

## Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

# INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who  
are  
we

Who  
is our  
neighbor

Who is  
God  
calling us  
to become

?

The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!

MINISTERIAL EXCELLENCE,  
SUPPORT & AUTHORIZATION

**UNITED CHURCH  
OF CHRIST**



UNITED CHURCH OF CHRIST

**LOCAL CHURCH PROFILE**

Mayflower Congregational United Church of Christ  
Oklahoma City, Oklahoma

Part-Time Associate Minister

Kansas-Oklahoma Conference

Validation Date 2/14/23

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- Consent and Validation

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

## INSTRUCTIONS

The new Local Church Profile supports the calling and discernment of United Church of Christ congregations with their current or future pastoral leadership.

For many congregations, the interim time between ministers is an intentional season that is guided in part by the preparation of a Local Church Profile. Using the Profile, the church can discover its data and express its story for the reliable discernment of a search committee and the beginning of a new pastorate. Searching ministers will want to see this document in its entirety.

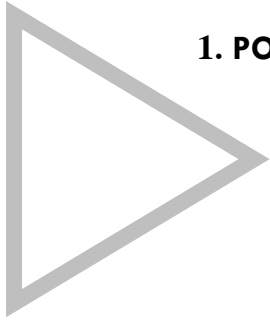
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – WHO ARE WE NOW, WHO IS OUR NEIGHBOR, and WHO IS GOD CALLING US TO BECOME – are meant to be updated every 3-5 years. Known together as the "Discovery Document," these three sections can be completed by a visioning group, a governing body, a transition team, or other group – not just the search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The church's engagement with the "Discovery Document" might not have the same sequence as the completed Local Church Profile that is read by candidates.

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings and many prayers. As the Spirit moves throughout the process, congregations will shape a collective articulation of Christ's leading (WHO IS GOD CALLING US TO BECOME). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11-Year Report containing data as reported by your congregation annually to the UCC Data Hub, and MissionInsite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook's Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (<http://oppsearch.ucc.org>).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



## 1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

### 1a. LISTING INFORMATION

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Church name: Mayflower Congregational United Church of Christ

Street address: 3901 NW 63<sup>rd</sup> Steet, Oklahoma City, OK 73116

Supplemental web links: [www.mayflowerucc.org](http://www.mayflowerucc.org)

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

Conference: Kansas-Oklahoma Conference

Association: n/a

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

Rev. Lorraine Cenicerros

Conference Minister, Kansas-Oklahoma

(316) 686-4331

lcenicerros@kocucc.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?*

We are looking for an Associate Minister who will join in our work to create a beloved community that seeks the transcendent mystery we call God, interprets, and proclaims the gospel of Jesus Christ for our time, responds to the work of the Spirit, models inclusiveness and unconditional love, and seeks peace through justice for all of creation.

Photographs:



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

The northwest corner of Oklahoma City where Mayflower UCC is located puts us in close proximity to some of the greatest need in our community. We value living in a place that has so much potential for change. We value being in a state that has a strong non-profit community, which makes for many partners in working to meet the needs of our neighbors.

Current size of membership: 500

Languages used in ministry (*other than English*): n/a

Position Title: Part-Time Associate Minister

Position Duration:

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

Compensation Level (*choose one, delete the other options listed*):

Part-Time

Does the total support package meet conference compensation guidelines? Yes

#### 1b. SCOPE OF WORK

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1. Meet regularly with the Senior Minister to provide and coordinate pastoral care, support fellowship and connection opportunities, and plan and conduct worship services and spiritual engagement opportunities.
2. Work with the Senior Minister, church staff, and church leadership to ensure effective and efficient utilization of church resources (property, staff time, and volunteer efforts).
3. Manage projects assigned by the Senior Minister and church leadership from concept to implementation.
4. Facilitate connecting people with ministries, groups, activities, and leadership roles within the church.
5. Support existing ministries and groups within the church.
6. Help develop new ministries and groups to meet the needs and interests of the church.

Core Competencies:

Our Associate Minister should be:

- Committed to providing pastoral care that is sensitive and consistent
- Passionate about energizing and deepening spiritual and social connections and faith understandings of others in all they do
- Collaborative as a member of the staff, clergy team, and congregation

## 1c. COMPENSATION AND SUPPORT

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Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*):

The salary and benefits package meets the guidelines of the Kansas-Oklahoma Conference of the UCC. Actual compensation will be subject to negotiation.

Benefits: Salary includes Optional Benefits

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*)?

The expected living situation would ideally be for the Associate Minister to live in Oklahoma City or a nearby outlying areas with a housing allowance.

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

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

The KO Conference Committee on Ministry offers Community of Practice opportunities. Funds for continuing education are included in the Call Agreement. The Senior Minister participates in multiple peer support groups and will introduce the Associate Minister to these groups and encourage participation.

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

The congregation is used to part-time staff, so the foundation for boundaries and appropriate expectations is already present. In addition, the Senior Minister is experienced in supervising part-time staff, using flexibility, creativity, and intentionality to ensure effective and regular communication, cross-program opportunities, and team building.

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

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

We envision the Associate Minister will help the Senior Minister coordinate and provide pastoral care to our growing congregation so that our spiritual wellness allows us to pay it forward. We hope to become better known for our community care and community building through small groups and fellowship because of the added leadership and vision of the Associate Minister to the pastoral staff.

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

We expect that the ministry of the Associate Minister will strengthen our relationships and deepen our spirituality in ways that will help us better connect our wider community. As we become more connected within the congregation itself, we will grow in our capacity to serve our neighbors.

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

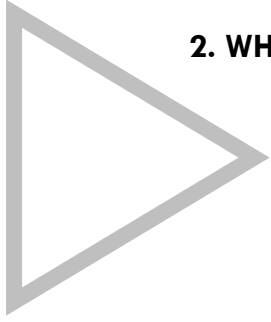
We are an open-and-affirming congregation, so familiarity and support of and with the queer community is a requirement. We are also actively working on become an A2A Congregation and W.I.S.E Congregation. If not already familiar with these cultural competencies, we expect the candidate to be willing to grow with us in these areas.

Spanish, American Sign Language, and/or additional languages beyond English would be celebrated, but not required. As we continue to explore offering our widest welcome to the community, our commitment to stretching ourselves and learning new skills should be expected.

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

1. Working together for justice and mercy:
  - a. We expect our Associate Minister to engage with us in mission and outreach and build relationships of mutual trust and interdependence.

2. Strengthening inter-and intra- personal assets:
  - a. We expect our Associate Minister to develop and maintain a healthy sense of self as shaped by God, community, and life experiences, as well as living in relationships of covenantal accountability with God and the Church.
  - b. As an important part of their responsibilities, we expect our Associate Minister to understand and minister to stages of human development across the life span.
3. Building transformational leadership skills:
  - a. We expect our Associate Minister to empower the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit
4. Exhibiting a spiritual foundation and ongoing spiritual practice:
  - a. We expect our Associate Minister to live a life of discipleship that includes spiritual practices and continuing discernment.



## 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?

We believe God is calling us to create a beloved community that practices an extravagant welcome, gives generously to others the grace we have so generously received, and resists by the power of love those forces in the world that separate, oppress, or deny freedom and dignity to all people.

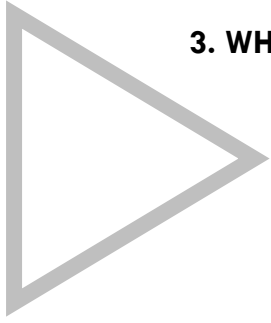
Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

*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?*

This year we started a small group ministry called Welcome Circles, small groups designed to build relationships and deepen spirituality. Each Welcome Circle begins with a shared liturgy, which leads into a time of sharing and storytelling. Each gathering has a theme and prompt for reflection. The first round was very successful, with participants naming that they had grown spiritually and formed relationships that they would continue to nurture. Next steps include continue responding to feedback for improvement for the fall Welcome Circles, including more leader training and adjustments in the curriculum.

We are also launching a new ministry called Stand in the Gap for Widows to meet the needs of widows in our congregation by creating fellowship opportunities that provide spiritual and social support. Our next step is to begin regular small group meetings.

Our Church Council is currently in the midst of strategic planning. We see that plan/vision making plain our growing edges, and steps to empower the congregation to meet the challenges of our time and community.



### 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 FINANCES
- f. HISTORICAL INFORMATION

#### 3a. CONGREGATIONAL REFLECTIONS

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Describe your congregation’s life of faith.

It shall be the purpose of this Church to seek the transcendent mystery we call God, to interpret and proclaim the gospel of Jesus Christ for our time, to respond to the work of the Spirit, to model inclusiveness and unconditional love, and to seek peace through justice for all of creation.

We do not seek a congregation defined by orthodoxy, but rather a collection of disciples united by orthopraxy—responding in our daily lives to the love of God as revealed through the life, death, and resurrection of Jesus of Nazareth. We wish to create a beloved community that practices an extravagant welcome, gives generously to others the grace we have so generously received, and resists by the power of love those forces in the world that separate, oppress, or deny freedom and dignity to all people. Our faithfulness will not be measured by the purity of our beliefs, but by how well we do justice, love kindness, and walk humbly in the ways of Jesus.

Describe several strengths or positive qualities of your congregation.

Mayflower UCC is proud to belong to the United Church of Christ, a denomination that weaves God’s message of hope and extravagant welcome with action for justice and peace.

We are committed to serving alongside our community, including Whiz Kids, Rebuilding Together, the Homeless Alliance, Joe’s Addiction, and other faith communities.

Our political work for the gospel comes primarily through VOICE, a group of faith-based community organizers who address the common good by collaborating on issues like education, restorative justice, and economic justice.

Describe what worship is like when your congregation gathers.

Our Sunday morning worship service is at 10am. Childcare for infants and toddlers is available during the service. Our service includes preaching, new hymns along with familiar favorites, and some of the friendliest people on the planet.

Children are a vital part of communal worship, so they are welcome in both worship services. Because it may be difficult for the younger crowd to sit through an entire service, children 5 & under have the option of being cared for in the Pre-K Room (Classroom 5) during the service. Children in kindergarten thru fifth grade will have the opportunity to join our Director of Faith Formation for “Kids in Community,” a time where they do crafts, make food, sing songs, and learn more about Jesus and his teachings.

Mayflower UCC is a community of faith committed to deepening our relationships. Our worship begins with the ancient practice of passing the peace of Christ by greeting each other with, "May the peace of Christ be with you!" and responding by saying, "And also with you!" We want to walk beside each other through life's ups and downs, so we share our joys and concerns during a time of community prayer. We also recite together the Lord's Prayer, using a translation by members of our congregation.

In the fifth chapter of Ephesians, Paul urges the church, “to be filled with the Spirit, as you sing psalms and hymns and spiritual songs among yourselves, singing and making melody to the Lord in your hearts.” Music is a mark of the church – songs of thanksgiving, of sorrow and lament, of joy. It is how we confess and repent, and how we cast a different vision for tomorrow.

Like so many other churches and traditions, sermons at Mayflower UCC are usually based on scripture suggested by the Revised Common Lectionary. This allows for themes and liturgical seasons of emphasis to shape both the individual believer and the Body. We also enjoy topical sermon series chosen by the preacher. We regularly practice the sacrament of communion together. At Mayflower UCC, God sets the Table, which means there are always plenty of chairs - all are welcome to gather ‘round for communion.

Because we believe worship is meant to send us forth empowered to change our own hearts and the world, we always include ways to connect through service. Ways to serve can be found in the digital bulletin, in our weekly email update, and on our website. One of the ways we meet the needs of our community is through our tithes and offerings. A giving box is located just outside the sanctuary, and there are opportunities to give online through our website and our digital bulletin.

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

The Mayflower Youth Group leads worship at least once a year, and students in 3<sup>rd</sup> grade and up regularly serve as worship leader.

Mayflower's approach to education and youth programs is gentle and non-fundamentalist, operating on the principle that we are all instinctively spiritual. In this spirit, we invite and encourage a diversity of thoughts, ideas, and programs. We regularly hold intergenerational Sunday School offerings.

Mayflower Youth - students in 6th through 12th grades - engage in mission, activities, and relationship building as they learn to reflect God's love in the world around them. Students are actively involved with engaging curriculum designed in series formats, usually encompassing several weeks of instruction, involvement, and goofy games. Youth are welcome to join us for fun, food, and fellowship every other Wednesday night and for worship on Sunday mornings in the Youth Loft.

The heart of our church can be found in our deep connections with each other — from missions to Sunday school classes, book study groups, and fellowship groups, Mayflower UCC has something for everyone. Our Men's Group is a gathering of men of all ages who discuss topics like aging, relationships, addictions, hopes/fears, sex, death/dying, work, joy, and despair. They also go out for dinner together once a month at a local restaurant. We also have two groups for women who support the congregation and each other in a variety of ways: Martha Circle and The Plymouth Guild.

Most of our adult education classes (including Sunday School classes and book studies) are lay lead and conversation based. Books used by our Wednesday Evening Book Study include: *God is Red*, *The Making of Biblical Womanhood*, and *Zealot*. Our small group Welcome Circles use a version of *Evensong: An Eight-Week Series of Gatherings*, adapted by our Director of Faith Formation. We also have classes tied to the liturgical season. For instance, the 2022 Lenten Book Study focused on *The Cross and the Lynching Tree*.

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?*

- When it comes to decision-making, how many hours are spent in meetings per month?  
Each Governing Board meets once a month, as does the Church Council. Meetings typically last about an hour to an hour and a half. Ministry teams and Committees meet as needed, primarily organized by lay leaders.
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

When the congregation could not meet in-person for worship or continue our work and ministry in-person, the then-acting-now-Senior Minister worked with the Church Council, staff, and lay leadership to pivot to new ways of worship and continuing our ministry partnerships. Worship, Sunday School, and small groups moved online, and are now permanently offered both in-person and livestream or zoom. We listened to our ministry partners to understand how their needs had changed and responded to those without handwringing over “how we’ve always done it.”

- 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

Church#: 241275

Assoc: 282      Schedule: 0      Mayflower Congregational Church      Oklahoma City      OK      73116

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2011	592	350	130	0	54	0	9	30	15
2012	601	350	120	5	29	0	10	15	9
2013	601	350	120	0	0	0	0	0	0
2014	657	320	150	0	25	36	5	0	56
2015	688	350	185	0	43	0	12	0	31
2016	686	400	280	0	30	6	17	21	-2
2017	713	350	167	0	27	53	19	34	27
2018	747	325	150	0	0	47	10	3	34
2019	766	300	90	0	0	44	10	15	19
2020	710	200	90	0	0	24	30	50	-56
2021	678	75	30	0	0	11	18	25	-32

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	\$552,442	\$0	\$3,758	\$0	\$3,758	\$8,042	\$11,800	0.68	\$564,242	\$500,888
2012	\$551,063	\$215,802	\$5,199	\$11,600	\$16,799	\$0	\$16,799	0.94	\$783,664	\$489,066
2013	\$551,063	\$0	\$8,377	\$0	\$8,377	\$0	\$8,377	1.52	\$559,440	\$0
2014	\$551,063	\$0	\$13,523	\$0	\$13,523	\$0	\$13,523	2.45	\$564,586	\$0
2015	\$551,063	\$0	\$12,278	\$0	\$12,278	\$0	\$12,278	2.23	\$563,341	\$0
2016	\$551,063	\$0	\$10,347	\$0	\$10,347	\$0	\$10,347	1.88	\$561,410	\$0
2017	\$551,063	\$0	\$10,347	\$0	\$10,347	\$0	\$10,347	1.88	\$561,410	\$0
2018	\$656,137	\$0	\$10,930	\$139	\$11,069	\$0	\$11,069	1.67	\$667,206	\$602,378
2019	\$656,446	\$0	\$10,728	\$0	\$10,728	\$8,786	\$19,514	1.63	\$675,960	\$584,846
2020	\$372,517	\$0	\$11,239	\$4,000	\$15,239	\$359,263	\$374,502	3.02	\$747,019	\$578,005
2021	\$504,967	\$0	\$11,565	\$11,565	\$23,130	\$0	\$23,130	2.29	\$528,097	\$554,593

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2016-2021	-1.17	-81.25	-89.29	-69.44	13.16	-8.36	123.54	-5.93

**3c. CONGREGATIONAL DEMOGRAPHICS**

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Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	500	X
Number of active non-members:	200	X
Total of church participants (sum of the numbers above):	700	X

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	Yes	
Less than 10, more than 5 years:	Yes	
Less than 5 years:	Yes	

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	Yes	
Households with minors:	Yes	
Single adults age 35-65:	Yes	

Joint households with no minors:	Yes	
Single adults over 65:	Yes	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	Yes	
College:	Yes	
Graduate School:	Yes	
Specialty Training:	Yes	
Other (please specify):	Yes	

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	Yes	
Adults who are retired:	Yes	
Adults who are not fully employed:	Yes	

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

Teachers, professors, healthcare professionals, IT, artists, musicians, retail, legal professionals, entrepreneurs.

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?

Our congregation is mostly White, upper-middle class. Membership includes a few Asian American, African American, Indigenous, and Latino families, but they constitute less than 10 percent of our total makeup. Our congregation proudly reflects diversity in sexual orientation and gender identities and expressions. For Mayflower, at this moment, diversity means diversity across a range of demographic and psychographic measures: age, race/ethnicity, genders, income, political leanings,

theology, and more. We do aspire to truly embrace UCC's extravagant welcome:  
"No matter who you are or where you are on life's journey, you are welcome here."

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:

Currently our lack of demographic diversity has been a frequent topic of conversation and we are moving towards actively engaging the issue. Mayflower congregants are committed to manifesting an open, welcoming environment for diverse visitors and members of all kinds. We were the first church in OKC to offer weddings ceremonies to the LGBTQ+. Our pastoral leadership and a cadre of members and friends have participated in and supported; caring for the homeless, activities confronting racism and being anti-racist, protesting against systemic bias in the criminal justice system, attending anti-death penalty and Black Lives Matter rallies, and advocating for immigration justice, as well as ministering to Afghan families granted refugee status.

### 3d. PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? ( <i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i> )
Adult Groups or Classes	100	Lay leaders, Director of Faith Formation, Youth Director, Senior Minister, Board of Christian Education
Baptisms ( <i>number last year</i> )	3	Senior Minister
Children's Groups or Classes	25	Director of Faith Formation & Youth Director, Board of Christian Education
Christmas Eve and Easter Worship		Senior Minister, Director of Music
Church-wide Meals	n/a	n/a
Choirs and Music Groups	30	Director of Music, Music Board
Church-based Bible Study	50	Lay leaders, Senior Minister, Director of Faith Formation
Communion ( <i>served how often?</i> )	monthly	Senior Minister
Community Meals	n/a	n/a
Confirmation ( <i>number confirmed last year</i> )	n/a	n/a
Drama or Dance Program	n/a	n/a
Funerals ( <i>number last year</i> )	9	Senior Minister
Intergenerational Groups		Senior Minister, Director of Faith Formation
Outdoor Worship	n/a	n/a
Prayer or Meditation Groups		Senior Minister, Director of Faith Formation, lay leaders

Public Advocacy Work		Senior Minister, lay leaders
Retreats	n/a	n/a
Theology or Bible Programs in the Community		Senior Minister, Director of Faith Formation
Weddings ( <i>number last year</i> )	10	Senior Minister
Worship (time slot: __10am____)	150	Senior Minister, staff
Young Adult Groups or Classes	n/a	n/a
Youth Groups or Classes	15	Youth Director, Board of Christian Education
Other		

Additional comments:

We are not in the practice of precise record keeping, so estimated number of participants is tricky.

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

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Laura Woods	No	Hospital	Chaplain	N

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:

n/a

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Senior Minister	Yes	Full Time	Church Council	2 years
Office Administrator	No	Full Time	Senior Minister	7 years
Director of Facilities & Communication	No	Full Time	Senior Minister	13 years
Director of Faith Formation	No	Part Time	Senior Minister & Board of Christian Education	7 years
Director of Music	No	Part Time	Senior Minister & Board of Music	6 Years
Directory of Youth Ministry	No	Part Time	Senior Minister & Board of Christian Education	4 years

## REFLECTION

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

Our ministry relies on a stable pastoral leadership and staff and an involved congregation, whose members lead and serve on church boards, teach classes, and assist with fellowship functions and mission and service outreach. Our ministry is supported by a congregation that is predominantly White and of which approximately 40 percent of the members are age 55 and older.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$ 538,346
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$ -
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$ -
Fundraising Events	\$ -
Gifts Designated for a Specific Purpose	\$ -
Grants	\$ -
Rentals of Church Building	\$ 34,000
Rentals of Church Parsonage	\$ -
Support from Related Organizations ( <i>e.g. Women's Group</i> )	\$ -
Transfers from Special Accounts	\$ -
Other (specify):	\$ -
Other (specify):	\$ -
<b>TOTAL</b>	<b>\$ 572,346</b>

Current annual expenses (dollars budgeted for most recent fiscal year): \$ 563,523

2022 Budget Below:

	2021 Budget	2022 Budget	Difference
<b>Total Income</b>	\$ 525,661	\$ 572,346	\$ 46,685
<b>Total Expenses</b>	\$ 531,389	\$ 563,523	\$ 32,134
<b>NET Income</b>	\$ (5,728)	\$ 8,823	\$ 14,551
<b>Income Sources</b>			
	2021	2022	Difference
<b>Income</b>			
Contribution Revenue	\$ 491,661	\$ 538,346	\$ 46,685
Rent Revenue	\$ 30,000	\$ 30,000	\$ -
Other	\$ 4,000	\$ 4,000	\$ -
<b>TOTAL INCOME</b>	\$ 525,661	\$ 572,346	\$ 46,685
<b>Expenses</b>			
	2021	2022	Difference
<b>Personnel</b>			
<b>Minister</b>			
Minister Base Package			
Salary	\$ 62,000	\$ 62,000	\$ -
Housing Allowance	\$ 20,000	\$ 20,000	\$ -
SECA	\$ 6,314	\$ 6,314	\$ -
Pension	\$ 11,480	\$ 11,480	\$ -
Health Insurance	\$ 8,562	\$ 8,990	\$ 428
Vision	\$ 100	\$ 100	\$ -
Life Insurance & Disability	\$ 1,230	\$ 1,230	\$ -
<b>Total Minister Base Package</b>	\$ 109,686	\$ 110,114	\$ 428
Continuing Education/Books/Etc.	\$ 2,750	\$ 2,750	\$ -
Wider Church Participation	\$ 2,000	\$ 2,000	\$ -
Auto Allowance	\$ 1,500	\$ 1,500	\$ -
<b>Total Non-Salary Minister Benefits</b>	\$ 6,250	\$ 6,250	\$ -
<b>Total Minister</b>	\$ 115,936	\$ 116,364	\$ 428
		0	0
<b>Office Administrator</b>			
Salary	\$ 48,274	\$ 48,274	\$ -
Health Insurance	\$ 8,562	\$ 8,990	\$ 428
<b>Total Office Administrator</b>	\$ 56,836	\$ 57,264	\$ 428
<b>Director of Facility and Communications</b>			
Salary	\$ 51,101	\$ 51,101	\$ -
Health Insurance	\$ 8,562	\$ 8,990	\$ 428
<b>Total Director of Facility and Communications</b>	\$ 59,663	\$ 60,091	\$ 428
<b>Facilities Assistant</b>	\$ 6,000	\$ 6,000	\$ -
<b>Music Ministry</b>			
Music Director Salary	\$ 30,750	\$ 30,750	\$ -
Principal Keyboardist	\$ 20,500	\$ 20,500	\$ -
Associate Keyboardist	\$ 12,300	\$ 12,300	\$ -
Music Scholars	\$ 5,000	\$ 5,000	\$ -
<b>Total Music Ministry</b>	\$ 68,550	\$ 68,550	\$ -
<b>Faith Formation Director Salary</b>	\$ 22,364	\$ 22,364	\$ -
<b>Youth Group Ministry</b>			
Youth Music Director wages	\$ -	\$ -	\$ -
Youth Ministry Director wages	\$ 15,000	\$ 15,000	\$ -
Assistant Youth Director Wages	\$ 5,000	\$ 5,000	\$ -
<b>Total Youth Group Ministry</b>	\$ 20,000	\$ 20,000	\$ -
Child Care	\$ 10,763	\$ 10,763	\$ -
Mileage Reimbursement	\$ 500	\$ 500	\$ -
Payroll Expenses	\$ 349,349	\$ 350,633	\$ 1,284
Payroll Taxes	\$ 17,369	\$ 17,369	\$ -
Workers Compensation	\$ 3,600	\$ 3,000	\$ (600)
Pulpit Supply	\$ 3,000	\$ 3,000	\$ -
<b>Total Personnel</b>	\$ 384,581	\$ 385,265	\$ 684
<b>Administration</b>			
Audit	\$ -	\$ 20,000	\$ 20,000
Bank Charges	\$ 7,500	\$ 7,500	\$ -
Office Equipment Maintenance	\$ 250	\$ 250	\$ -
Office Expenses	\$ 3,000	\$ 3,000	\$ -
Office Supplies	\$ 3,000	\$ 3,000	\$ -
Postage	\$ 1,500	\$ 1,000	\$ (500)
Printing	\$ 6,600	\$ 6,600	\$ -
Worship	\$ 1,500	\$ 1,500	\$ -
Miscellaneous Church Expenses	\$ 2,000	\$ 2,000	\$ -
<b>Total Administration</b>	\$ 25,350	\$ 44,850	\$ 19,500
<b>Building</b>			
Building-Contingency	\$ 20,000	\$ 20,000	\$ -
Building & Grounds	\$ 8,000	\$ 8,000	\$ -
Custodial Supplies	\$ 3,200	\$ 3,200	\$ -
Insurance - Building	\$ 23,528	\$ 23,528	\$ -
Insurance - Vehicle	\$ -	\$ 2,800	\$ 2,800
Professional Cleaning Service	\$ 6,180	\$ 6,180	\$ -
Routine Maintenance/Repairs	\$ 10,000	\$ 10,000	\$ -
Security Alarm & Fire Monitoring	\$ 1,200	\$ 1,200	\$ -
Utilities	\$ 19,000	\$ 19,000	\$ -
<b>Total Building</b>	\$ 91,108	\$ 93,908	\$ 2,800
<b>Finance/Accounting</b>			
Payroll Service	\$ 3,500	\$ 3,000	\$ (500)
Finance/Accounting - Other	\$ 5,500	\$ 5,500	\$ -
<b>Finance/Accounting</b>	\$ 9,000	\$ 8,500	\$ (500)
<b>Boards</b>			
Care Team Board	\$ 1,000	\$ 1,000	\$ -
Christian Education Board	\$ 6,000	\$ 12,000	\$ 6,000
Music	\$ 6,350	\$ 10,000	\$ 3,650
Deacons	\$ 8,000	\$ 8,000	\$ -
<b>Total Boards</b>	\$ 21,350	\$ 31,000	\$ 9,650
<b>Other</b>	\$ -	\$ -	\$ -
<b>TOTAL EXPENSES</b>	\$ 531,389	\$ 563,523	\$ 32,134
<b>NET INCOME</b>	\$ (5,728)	\$ 8,823	\$ 14,551

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? Slightly under 20%

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*)

- 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?

20 percent of all funds given to the Benevolence Fund are sent to the KO Conference

What is the church’s current indebtedness?

- Total amount of loan debt: \$0
- Reason for debt: n/a
- Are capital and other payments current? n/a

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.

n/a

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

Year(s)	Purpose	Goal	Result	Impact
-	-	\$	\$	
-	-	\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
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-	-	\$	\$	
-	-	\$	\$	

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

n/a

Does your church have an endowment? No

What is the market value of the assets? n/a

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

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

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

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

Please comment on the above calculations or estimates: n/a

Other Assets

Reserves (savings): \$

Investments (other than endowment): \$

Does your church have a parsonage? n/a

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems, and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church:

Mayflower occupies three interconnected buildings in NW Oklahoma City. Our sanctuary, pastoral offices, and business office are in the original building. The Milligan Hall addition is our large meeting hall with dining seating for several hundred persons and audience seating for as many as 300. It is equipped with audiovisual technology feed from the sanctuary. The education wing houses our childcare rooms, eight classrooms, and one larger meeting room. Currently the area is rented by Early Foundations and the Oklahoma Autism Center during weekdays.

Describe non-owned buildings or space used or rented by the church: n/a

Which spaces are accessible to wheelchairs?

All spaces, including restrooms are accessible to wheelchairs, with the exception of the pulpit (although the raised chancel is accessible by wheelchair lift) and the balcony.

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?*

Mayflower Church has a stable budget, but our mission and service ambitions, combined with building and staffing needs to support those ambitions, constantly challenge our budget constraints. Our annual budget is prepared by the Trustees in consultation with ministers and in consultation with the chairs of the various boards and church staff, informed by past giving numbers. Each annual proposed budget is the subject of congregational meetings. The proposed budget is approved by the Church Council and is distributed before the congregation's Annual Meeting in November. At the Annual Meeting, the budget is presented, discussed, and potentially amended before it is voted on by the congregation.

As the 11-Year Report indicates, Mayflower has had a largely stable and generally growing annual budget that was affected by the 2008 economic downturn but has since rebounded. We continue to struggle with convincing larger numbers of members to contribute significantly to the work of the church. We have invested in significant upgrades of our audiovisual, recording, and streaming equipment and that has increased the quality and audience for the outreach of our sermons. The congregation has always taken a fiscally conservative approach, opting to raise money for building improvements and expansion.

The Stephanie Telleen Mission fund is often used to finance new ministry initiatives. It was established by a generous member who provided for Mayflower in her will in order to give financial support to missions which are supported by Mayflower, and which have strong involvement by Mayflower members. At the Board of Trustee's discretion, a portion of the money may be used as "seed" money to help establish new missions.

### 3f. HISTORICAL INFORMATION

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

1. The first significant happening in the history of our church was the congregational vote to join the United Church of Christ in 1990. Until then, the church was Mayflower Community Church (Congregational), uninterested in joining a progressive denomination. 40% of the congregation left, allowing the chance for those seeking a non-dogmatic Christianity to build a faith community.
2. A second significant happening in the history of our church happened in three parts. In April of 1994, then senior minister Rev. Dr. Robin Meyers preached a sermon series calling for Mayflower and the wider church to become open-and-affirming. The sermons were broadcast on the radio at a time when the subject was still considered taboo, and Mayflower became a spiritual refuge and home for open-and-affirming spiritual seekers. The second part happened in the early 2000s, when the congregation voted unanimously to officially become an Open and Affirming Congregation in the UCC and adopted its Covenant of Openness and Affirmation. Over the next decade, the congregation would advocate for queer rights and celebrate and bless queer civil unions. Next, in 2014, when the U.S. Court of Appeals for the 10<sup>th</sup> Circuit ruling was issued making marriage equality the law of the land in Oklahoma, Mayflower's relationship with queer advocacy groups and its open-and-affirming history meant that the congregation hosted 14 weddings that evening in its sanctuary, over thirty by the end of the week, and hundreds between that day and when marriage equality became protected at the federal level.
3. A third significant happening in the history of our church was our vote to become a Sanctuary Church. In January 2017, a Presidential Executive Order banning immigration from countries where the majority of people are Muslim. The congregation went through a ten-month long discernment process that included town halls, conversation with Dreamers and immigration attorneys, prayer, and education. In October of 2017, the congregation voted to become a Sanctuary Church, pledging to be available to provide shelter and protection for those under deportation orders, making our building available to immigration justice organizations/work, dedicating funding to immigration justice organizations/work and Dreamers, and organizing a weekly interfaith immigration prayer vigil. This would eventually lead to taking a significant role in walking alongside families from Afghanistan seeking refuge in the United States.

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

A significant change the congregation has managed in the recent past is a series of adaptations and modifications due to the COVID-19 pandemic. Other than podcasts and recorded sermons, in-person worship had been the only option for worship participation. When it became clear that in-person activities were unsafe, worship moved exclusively online for 15 months. The congregation made several significant shifts, including online engagement, learning Zoom navigation, and creativity in continuing our partnerships to meet the needs of our ministry partners.

Ultimately, the congregation recognized that our online presence – whether zoom or livestreaming – was an accessibility justice issue. Online options expanded our reach, leading to the joining of out-of-state and online-only members. They committed to offering synchronous options for board meetings, small groups, and Sunday school. To ensure that those watching the worship livestream were connected to in-person attendees, the congregation learned how to use a digital bulletin, ending the longstanding practice of a paper bulletin.

The congregation continues to adapt to the ongoing challenges of COVID-19, doing so through the lenses of justice and love, refusing to leave anyone out or prioritize comfort over wellness.

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.

Becoming a Sanctuary Church was not seamless or without controversy. Because there were many opinions and big feelings about immigration, the congregation was intentional about making sure everyone’s voice was heard through town halls, educational opportunities, and ultimately providing an open mic when the congregational vote took place. In addition, the vote to become a Sanctuary Church had three options that included “do nothing at this time,” dedicating resources of the church to immigration justice but stopped short of offering physical sanctuary, and dedicating resources of the church to immigration justice *and* offering physical sanctuary to those under deportation orders. The overwhelming majority voted to dedicate church resources to immigration justice and offering physical sanctuary. Because time and care was taken in the process, there were only a handful of members who left, and the congregation was able to bring living into its commitment with confidence and trust in each other.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Lori Walke	2012-2020 (associate minister) 2020-Current (senior minister)	Y
Chris Moore (associate minister)	2010-2013	Y
Robin Meyers (senior minister)	1985-2020	N

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

We have learned that in their roles as worship leaders, community social justice leaders, and providers of pastoral care and outreach to youth, our pastors are essential to the success and wellness of the congregation. We have learned that for Senior Ministers, it is challenging to be both the spiritual leader and chief administrative officer, but with congregational support and appropriate staffing, it can be done. We have learned that for Associate Ministers, it is vital to have clear responsibilities, an accessible Senior Minister, and congregational support.

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

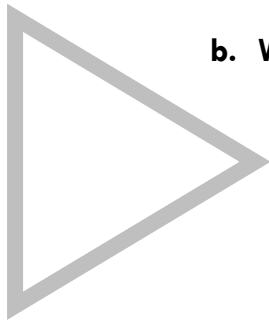
Ask us

Has your church been involved in a Situational Support Consultation?

Ask us

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

No



## b. WHO IS OUR NEIGHBOR?

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

a. COMMUNITY VISION

b. MISSION InSite

### 4a. COMMUNITY VISION

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

**363** - Provides meals, toiletries, and clean socks every other Saturday at the Homeless Alliance for those experiencing homelessness.

**Joe’s Addiction** - volunteer support for those experiencing homelessness who are part of the Joe’s community.

**MMO** – Mayflower Medical Outreach. Funding and staffing a Clinic and school in Nicaragua for hearing impaired children.

**Whiz Kids** – Providing private tutoring for children by helping them compete and increase their abilities to learn.

**Meals on Wheels** – Preparing and delivering meals every Saturday to shut-ins and other folks unable to cook for themselves.

**Pambe Ghana** – Promoting the production and dissemination of fair-trade goods not derived from third-world country sweatshops but from work creating products that offer those performing the work a level of income that helps them rise out of poverty

**CAIR** - Council on American Islamic Relations - banquet table sponsorship in support of an organization that helps foster understanding and relationship with our Muslim siblings.

**OKC Pride** - Setting up and staffing of a booth during the Annual Pride Festival. We also march as a congregation in the Pride Parade. Working with the LGBTQ+ Community on issues of relevance to their needs.

**Rebuilding Together** - Cooperating with a local AAA (Areawide Aging Agency) and the local office of Rebuilding Together to significantly repair a home in order to make it “safe, warm, and dry” for the occupants.

**Global Ministries** - host a German theology student for a month-long practicum.

**Voices Organized in Civil Engagement (VOICE)** - An organization that promotes and involves members of Mayflower along with other citizens from other organizations both community, faith based and labor organizations to work on issues for the common good.

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

A strong relationship with the KO Conference and the National Setting is important to us. To that end, our senior minister and lay leaders attend the annual conference meeting. Multiple lay leaders serve on committees for the conference. Our senior minister attends and participates in General Synod.

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](http://ucc.org).) Check any statements below that apply to your UCC faith community.

- |  |   |
|--|---|
| <input checked="" type="checkbox"/> Accessible to All (A2A)      | <input type="checkbox"/> Just Peace                                     |
| <input type="checkbox"/> Creation Justice                        | <input checked="" type="checkbox"/> Global Mission Church               |
| <input type="checkbox"/> Economic Justice                        | <input checked="" type="checkbox"/> Open and Affirming (ONA)            |
| <input type="checkbox"/> Faithful and Welcoming                  | <input checked="" type="checkbox"/> WISE Congregation for Mental Health |
| <input checked="" type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations:                        |
| <input checked="" type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations          |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M)       | <input type="checkbox"/> 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?

Our work to become certified as A2A and WISE is a strong indication of our willingness to reflect on and live more deeply into our professed beliefs of “doing justice, loving kindness, and walking humbly.”

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

**Interfaith Thanksgiving Service:** The annual service dates back to 1948, when Pilgrim Congregational Church, First Unitarian Church and the Temple B'nai Israel Reform Synagogue held a joint Thanksgiving service for Oklahoma City. It was, and continues to be, a gesture that represents the value liberal faith traditions hold for finding what people of faith have in common rather than how they disagree. Traditions that have taken part in the past include Protestant Christian, Reform Judaism, Native American, Conservative Judaism, Buddhist, Roman Catholic Christian, Islam, Unitarian, Baha'i, Sikh.

**Oklahoma Conference of Churches:** Comprised of Christian denominations, Interfaith houses of worship, and community organizations, OCC connects the voices and efforts of many groups for meaningful results. Mayflower is an active member, giving our money and time to support the work of OCC.

**OKC Pride Worship Service:** An interdenominational worship service held during pride week in Oklahoma City to celebrate and demonstrate support for the LGBTQ+ community in a city which has not traditionally celebrated the full spectrum of gender and sexuality.

**Distinguished Pulpit Series:** Every summer, Mayflower invites four voices to preach and teach the congregation. The invitations are intentionally extended to speakers who will bring theological, social, and political diversity.

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

The mission statement of the church: The people of Mayflower Congregational UCC Church of Oklahoma City invite you to experience Christianity as a way of life, not a set of creeds and doctrines demanding total agreement. We invite you to join us as we seek to recover the meaning of the gospel for our time, looking to scripture, faith, and reason — interpreted by love.

At Mayflower we believe that what Jesus teaches us about God is more important than what the church has taught us about Jesus. We believe in the liberty of conscience, the responsibility of every believer to work out their own salvation, and the obligation of faithful people to become partners with God in building the kingdom. We take the Bible seriously, not literally, and believe that in our time the church must recover, above all, its radical hospitality — welcoming all persons into her midst, without regard to race, age, gender, sexual orientation, or physical abilities. The most important and telling phrases within our mission statement that speak to our community activities are the emphasis on “radical hospitality”, and the fact that the gospel at our church is always “interpreted by love”. This is carried out in the wide variety of missions and interfaith activities in which we participate. We gather weekly to reaffirm our commitment to reasonable scriptural interpretation, and to boost the spirits of our members.

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

The congregation knows that living our values in the community through ministry and political advocacy ultimately draws people to the church. The pastors are considered the spokespeople and representatives of Mayflower in the community at large. The congregation celebrates and honors the pastors' role as "public theologian" by showing up at public events, volunteering, and leading the work and ministry of the church in various ways. The search for an associate minister in particular is to help the senior minister manage pastoral care and congregational connection so that the senior minister can better balance all pastoral responsibilities, including community ministry and ministry on behalf of the wider church.

#### 4b. MISSION InSite

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

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?

Mayflower is older, whiter, more educated, and wealthier than the Oklahoma County averages.

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

Mayflower's ministries typically target those who are the most marginalized in the NW Oklahoma City area – those experiencing homelessness and people who facing immigration issues. They also develop organically, where there is a core group of Mayflower members who see an unmet need and decide to do something about it - or the church is approached by someone or some group looking for assistance & enough individuals in the church are recruited to get it started.

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

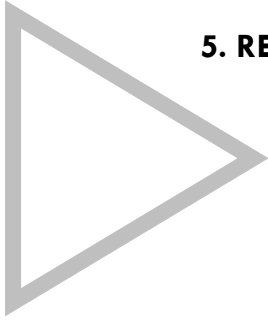
- A quest for social justice
- Support of liberal causes
- A willingness to share our space with community organizations

- A high-quality staff - ministerial, and administrative
- Savviness in working with community partners
- A bunch of “tree hugging” kooks
- An embrace of diversity
- Open-mindedness

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

New Mayflower members typically give one of four reasons for joining the church.

- New to the area and are looking for a church similar to what they left
- Dissatisfaction with their prior church as it no longer met their spiritual needs and they “found” Mayflower through the church’s political work or social media/online presence.
- Involvement in some of the community service and ministry cone by the church
- Direct invitation from current members to visit



## 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

Rev. Dr. Shannon Fleck / Executive Director / Oklahoma Faith Network  
(405.627.9216 / sfleck@okchurch.org / member organization)

### REFERENCE 2

Dan Straughan / Executive Director / Homeless Alliance  
(405.830.8362 / danstraughan@homelessalliance.org / Ministry Partner)

### REFERENCE 3

Rev. Kayla Bonewell / Senior Minister / Church of the Open Arms UCC & Cathedral of Hope  
UCC  
(405.821.1366 / pastorkayla@gmail.com / Sister Congregation)

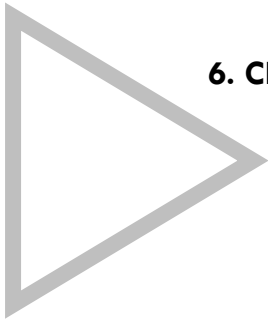
### PROMPTS FOR REFERENCES

Describe some areas of strength in this church’s ministry.

Describe some areas for improvement in this church’s ministry.

Describe a significant experience you have had of this church’s ministry.

Anything else you wish to share.



## **6. CLOSING THOUGHTS**

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

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

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God grant us the grace to never sell ourselves short, the courage to risk something big for something good, and the wisdom to know that the world is too small for anything but love.

## 6b. STATEMENT OF CONSENT

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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?

The Senior Minister, the church staff, the Church Council, the Governing Boards, and the leadership and staff of the Kansas-Oklahoma Conference.

2. Additional comments for interpreting the profile:

Signed: Lori Walke / Senior Minister / 2.1.2023

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: Yes

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

Staff Comment: Yes

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

Staff Comment: Yes

My signature below attests to the above three items.

Signature: Rev. Lorraine Cenicerros

Name / Title: Conference Minister

Email: lcenicerros@kocucc.org

Phone: 316-686-4331

Date: February 14, 2023

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

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

**UNITED CHURCH  
OF CHRIST**

