministry Description

On January 4, 1942, the first members of Cocoa Beach Community Church formed an Inter-Denominational Church. Since then we have continued to be a loving, supportive, open-minded faith community. We openly embrace and accept people from the LGBTQIA+ community and are one of two churches in Brevard County that are Open and Affirming. We became an ONA church in 2019. All that enter Cocoa Beach Community Church are welcomed and received for who they are.

Theologically, we are a “progressive church” and are active in supporting a variety of missions. We are a congregation that leans toward social activism, looking for a minister to lead us into the future. We are a mature congregation, and we desire a minister who can help bring in a more diverse community, both in age and cultural backgrounds.



Christmas Eve. 2022

Gathering after worship  
in Sponsler Hall



## What we Value about living in Cocoa Beach

Cocoa Beach is a small beach community located on the East Coast of Florida. The weather and the beautiful foliage in bloom all year are two of the many wonderful things about living in this area. There are many areas to walk and hike and to experience the scenery year round. We enjoy water activities like swimming, surfing, kayaking and more. Nearby is Cape Canaveral where many cruising options are available at the Port as well as deep sea fishing. Kennedy Space Center is located just north of Cocoa Beach. Enjoying the launches from the beach or your front yard is a wonderful addition and a great way to spend the day. Cocoa Beach is also known for great dining and offers over 30 restaurants. Cocoa Beach and the surrounding areas such as Cocoa Village and downtown Melbourne have dining, great shopping and several performing arts theatres. Orlando is only one hour to the West and offers cultural activities, major concerts and events. For those with a need for speed the Daytona International Speedway is about 80 miles to the north.

Professional sports teams abound in Florida. NFL teams are located in Tampa, Miami and Jacksonville. The NBA has the Orlando Magic and Miami Heat. Two MLB and two NHL teams are located in Tampa and Miami. Brevard County is home to Eastern Florida State College, a branch of the University of Central Florida and Florida Institute of Technology (FIT).



A beach approach is just across A1A from CBCC



The Orion test launch, as seen from the beach at Jetty Park  
*Image credit: Michael Seeley*

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**Current Church Membership:** 139

**Languages Spoken in Ministry (Other than English):** None.

**Position Title:** Senior Pastor Position

**Duration:** Settled Pastor

**Compensation Level:** Full Time

**Does the total support package meet compensation guidelines?** Yes

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## **1b. SCOPE OF WORK**

Preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and finding of lay liturgists, planning of music in coordination with musical staff or volunteers. Responsibility for supervision of staff.

Leadership development by working with people in the church to create ministry and programs.

Participation in wider church activities such as conference and association meetings.

Faithful financial development and stewardship. Excellent listening skills, empathy, and the ability to counsel on personal and spiritual matters. Availability for funerals, weddings, special worship programs, and as a representative of the church to local organizations. Energizing and deepening the spiritual connections and faithful understandings of others.

Leadership and guidance for our main church committees:

- Spiritual Nurture
- Mission and Outreach
- Finance and Administration
- Women's Fellowship

## **CORE COMPETENCIES**

### **LEADS THE CONGREGATION IN WORSHIP**

Demonstrates the love of Christ in preaching and teaching. Creates an environment that nourishes, uplifts and inspires God's people, helping others to grow as faithful followers of Christ. Equips others to interpret and apply the Bible to their everyday lives.

### **KNOWS AND LOVES THE CONGREGATION**

Listens to the people, invites diverse perspective and encourages open communication. Understands the history and culture of the church and applies this knowledge to specific situations. Provides spiritual and emotional support.

### **CULTIVATES A MISSION-BASED CULTURE**

Casts a vision and commitment to God's mission for the church. Develops an environment of mission, transformation and ownership. Builds leadership in others. Guides the congregation to focus outwardly and seek ways to welcome new people into the community of Christ.

### **LEADS CHANGE EFFORTS**

Harnesses the congregation's imagination, creativity and gifts to examine its present and future. Cultivates an environment that welcomes change and embraces the tension and conflict that can accompany change. Provides support during the change process.

### **BUILDS RAPPORT WITH THE COMMUNITY**

Seeks to understand and become a part of the community. Builds relationships with community leaders; uses this understanding of the community to influence the church's approach to ministry; leads the congregation toward an outward focus.

## **1c. COMPENSATION AND SUPPORT**

**Salary & Benefits: \$90,000.00**

**What is expected of the living situation for your next minister/Comment on the residential commuting expectations for your next minister.**

CBCC does not have a parsonage. We are located right in downtown Cocoa Beach and we are aware that living close by the church may not work for some people. Appropriate housing can be found within Central Brevard area within 30 minutes of the church.

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

Currently there is not an active Cocoa Beach Clergy Association Local ministers need to take initiative to reach out to one another and see if a connection occurs between them. We do have a history of working with several of the other mainline churches over the years so the doors are open. Previous ministers have developed supportive relationships with their colleagues both active and retired in the community.

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

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

- ◆ Consistently conducts compelling and uplifting services
- ◆ Is involved in community events, concerns, and social outreach
- ◆ Actively markets to and attracts diverse families and individuals

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

CBCC cares for one another and the world. We seek a pastor who will join us in our current outreach efforts and also help us to develop more. Someone that will help us build a relationship with other religious and social organizations and leaders in the community. We see God in each other and embrace everyone's unique value. We desire a pastor who will welcome and invite all persons regardless of background.

We are looking for a pastor who will challenge our Governing Board, committees, and congregation to reach outward. There are opportunities to provide funding to help others but there are also many chances where we can be physically present to assist others. We need to explore these outside opportunities to provide a more balanced and active outreach ministry.

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

Using language sensitive and respectful to LGBTQ+ community. We need our pastor to have and awareness and an understanding of the many theological ways in which we see and speak about God. The increasing Hispanic population is more evident in other parts of Florida, but an increasing presence in our area could give a bi-lingual candidate an advantage.

These qualities are important to us because we are an ONA church and have numerous friends from the LGBTQ+ community who worship with us. We need to be sensitive to how words impact the inclusiveness and welcome environment of our church.

**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 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.**

We feel that all areas included in this document are important, but our top four are listed below.

1. Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice
  2. Building Transformational Leadership Skills
  3. Working Together for Justice and Mercy
  4. Strengthening Inter-and Intra-Personal Assets
- 



## 2. Who Is God Calling Us to Become?

As a congregation, we believe God is calling us to become a spirited, diverse, justice-seeking community. We are called to support local and global missions, to engage and inspire, and have a positive impact on each other and our wider community.



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

Like many churches, we faced challenges during the pandemic. When Covid closed many things down in March 2020, we immediately began recording a worship service each week, and learning about streaming. Our church was fortunate that a donor came forward and provided the funds to buy all we needed to get started. Our board and technology team worked together to reinforce the technical infrastructure (internet bandwidth, A/V equipment, streaming software). When we opened up in July, we were able to begin live streaming our Sunday service and those at home still experienced the service in real time.

During the pandemic we followed CDC guidelines and created our own safe guidelines for church gatherings allowing us to get back together as soon as possible. We were able to have outdoor events and worship in our beautiful grove area. Not all were always in total agreement over meeting in person, masking, and vaccinations, but our congregation understood the concerns and the reasoning behind these actions. We stood firm on Covid protocol while opening up our doors before many others.

In 2021 we began an initiative to better understand the historical and cultural aspects of our community. Our congregation visited and hosted speakers from the Harry T. and Harriette V. Moore Memorial Park and Museum, the home of local slain civil rights activists. Another group enjoyed a daytrip to Orlando to experience the immersive Van Gogh Exhibition. We had planned a number of other trip and church events but another rise in Covid 19 in our area slowed our progression.

2022 was a transitional year as Covid finally eased up on us and with our previous pastor retiring. We are a loving group of individuals who want to continue to have a strong impact on each other but we are ready to move outside of our own walls more and engage in ministries in our community that need our support.

Our CBCC congregation is informed, understands and supports the UCC Special offerings each quarter which help in many ways all around the world. We also know that we want to “see” ministry happening too and feel connected to mission in a more personal way. We are aware that these connections outside of our community help develop more awareness about CBCC when they see our “church in action”.

### **In the fall our church gathered for three informal conversations after worship and we asked one another who is God calling us to become?**

#### **We would like to become: Greener.**

There is more interest in exploring ways that CBCC can become a “greener” and more responsible steward to our environment.

#### **We would like to become: More outward focused!**

We want to develop a better outward focus on community issues and needs.

#### **We would like to become: Teachers.**

We all have something to teach others. CBCC already offers spiritual and educational classes, knitting and painting groups, but this concept can expand to other disciplines and groups. We want to be able to offer our space to more organizations who are educating and enriching the community.

### 3. WHO ARE WE NOW?

- ◆ CONGREGATIONAL REFLECTIONS
- ◆ CONGREGATIONAL DEMOGRAPHICS
- ◆ PARTICIPATION AND STAFFING
- ◆ CHURCH FINANCES
- ◆ HISTORICAL INFORMATION



### 3a. CONGREGATIONAL REFLECTIONS

#### Describe congregation's life of faith?

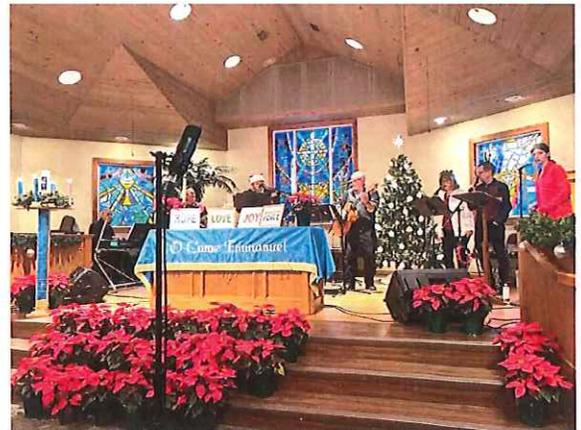
Cocoa Beach Community Church is a place of joy, acceptance, and inspiration for its members, who come from all faith backgrounds. Our God is a loving God who does not stand in judgment but accepts us as we are and encourages us to discover and nurture our authentic selves and gifts. Our members share a passion for personal development through spiritual and intellectual growth. In worship, God is celebrated and described in diverse ways.

#### Describe several strengths or positive qualities of your congregation?

Our community is open and accepting. We welcome all questions and thrive on intellectual stimulation. We have diversity of thought, geography (many members have retired here from all over the country), and faith backgrounds. We are an Open and Affirming Congregation officially as of 2019 and this has helped bring new members and friends to our congregation.

#### Describe what worship is like when your congregation gathers?

All ages gather for worship at 10:00 AM in the church sanctuary. Our worship is a mix of traditional worship with our church choir as well as a talented rotation of soloists and ensemble teams offering inspiring music every week that encompasses many musical genres from praise music, traditional hymns, and popular secular music creating a diverse musical experience on Sundays. Sermons are both thought-provoking and inspiring with contemplative prayers and liturgies each week.



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

**Bible Study:** We offer a weekly program. Currently that group is studying the books of the Apocrypha.

**Center for Spiritual Enrichment (CSE):** The CSE covers a wide variety of topics and modes of study. We meet most every week of the year with short breaks in between sessions. We gather in Sponsler Hall which is set up with Audio/Video capabilities allowing classes to enjoy video presentations from The Great Courses, do interactive book studies with PowerPoint slides as visual aids to the reading material, music studies and art appreciation. Folks are able to join us on Zoom too. Each week we engage in our programming, discuss the material and eat lunch together. Our most recent session was a video Advent series based on the book "The First Christmas" with John Dominic Crossan hosted by Dr. Tripp Fuller from Homebrewed Christianity.

**Vacation Bible School:** For over 20 years we have partnered with as many as five mainline local churches to provide the community with a unique evening VBS of Bible Stories, music, crafts and games. Our evening VBS is a great place for families to eat dinner together before the fun begins. As many churches have every year we experienced lower numbers of students and participating churches but never lower enthusiasm. In 2020 Covid forced us to go online. We worked with one other church and offered a Zoom VBS but that continued the downward trend. We offered a weekend "primarily outdoor" VBS in 2021. Thankfully this past summer we were back to our regular week-long programming with three participating churches. As we finished up VBS 2022 there was lots of excitement for VBS 2023.



VBS 2022



### Faith Formation Visions:

Faith Formation in the 21st Century is not for the faint of heart and is not going to reflect the memories of those who experienced it in the past. For many years our church offered a well attended weekly Sunday School for K-12 and also partnered with two other churches for a youth group. Times have changed and we know we are not alone in this place. Families with children are not showing up at CBCC. We have not offered, or needed to offer a regular Sunday school program for several years. We do have a Safe Church policy in place and are aware that this policy requires even more volunteer commitment than before to properly provide the best and safest experience for children and families.

It is certainly a challenge to provide this ministry in this time and demographic, but a vision for the future while continuing to offer educational options for our adult community has to include trying to reach more families. The benefits of integrational engagement in faith communities has been documented and could be a good fit in our church.

**Describe how your congregation is organized for ministry and mission?**

Cocoa Beach Community Church has four active committees; Spiritual Nurture, Finance and Administration, Mission and Outreach and our Women's Fellowship. When the Governing Board has a plan for the church, the Board works with the staff and committees to implement the plan. Committees create annual plans and priorities. The committee chair reports monthly or as needed during the monthly Board meetings. Proposals are presented to the Board for approval when appropriate.

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

The Governing Board is flexible in its decision-making process. It is difficult to calculate the hours spent on making decisions. The Board meets monthly and typically the meeting is an hour and a half to two hours long. For most issues any decisions are made at that meeting, or for a recently proposed plan or idea, within two Board meetings. The next month after researching the topic, a decision is made.

For topics about long-range planning and vision, the Board may take a few months to make a decision. If it is an urgent issue, the Board will react in one of two ways: Discuss and decide at the meeting, or if more information is needed, members of the Board will be tasked to gather more information and present the results in an email to the Board. The Board could vote yes or no by email to expedite the process. In an emergency, the Board will call a special session to discuss, vote, and act on an issue immediately.

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

In most cases, the emergencies have to do with the church facility. Most often these are able to be discussed in a regular monthly Board or committee meeting, or consensus via email. It typically takes a week or less to respond. It is very rare that an issue arises from church members. When a church member shares a complaint or concern, the pastor would reach out first if appropriate, or pastoral relations committee, or the Board President. If needed a special Board meeting is called and they listen to the member's concerns. We expect that the Board responds with kindness, compassion, and clarity. Cocoa Beach Community Church has been blessed by not having to intervene with issues from church members or call upon the Florida Conference staff to mediate any situations.

**Roof Repair:** Approximately three years ago we found cracks in the walls and that the church had structural damage to the trusses due to decades of hurricane winds. The damage and repair was assessed. Our congregation heard the call and nearly \$100,000 was raised to reinforce our trusses and install a new roof.

**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

### 3b 11 YEAR REPORT

#### 11 YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS

Church#:	120070					
Assoc:	182	Schedule:	0	Cocoa Beach Community Church UCC	Cocoa Beach	FL 32932

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRM.	CONFESS.	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER	NET MEMB
2011	243	175	0	0	0	0	4	0	-4
2012	250	175	23	0	0	12	5	0	7
2013	171	112	17	0	7	0	11	75	-79
2014	166	116	12	0	0	2	7	0	-5
2015	157	91	40	0	0	3	12	0	-9
2016	126	88	28	0	0	3	5	29	-31
2017	130	95	30	0	2	11	9	0	4
2018	139	93	40	0	0	12	3	0	9
2019	142	90	35	0	0	5	2	0	3
2020	138	75	30	0	0	3	7	0	-4
2021	139	75	0	0	0	5	3	1	1

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
2011	\$195,513	\$0	\$3,500	\$6,916	\$10,416	\$0	\$10,416	1.79	\$205,929	\$195,928
2012	\$219,602	\$0	\$4,000	\$3,310	\$7,310	\$0	\$7,310	1.82	\$226,912	\$172,967
2013	\$219,602	\$0	\$5,000	\$6,907	\$11,907	\$0	\$11,907	2.28	\$231,509	\$201,730
2014	\$221,182	\$0	\$5,000	\$4,216	\$9,216	\$0	\$9,216	2.26	\$230,398	\$203,907
2015	\$264,156	\$142,455	\$4,000	\$10,232	\$14,232	\$9,878	\$24,110	1.51	\$430,721	\$168,154
2016	\$264,156	\$0	\$4,000	\$4,353	\$8,353	\$0	\$8,353	1.51	\$272,509	\$0
2017	\$348,846	\$19,000	\$4,000	\$3,581	\$7,581	\$0	\$7,581	1.15	\$356,427	\$172,000
2018	\$317,656	\$0	\$4,000	\$4,061	\$8,061	\$0	\$8,061	1.26	\$325,717	\$206,326
2019	\$317,656	\$26,100	\$0	\$7,850	\$7,850	\$1,000	\$8,850	0.00	\$326,506	\$164,206
2020	\$277,940	\$5,000	\$5,676	\$2,791	\$8,467	\$3,404	\$11,871	2.04	\$289,811	\$177,104
2021	\$277,940	\$0	\$5,000	\$7,731	\$12,731	\$0	\$12,731	1.80	\$290,671	\$0

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2016-2021	10.32	-14.77	-100.00	66.67	-88.24	5.22	52.41	6.66
2011-2021	-42.80	-57.14	0.00	0.00	0.00	42.16	22.23	41.15

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		Is this number an estimate?
Number of Active Members	85 <i>(including online)</i>	Yes
Number of active non-members	25	Yes
Total of church participants (sum of the numbers above):	110	Yes

Percentage of total participants who have been in the church: Is this number an estimate? YES

More than 10 years :	60 %	Yes
Less than 10, more than 5 years:	25 %	Yes
Less than 5 years:	15 %	Yes

Number of total participants by age:

Are these numbers an estimate? YES

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+
0	5	0	0	5	20	25	35	15

Cont. next page

**Education level of adult participants by percentage:**

Is this number an estimate? (YES)

**High School: 13%**

**College: 29%**

**Graduate School: 32%**

**Some college/Specialty Training: 25%**

**Percentage of adults in various employment types:**

Is this number an estimate? (YES)

- ◆ **Adults who are employed: 15%**
- ◆ **Adults who are retired: 80%**
- ◆ **Adults who are not fully employed: 5%**

**Our congregation is primarily retired but many came from a diverse range of professional backgrounds and industries:**

● Retired CEOs ● Engineers (Space Center Northrop Grummond) ● Professional Speakers ● Teachers ● Professors, Lawyers ● Doctors and Nurses ● Homemakers ● Marketing Specialists ● Accounting and HR Professionals ● Retired Pastors ● Social Workers ● Therapists ● Musicians ● Tradesman

**Our congregation includes the following racial make-up:**

We welcome diversity, but at this time our congregation is white and our community is primarily white.

Being an Open and Affirming Church is helpful bringing in diversity, but that still doesn't make us culturally diverse. Certainly diversity is a challenge to many churches and especially those churches not located in a more culturally diverse location.

**REFLECTION:** We have a solid foundation of long-standing and fairly recent active members, but we want to re-engage with those who have dropped off during the pandemic, as well as continue to develop programs to attract and welcome newcomers.

### 3d. PARTICIPATION AND STAFFING

WAYS OF GATHERING	EST. # OF PEOPLE INVOLVED	WHO PLANS EACH GATHERING?
CHOIR	10	Pastor/Music Staff
ENSEMBLE	8-10	Pastor/Music Staff
CHRISTMAS/EVE & EASTER	150 at CE (one service)	Pastor, Spiritual Nurture Committee (SNC)
	150-175 (two services)	Music Staff
FUNERAL/MEMORIALS	Differs from year to year 3-5	Pastor, Family, SNC, Women's Fellowship
WEDDINGS	0	Pastor, Family, SNC
ADULT EDUCATION	10-20 depending on the season	Associate for Education ,any active participants and SNC
WOMENS FELLOWSHIP	20-30 depending on the season	Women's Fellowship Board
DINNERS/POTLUCKS	75	SNC

**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).**

1. Rev. Dr. Leonard Sponsler (Ordained; UCC)
2. Rev. Jane Wesson (Ordained; PCUSA)
3. Rev. Rick Oppelt (Ordained; PCUSA)
4. Rev. Gail Hicks (Ordained; MCC)

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

1. Interim Minister: Rev. Clarice Mitchell (Head of Staff)
2. Assoc. Growth - Justice - Ed.: Coleman Todd
3. Office Manger: Stephanie Pak
4. Music Director: Jan Johns
5. Church Musician: David Wrable
6. Sexton: Suzy Hinds

### 3e. CHURCH FINANCES

**Current annual expenses** (dollars budgeted for most recent fiscal year): \$273,500

**Pledged** = \$143,245, **Non-pledged** = \$45,846, **Plate** = \$7,616, **Easter/Christmas** = 1,025,

**Gift from Women's Fellowship** = \$9,105, **Visitors** = \$626, **Benefactors** = \$66,037

for a total of \$273,500

**Considering total budgeted expenses for the year, compare total ministerial support.**

**What is the percentage?**

35.5%.

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

**Is your church 5-for-5?**

Yes!

- 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?** It is a specific amount determined in the budget process, not a percentage

**What is the church's current indebtedness?** \$101,352.23

**Reason for debt?** Mortgage (past building project)

**Are capital and other payments current?** Yes

**Savings reserves** \$131,319.48

**Endowment:** Yes. Market Value: \$86,000

**Are funds drawn as needed:** Yearly if available.

**What is the percentage rate of draw (last year, compared to 5 years ago)?** N/A.

Our endowment fund has only been operating for 4 years.

**Describe draw on endowment:**

Gifts to the community: Family Promise, Coalition of Immokalee Farm Workers and gift towards the church kitchen renovation.

**At the current rate of draw?** We only payout what is above principle 4%

- ◆ .In 2020 the endowment gave \$12, 000.00
- ◆ In 2021 the endowment gave \$18,500.00
- ◆ In 2022 the endowment broke even.

**Grants:** One grant for \$1000.00 from the UCC to help offset curriculum cost to offer Grief Support classes to our community.

**Does your church have a parsonage?**

No

**Describe all buildings owned by the church:**

Sanctuary, Church offices, Sponsler Hall w/ Education wing and Thrift Shop.

We do own a vacant lot on the north side of the church used primarily for beach parking.

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

**Which spaces are accessible to wheelchairs**

All buildings on the property are wheelchair accessible

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### **3f. HISTORICAL INFORMATION**

**On January 4, 1942**, a group of 30 Cocoa Beach residents, almost the entire community, met together in a small wooden building on Orlando Ave. with the intent to form an inter-denominational church. Thus Cocoa Beach saw the formation of its first church and also community center. Not even a war, constantly changing military personnel, hot weather, mosquitoes and absentee vacationers could keep CBCC from growing!

On November 19, 1944, a lot for \$600 on the spot where our church is now located became available. It was agreed to make the purchase and at that time CBCC was incorporated.

**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.**

- ◆ **Joining the United Church of Christ.** Our church was formed in 1942 as a community church and one of the only on the peninsula. People from all denominations originally called CBCC home for many years until bit by bit different denominations also came to Cocoa Beach with the most explosive growth happening in the early 1960's as the Space program began to take off. It was 1957 when the Congregational-Christian Church merged with Evangelical-Reformed (each of these was, in turn, the result of a union of two earlier traditions) to become the United Church of Christ that the denominational name was changed to the present one.
- ◆ **Capital project for Sanctuary upgrade?** It has been more than 10 years but it is still significant. In 2008 the church decided to do a major sanctuary renovations and outdoor grounds work. This was probably the largest undertaking since the early days of the church and brought much needed upgrades while bringing church members together to build a legacy for the future.
- ◆ **ONA:** The most important and recent development ...2019

**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.**

We value and respect the opinions, feelings and statements of each other without interrupting or denying their input. Acknowledge and hear what we each have to say and try to fully understand what we are speaking and feeling. Then look for reconciliation or resolution.

**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?**

During Covid we had several very active, supportive and caring members who were strongly opposed to our agreed upon covid protocols. They made their opposition to masking and social distancing vocal and shared that they were visiting churches that still were not masking or social distancing and were in fact even hugging one another. It was shared with these individuals how valued they were but that we were maintaining our guidelines for the good of the whole congregation. Sadly some of these folks have moved on to those other churches and have not returned since.

In this particular instance we learned that other members were there to fill in any holes that were created by those who moved on. We missed the presence of these people but we needed to honor our commitment to Covid protocols and congregational safety.

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

<b>Staff Member’s Name</b>	<b>Years of Service</b>	<b>UCC Standing (Y/N )</b>
Rev. Dr. Leonard Sponsler	1967-1996 29 years Settled	<b>Y</b>
Rev. Labert Allen Mose	1996-1998 2 years Interim	<b>Y</b>
Rev. Sam Askew	1998-2000 2 years Settled	<b>Y</b>
Rev. Dr. Fred Fourie	2001-2014 13 years Settled	<b>Y</b>
Rev. Dr. Bill Tyson	2015-2016 1.5 years Interim	<b>Y</b>
Rev. Clarice Mitchell	2016-2016 1yr. Interim	<b>Y</b>
Rev. Ed Middleton	2016-2022 6 Y Settled	<b>Y</b>
Rev. Clarice Mitchell	2022-Present Interim	<b>Y</b>

**Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:**

We need ongoing leadership that allows us independence to grow and strengthen one another through encouragement.

**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?

### COMMUNITY VISION

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

CBCC received a grant from the Church Development Fund to provide four grief support counseling group sessions for the Cocoa Beach community following the pain caused by the pandemic. Each program consists of six sessions provided over a six-week period to small groups of individuals. The sessions are led by a member of our Mission and Outreach Committee who is a certified Bereavement Counselor and who is certified by The Grief Recovery Institute. In 2022 we provided three of the four proposed Grief Recovery Group programs with the fourth tentatively scheduled for the first quarter of 2023.

In 2022 **CBCC Mission and Outreach** donated a total of \$5,000 to World Central Kitchen, Heifer International, Coalition of Immokalee Workers, One Spirit/Oglala Lakota of the Pine Ridge Reservation, PFLAG, Central Brevard Sharing Center and to the Minister's Discretionary Expenses.

CBCC **Women's Fellowship** donated \$11,264 to 11 national and local organizations focusing primarily upon those serving homeless, distressed youth, women's shelters, senior services and breast cancer research and treatment. In addition they coordinated the stuffing of 50 Christmas stockings for the Salvation Army.

**The CBCC Endowment Committee** donated \$7500 to the Coalition of Immokalee Workers and \$7500 to Family Promise of Brevard to assist local families who are experiencing housing instability.

#### Community Vacation Bible School

*(See Education pg. 11 )*

#### Open and Affirming:

**PFLAG and PRIDE** As we began our ONA journey we also began to be more involved in organizations that support the LGBTQ+ community. For the last two years we have had representation at the monthly local PFLAG meeting. We have hosted a booth and walked in the parade at two annual Pride Festivals.

We also participated with music, prayers and a message of hope and support at a memorial event hosted by businesses in Cocoa Village for the 5th Anniversary of the Pulse Nightclub shooting.



**SPACE COAST PRIDE 2022**

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

Currently our main ecumenical activity is our Annual Vacation Bible School.

For many years there were any number of items happening throughout the year with various configurations of denominations that we were involved in. Ranging from an annual Thanksgiving Eve and Easter Sunrise Beach worships, community worship services, a monthly community meal, multiple church beach Crop Walk/Picnic and a youth group. It is hard to discern what was the catalyst that dissolved these ecumenical gatherings. Covid in particular ended the joint Easter Sunrise Beach Worship. With suspended beach access in 2020 and insurmountable Covid protocols and low volunteers in 2021, we at CBCC pivoted to a new model that we have decided works best for our current situation and we plan to do again this year. (Outside early morning worship in our Grove area).

We did reach out when preparing our Grief Classes and received no interest from other churches in participating. We are still in dialog and plan to work with our Presbyterian and Lutheran neighboring churches on VBS 2023.

**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.**

We do not have a specific statement unique to CBCC. For now we embrace the UCC standard:

"No matter who you or where you on life's journey you are welcome here. "

We do have a large social justice rainbow banner hanging up outdoors in a visible place and the banner has elicited both positive and negative comments from those in the community.

**Reflect on the scope of work assigned to your pastor. 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?**

Our expectation would be for our pastor to begin establishing relationships with the other religious leaders in our community and then including and introducing selected members to the process.

## **4b. MISSION-INSITE**

**Comment on you congregation's MI report with data from your neighborhood or area.**

**What trends and opportunities are shown?**

Our report states a population in Cocoa Beach of just over 11,000 people. That number has dropped from 12,500 since 2000. Population figures project a slight decrease in the next five years.

Racial and Ethnic trends have remained steady since 2000 and do not look to change in a significant manner (97% white and the other 3% is a mix of Asian, African American and Latino). English is the primary language spoken in households (87%).

Average household income is \$95,000 (per capita:\$51,000), with 97% of the population living above the poverty line.

Nearly 70% of those listed in the "Phase of Life" groups fall in the categories over the age of 35, with about 39% of listed as retirement age (over 65). These number expect to remain mostly unchanged in the next five years. The average age in the area is 53 years of age.



**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?**

Cocoa Beach is located on a barrier island with several communities of retirees comprised of largely older white people. Local non-denominational churches in Cocoa Beach but do seem to attract more of the young people and families in the area.

We donate food items to the Central Brevard Sharing Center which is located in the city of Cocoa. Some of our members participated in justice marches there in 2022, but generally CBCC has not ventured over the bridges to engage with other faith communities located on the mainland (about 12 –15 miles from our church). There is a much larger African-American presence in that city with opportunities to participate with churches there and with other non-profit organizations such as Habitat for Humanity.

“United in Thanksgiving” launched in 2017 by Advent Lutheran Church, the Islamic Society of Brevard and Temple Israel of Brevard is an interfaith event with leaders and youth representatives The 2022 event was held at St Johns Catholic church in Viera.

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

There is a large number of seniors living in this area. Some are transitory citizens who spend part of the year in Florida and part in another state. We also have a tourist population in the area coming to enjoy the beaches and because of our cruise industry at the Port. Often when these visitors who attend our church decide to move to the area they have become permanent additions to our CBCC community.

Due to some recent job growth in the space industry, we have a growing number of younger individuals and families working in the area. Housing in the immediate vicinity of the church is comparable to any beach side community, and can be a stumbling block.

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

Our church is known for being the Spanish style church on 1st. Besides our previously mentioned “Just World for All” banner, we are probably best known for our CBCC Thrift Shop. The thrift shop is managed by our Women’s Fellowship and has been serving the Cocoa Beach area for over 60 years. The shop is a source of revenue for the church, as well as other non-profits and individuals. In 2022 it was voted best in the area. We also have been distributing daily lunch bags to those in the community from our thrift shop and church office for over 10 years.

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

Our recent commitment to ONA has brought in some new faces by word of mouth both from the LGBTQ+ community and from those who are allies. When they come through our doors on a Sunday they know they are in a “no judgment” loving congregation. “No matter who you are or where you are on your journey you are welcome here”. We are very proud of that.

## 5. REFERENCES

#1

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

1.) Pastor Clarice provides heartfelt openness, caring, and importantly gives messages as 'sermons' that include personal stories, with clear meaning that I can identify with. I've been an active member of three churches as an adult and I've attended many churches (with a volunteer ministry) and I believe Clarice is the best I've experienced in front of a church - at least for me. 2) Attendees/members made me feel welcome but also included even upon my first visit. Attendees have specifically invited me to their table to talk or stopped me to chat. This follows the concept that CBCC is open and affirming. 3) The coffee hour is a strength in itself. I've noted visitors attend, be approached by many yet not overwhelmed, and I've seen several return. 4) the relaxed nature of the service and most announcements as well as the music make me feel comfortable. **FYI**, I cannot speak to other aspects of ministry such as weekday groups as I do not attend those.

### **Describe some areas of improvement in this church's ministry:**

My comments are less about ministry programs and more about 'nice to foster.' The first Sunday I attended I noted that despite all signage this body is not very diverse. There were no people of color and it was not clear if there were any members of the LGBTQ community attending. That first Sunday I attended there was also a younger F/F couple visiting who lived about 25 minutes away. I was friendly to them and Pastor Clarice spoke to them and I saw them invited to a table. I've not seen them again (and I feel sad about that). I don't believe CBCC needs to be 'the gay church' or the 'most diverse church.' Yet my experience is that people feel more comfortable with others like themselves. I also have noted a couple with their teen daughter attend and upon their first visit they went to coffee and the teen visited with the two 17-year-old young women. That family has been back and, based on my conversation with the mom I believe it was because their teen felt comfortable. I've run a nonprofit, and done considerable consulting with organizations and my observation would be that if CBCC truly wants all to feel welcome then leadership needs to think clearly about how to attract and retain just a few key individuals who display the diversity the church says it welcomes. I do not see large church growth as a goal. But recruitment for comfort of all could be key. To be blunt (as I am) the open and affirming message displayed in signage is the single reason I attended, even though I am not part of an LBGQT or racial diversity profile. We have been members of two churches that changed pastors and in both instances the new pastor did not fully represent what the church had previously stood for.

**Describe a significant experience you have had with this church's ministry.** The first Sunday I attended I identified to Pastor Clarice as a cancer patient. She gave empathy, positivity, and warmth. Importantly she did not portray a "oh, I'm so sorry" message. I eventually made one follow-up phone call with Pastor Clarice and she has steadfastly been significantly spiritually supportive. That is the most significant experience I can relate.

**Anything else.** Let's face it, this church has an older membership where I fit in. I suspect I would not feel comfortable in a body of primarily young families. I know I would not feel comfortable with a group that spent time proselytizing. On the positive, this body better represents Christ and God than some I've attended. At the same time Christ spent a lot of time with those who most needed God's message and it would be nice to see that O&A spirit shine through in representation within the group as well.

I hope this helps.

Greg Kitzmiller

Full Time resident of Cocoa Beach, FL.

812-606-9450 gregkitzmiller@yahoo.com

## REFERENCES

# 2

### 1.) Describe some areas of strength in this church's ministry:

The community of members, the music and leadership team.

### 2.) Describe some areas of improvement in this church's ministry:

I don't know that I have been attending long enough to have anything to share.

### 3.) Describe a significant experience you have had with this church's ministry:

I had missed a few Sundays and two different church members called to see if I was O.K. I have also enjoyed participating in the special activities planned.

### 4.) Anything else. I would like more information on becoming a member.

God Bless You! Thank you!

Rose Bobier; 727-580-7164

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## REFERENCES

#3

Agnes Goff (mom) ; Lydia Goff (17 year old daughter); Aurora Mette ( Lydia's 18 year old girlfriend)

*Agnes, Lydia and Aurora are fairly recent friends to our church having arrived in July of 2022 and attending consistently since then.*

### 1.) Describe some areas of strength in this church's ministry:

First and foremost, the message given every Sunday. It has helped us to grow our own personal relationship with Christ. The unity among the members. Whatever the church body does they are always united. - *Agnes*

The communication among members is excellent. especially when we have meetings after church service to talk about what everyone wants for the future of the church. - *Lydia*

I like the messages that are preached and the inclusivity that they stand for- *Aurora*

### 2.) Describe some areas of improvement in this church's ministry:

Try a new theme once a month and sing more current Christian songs. Get more involved with local events to show the community who we are - *Agnes*

We need more young people in the church . We should have more events like fundraisers, local and community events - *Lydia*

I agree with the more young people. I also think that we could use more diversity to expand our demographic .

-*Aurora*

### 3.) Describe a significant experience you have had with this church's ministry:

Being part of the Pride Parade was an amazing experience. We felt SO PROUD to be representing our church. Everyone came together and made it a very successful event! - *Agnes*

I love singing with the band every week. The pride parade was the most fun. I felt so honored to be walking with the church. I am so happy I found an accepting church.— *Lydia-*

I enjoy helping out with the church when they need me to read things and how they accept us. I also really enjoyed the pride parade-*Aurora*

## **6. CLOSING THOUGHTS**

- a. Closing Prayer**
- b. Statement of Consent**
- c. Conference/Association Validation**

### **6a. CLOSING PRAYER**

Holy One – in you we live and move and have our being. Nothing can separate us from your love. In your name we seek to be a place of welcome, a home for the spiritually homeless, where everyone has a seat at the table. We gather each week in joyful worship and pray that you give us pure hearts that we may see you, humble hearts that we may heard you, hearts of love that we may serve you, hearts of faith that we may live in you, reverent hearts that we may worship you and be inspired to be your eyes, ears, hands and feet in the world, near and far through Jesus Christ your Son. Amen.

### **6b. STATEMENT OF CONSENT**

### **6c. VALIDATION BY CONFERENCE/ASSOCIATION**

## VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: True

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

Staff Comment: True

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

Staff Comment: True

My signature below attests to the above three items.

Signature: *Rev. LaTrell Harrison*

Name / Title: Rev. LaTrell Harrison, Associate Conference Minister

Email: LHarrison@uccfla.org

Phone: 404-734-4986

Date: 2/8/2023