

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

?

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

**South Congregational Church
Centerville, MA**

Settled Pastor

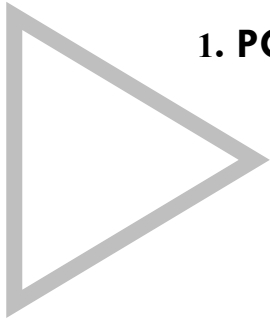
Southern New England Conference, UCC, Barnstable Association

February 15, 2023

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



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

Church name: **South Congregational Church**

Street address: **565 Main St.**

Supplemental web links: <http://southcongregationalchurch-centerville.org/>

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

- Southern New England Conference, UCC, Inc., Barnstable Association
- Cape Cod Council of Churches, Barnstable
- Craigville Conference Center
- *Here Now Ministries*

Conference: Southern New England United Church of Christ

Association: Barnstable

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

The Rev. Dr. Patty Kogut kogutp@sneucc.org, 508-244-4416

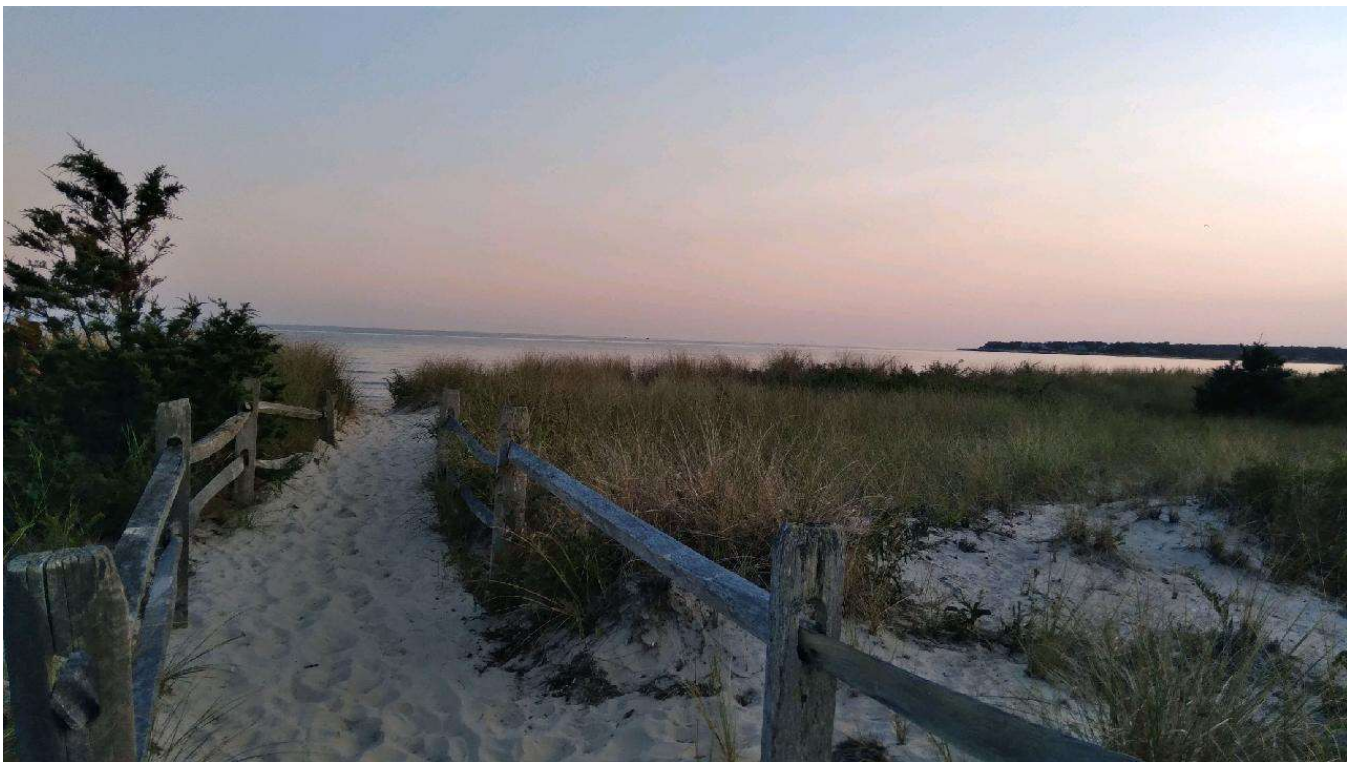
Summary Ministry Description: *In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?*

South Congregational Church UCC of Centerville, MA, is seeking a settled three-quarter time minister for a small and caring congregation. Founded in 1796 and situated in the heart of Cape Cod in the village of Centerville, we strive to be a "village church with a global perspective." We seek to meet God's call to advance God's mission in the community and to sustain ourselves into the future, continuing our journey of faith through change. We are searching for an individual to invest themselves through the resources that God has given you - your energy, your prayers, your humor, and your drive - in this work to which God has called all of us. We

seek a minister who excels in preaching and who has the creative energy to enhance our worship, be an ambassador in our community, and to support our actions as Christians in the wider world.

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





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

We value all that Cape Cod is famous for! In the summer, Cape Cod is bustling, filled with activities and a stop for internationally known visiting artists. Our daily lives are enriched by walks along the trails any time of the year; watching the ospreys nesting in the spring, a swim on a quiet evening, cool sea breezes in the summer, the long, glorious fall, and oystering in the winter! We also value our ability to make a difference in this geographically separate region -- there is a large and active nonprofit community on the Cape -- not only in arts and culture but through advocates committed to health, housing, human services, and environmental and social justice issues. *Cape Cod is a place where one's work and service can make a noticeable and tangible difference in people's lives.*

Current size of membership: 100

Languages used in ministry (*other than English*): No other language

Position Title: (Settled) Pastor, South Congregational Church, Centerville, MA

Position Duration (*choose one, delete the other options listed*):

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*):

3/4 time

Does the total support package meet conference compensation guidelines? Yes

1b. SCOPE OF WORK

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

We have reviewed the UCC Scope of Work for the three-quarter time Pastoral Position. All pastoral activities listed are relevant -- we agree with the prioritized, boldfaced activities that represent an engaged and thriving church, and we are committed to working on a mutually agreeable scope that fits within the three-quarter time pastoral role.

Underlying the Scope is our hope to find a creative and caring minister who could:

1. Create a great Sunday experience
2. Help us think 'outside the box,' through the lens of love and a penchant for mission
3. Provide leadership to help us meet the challenge of change and transition

Below is a list of activities by which members of the congregation can support the minister. Many of these activities are already in place:

- Scheduling lay liturgists
- Assisting with outreach to members who are sick, elderly, shut-ins
- Acting as liaison/church representative to some community activities
- Managing stewardship and other financial campaigns
- Overseeing building and grounds
- Organizing and carrying out mission activities
- Orchestrating church events

Core Competencies:

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

The foundational core competencies we seek are:

- Deep spiritual grounding
- Community engagement and connection skills
- Being an engaging and thoughtful speaker

1c. COMPENSATION AND SUPPORT

Salary Basis *(from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance):* The salary and value of housing allowance is \$65,000, but our total package will include: pension, annuity, payroll taxes, health insurance, life insurance, which we estimate a total value of \$87,000. This is the package based on a ¾ time pastor, which includes the housing allowance. If a candidate is interested in using the parsonage, the compensation package would be reduced accordingly.

Benefits :

Salary includes Optional Benefits - yes

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)?*

Our expectations are to meet the needs of the incoming minister. We have a small parsonage near the church. We would consider the minister having an option to live off-Cape and commuting if needed.

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

Must be within commuting distance to Centerville.

State any incentives: The previous settled minister was provided with a sabbatical after 5 years.

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

There are UCC Conference communities of practice and biannual Super Saturdays with seminars and lectures. (Internally, South Church Pastoral Committee will actively support the new minister to facilitate a smooth transition to our faith community.)

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

We seek a three-quarter time pastor for a settled ministry with our congregation and plan to arrange a mutually satisfactory schedule to support a minister's bi-vocational employment.

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

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

In our latest visioning process held July, 2022, our members identified several overarching goals for who is God calling to minister with us. This person would be a partner to:

1. Create new opportunities to involve the community in our mission as well into our faith community.
2. Understand and develop our spiritual gifts, including how to witness – to speak to others about our community, our mission, and our beliefs.
3. Work with us in invigorating our church services and help ensure the service atmosphere is comfortable and appealing to people.
4. Navigate sustainability issues as we continue to seek support for and awareness of our church.

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

The minister can reinforce Jesus's extravagant love and His vision to help us make connections to our role in this broken world, so that we are moved to take action beyond our walls. The minister would lead us moving past traditional aspects of 'doing church' that may no longer be useful or appealing to newcomers seeking a faith community. In doing so, we hope to grow

spiritually as we transition to new ways to sustain our faith community and enrich our congregation with new members. The minister can help us examine how we can strengthen the impact we already have with mission, and how our church can become more diversified.

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 expect the ministerial leader to fully support our church as an ONA. We would be blessed to call someone who has a multicultural background to help our church to grow spiritually. There are no language requirements.

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

1. Exhibiting a spiritual foundation and ongoing spiritual practice.
2. Engaging sacred stories and transition
3. Caring for all creation
4. Working together for justice and mercy

Other areas are aspirational (e.g., building transformational leadership skills). We look forward to a conversation about these areas of focus.



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?

In July 2022 we held a visioning exercise as part of completing this document. The responses of the breakout groups (about 30 people) dovetail with our 2018 Visioning Statement for 2018-2028.

God is calling us to:

- Be good shepherds, supporting each other in our church, and to be a loving and caring community both inside the church and to our neighbors and visitors.
- Be joyful and 'let our light shine.'

- Learn and grow in understanding as to how to respond to this generation's -- and society's - need and yearning for spiritual growth and well-being, inside and outside the 'four white walls' of the traditional church setting, and how to welcome people to our church in new and different ways.
- Strengthen our commitment to respond to the needs of our community and the world, to issues of social justice and as stewards of our earth.

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?

During COVID we did not undertake any new initiatives (except to move to virtual worship from 2020 until Spring of 2021). Our most recent initiatives are:

1. *Here Now Ministries* (HNM). "A radically inclusive and radically welcoming ministry for all." The mission of this outdoor ministry is to be a place of compassion and connection through a monthly worship service and fellowship to those who are experiencing homelessness. This successful fellowship, which was created and developed by former Assistant Pastor Pamela Wannie, is now under the auspices of the Cape Cod Council of Churches. South Church has been asked by Rev. Wannie to consider and respond to the isolation and loneliness felt by persons who feel diminished by society, and who seek community worship with Here Now Ministries.
2. *ONA*. Work to become an ONA fellowship took place over a period of a few years. It was important as an all-church process, at the end of which consensus was reached to become ONA. There are opportunities to grow into this and other social justice commitments.

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

Describe your congregation's life of faith.

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

Our 2018-2028 Vision statement developed by the congregation reflects our beliefs and commitments: *Our church radiates the Spirit of God through generous hospitality, inspirational worship and study, and loving service within and beyond our walls.*

God has been described by a former pastor as “the Redeemer, the Sustainer, the Inspirer, and the Mother of us all.” We are moving, step by step, beyond a gendered representation of God, but the old language is still a force of habit for some.

The Holy Spirit is felt in the sharing of our joys and concerns, in the music that sends the message of the Spirit, and in the caring moments that come through members' connections with each other and with our community activities.

Describe several strengths or positive qualities of your congregation.

We are welcoming of all people, regardless of religion, gender, sexual orientation, race or ethnicity, or economic status. Our church members are friendly and this is consistent with feedback from our visitors. Care and concern are evident throughout our time with each other. During the worship time of ‘joys and concerns’ members and visitors feel safe to offer their personal concerns and joys as well as those that touch on the world, and social and justice issues. We are aware of the great sorrows and continuing traumas in our country and around the world – how do we deepen our understanding of these issues, and address these them within a life of faith?

Our members do many small acts of kindness for each other. For example, a church member comes in early to make coffee on Sunday, then leaves to go pick up two people to bring them to church. Members respond to others' needs to help provide meals to those who are ill, driving people to appointments, sending cards, calling people who are shut ins, and by praying for each other. The Leadership Circle is reviewing ways to strengthen outreach to church members who are absent.

We are committed to being good stewards of the environment; pre-COVID, our church kids participated with adults in the yearly community beach cleanups at beautiful Craigville beach, just down the road. We have reduced our carbon footprint, e.g., by using LED lighting and

recycling. In 2021 solar panels were installed as well as a heat pump system which will reduce our use of gas and our electric footprint.

Describe what worship is like when your congregation gathers.

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

What is worship like? Our worship atmosphere is a good balance of joys and concerns. 2021 was the 225th year of South Congregational Church! We worship in the sanctuary, sometimes on the beach on special occasions, and, during COVID, online. Worship is grounded by a sense of caring and being in a faith community. If you visited our church, you would see people smiling, greeting friends and visitors, talking, and sharing both good news and bad. There is evident joy in seeing each other (especially since COVID). All visitors are invited personally by members in the pews to join us after church during Fellowship Hour. Our worship is generally based on the Lectionary.

Monthly potlucks are important to our fellowship, and they are on Communion Sundays each first Sunday of each month. The kitchen volunteers can be seen having good conversations that reflect their care to each other. No one feels bound to sit with the same people each time; we mix it up and all feel comfortable sitting with anyone at coffee hour -- a good sign!

Baptisms are welcomed; the family comes forward and the child or adult is blessed with the baptismal water by the pastor, with welcoming words of faith, reiterated by the congregation – and always with applause. The demographics of the church are that most of our congregation is over 60 years old. Baptisms have been steadily declining and in recent years are represented by families that are connected to the church but do not attend services. Pre-COVID we had up to 8 children under the age of 12 attending (including the former pastor's grandchildren). The demographics of South Church are similar to other established mainstream churches on Cape Cod.

Music is crucial to our experience of worship. Whether by the bell choir or adult choir, people are moved by the message and music they hear. We have been truly blessed to have exceptionally talented and thoughtful Ministers of Music, both past and present. Our adult and bell choirs have been small, but Rev. Pam Wannie, Music Minister, expanded our musical and spiritual energy to reflect new ways of experiencing music in worship throughout the liturgical year (e.g., through jazz, gospel, bluegrass, instrumentals, anthems from South Africa, South America, Taizé) and in extemporaneous congregational singing during a rollicking postlude. These diverse musical offerings lift our spirits and comfort us in grief.

In 2021 Rev. Wannie left to pursue bi-vocational work and we engaged another extremely talented Minister of Music, Karen Crosby, who has had decades of music ministry in another local church. In 2021, in spite of COVID, Ms. Crosby brought her organ and piano talents and a network of musicians to continue our music worship. The bell choir has already expanded and has played more often. Thanks to Karen our organ has been refurbished and we are able to have both organ and piano at worship. She has revitalized the choral anthems during service and is a gifted organist.

Ms. Crosby often provides the context and history of the hymns that are sung, which deepens our understanding of the hymn, e.g., the meaning and legacy of the Negro Spirituals as songs of enslaved people. Our growth in experiencing multicultural and diverse genres of music has informed our worship. We incorporated Taizé chants during the Lenten season to deepen the meditative experience, as well using the inspiring New Zealand version of The Lord's Prayer. In the past we've had favorite hymn sings, much enjoyed by all.

During the 2020-21 COVID shut down, we went to virtual worship, followed by a virtual coffee hour for conversation. Zoom worship was well attended by 23-33 persons, a good percentage of our regular congregants.

Good preaching: Jesus' radical message of love. With regards to the readings and the sermons, our congregation very much appreciates learning about the political, historical and cultural context that sets the stage for our understanding of the Scripture, and similar insights offered through sermon/ reflections deepen our understanding of Jesus' ministry and message during a time of oppression. We have been blessed to continue to be informed and educated by our interim pastor, Rev. Dr. John Terry.

Good preaching is provocative. Good preaching helps us through these hard times in which we are faced with great needs and great injustices in our society, and the increasing urgency to respond to our national and global crises. In our experience good preaching has emphasized the extravagant love of Jesus and his focus on those who are marginalized, with a call to us as a congregation to put love into action. These teachings give us understanding and depth to our worship and provide the context of the radical message of Jesus in the face of oppressive political and social norms, and his all-encompassing love that is the basis for our life as Christians.

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

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

For a number of years, pre-COVID, we had up to 8 children under the age of 12 attending (including the pastor's grandchildren). At the beginning of service there would be a time for children; they would come up to the front and have an interactive story or discussion about a topic that was a reflection of the Scripture theme. The teacher and helper would lead the children down to a classroom for a time and during open communion Sundays, they would return in time to participate in communion. Children also participated through song, instrumental music or pageants during the year. In the past several older children would meet at the pastor's residence to have social time with the minister and his wife and prepare for membership in the church. We were not able to keep this up during or post-COVID. We currently do not have a children's/youth formation or education program, due to lack of young people and families with children at home. We follow Safe Church Policies and Procedures.

Pre-COVID the senior pastor conducted monthly Bible studies on theological topics during the week; this brought in people who were not in our church but who appreciated the open discussions. Many of the topics presented were questions about the Bible or theological questions that church members had asked about.

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?

We have several Committees that oversee the main areas of the church – Leadership, Building and Grounds, Finance, and Mission. The Leadership Team consists of the Moderator, Clerk, Treasurer, along with other Leadership members who volunteer and/or are nominated by the congregation. Other committees are volunteer.

About a decade ago we moved from a very formal structure of committees to a more decentralized, informal structure as part of the change to a more open and inviting church. We encouraged people to work on activities that energized them, instead of being a burden. Ad hoc committees work on special projects. While this enabled people to feel pro-active, the downside is that after several years with less formal reporting, we do not always have good communication and accountability. The Leadership Circle is in process of reviewing options to document processes, reporting, workplans, standard operating procedures, and to communicate in a timely way on activities. We could benefit from expanding our ideas about being engaged in the community, in addition to financial donations.

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

- Leadership Circle meets monthly (1.5 hours), led by the Moderator.
- Building and Grounds Committee, monthly for 2 hours
- Finance Committee, quarterly for 2 hours

- Pastoral Care Committee: This Committee has not been utilized much in the past. We are planning to revitalize the committee and set up a workplan that provides positive, structured support as the incumbent transitions into their role in the church and community.

A minister with organizational development skills and strategic planning would be an asset to help us be accountable for and achieve internal organizational goals.

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

In 2019 a group of local residents protested against our Town-approved cell tower which had been installed inside our steeple by T-Mobile. The Church's pastor, Moderator, and others met with the group, but we were on different sides of the fence. Initially there was more than one line of communication with the protest group, which caused some confusion. Going forward, we need to develop a crisis plan that clearly notes a chain of command.

The ad hoc "Centerville Concerned Residents" made up of residents mainly from the historic district area went to multiple Town committees with their lawyer to speak against operationalizing the church's cell tower. A dozen or so church members attended these meetings to sit quietly together while the T-Mobile legal team presented the facts. The local officials expressed their sympathy with their more verbal constituents, but the case was taken to federal court in Boston where T-Mobile won as expected. The cell tower is now operational, provides steady income to the church, and has expanded cell service locally. After the initial protest a South Church member joined the Centerville Civic Association (CCA) to establish closer ties with the neighborhood and businesses. The group has since moved on to other issues and our liaison with the CCA has done much to turn the relationship into a more positive one.

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/No]



2022 Annual Report 226th Annual
Cover and Table of (Meeting January 29,



BYLAWS Revision
2019.pdf

We moved from Robert's Rules to a consensus structure of participation about a decade ago, when an intentional interim minister helped us move away from multiple hierarchical and tradition-bound committees. The interim minister simplified the bylaws and helped us to understand that change was not only possible, but crucial to our ability to thrive as a faith community. He also laid the groundwork for the church to become Open and Affirming in 2019.

3b. 11-YEAR REPORT

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



South Church 10
Year Financial Report

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	75	Yes
Number of active non-members:	27	Yes
Total of church participants (sum of the numbers above):	102	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	60%	yes
Less than 10, more than 5 years:	39%	yes
Less than 5 years:	1%	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>
2		2	2	1		10	41	45	Yes, this is based on a recent survey, and are estimates

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	6	yes
Households with minors:	1	yes
Single adults age 35-65:	18	yes
Joint households with no minors:	20	yes
Single adults over 65:	77	yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	10	yes
College:	34	yes
Graduate School:	23	yes
Specialty Training:	28	yes
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	12	yes
Adults who are retired:	73	yes
Adults who are not fully employed:	15	yes

Describe the range of occupations of working adults in the congregation: While most church members are now retired, among the occupations of those still working are within the

health care/ hospital system, the trades, fire service, non-profits (e.g., education, health), or are self- employed.

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

We are a white congregation seeking to grow and be enriched by diversity. Our diversity is mainly in our various Christian backgrounds -- we all have found a home in the UCC. Our traditional appearance and being an established mainline church may now be a barrier as many new, non-traditional appearing churches have sprung up on the Cape, ranging from evangelical, to churches for people speaking Brazilian Portuguese or other languages, for persons in recovery, or churches that offer a mini ‘mega-church’ experience.

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:

We have taken seriously the process of ONA over the period of several years. In the past we have had church members who were involved in social justice issues, including the Barnstable *No Place for Hate* group. We would welcome leadership in this area!

3d. PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	16	Senior Pastor
Baptisms <i>(number last year)</i>	2	Senior Pastor
Children’s Groups or Classes	4-7	Church school director & various parishioners

Christmas Eve and Easter Worship	200	Senior Pastor; Assistant Pastor; Music director; parishioners
Church-wide Meals	130	Congregation
Choirs and Music Groups	20	Music director; Assistant pastor
Church-based Bible Study	10	Senior pastor
Communion (<i>served how often?</i>)	1/month	Senior pastor
Community Meals	30	
Confirmation (<i>number confirmed last year</i>)		
Drama or Dance Program		
Funerals (<i>number last year</i>)	5	
Intergenerational Groups		
Outdoor Worship	20	Senior pastor & members
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		Senior pastor
Weddings (<i>number last year</i>)	1	Senior pastor; Music director
Worship (time slot: 10-11am Sundays)		Senior pastor; Music Director, lay readers, members
Worship (time slot: 10 am)	40-50	
Young Adult Groups or Classes	0	
Youth Groups or Classes		Sunday church school
Other		See Missions (attached)

Additional comments:

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)
Pat Coughlin	3	Urban church	Pastor	Y

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:

Rev. Pat Coughlin is currently the Church's Moderator. She is an occasional guest preacher and has also been asked to fill in for pastors who have become ill at sudden notice. She is an excellent preacher with a background as pastor in a diverse UCC church in the Boston area.

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
Interim Minister	John Terry	Part time	Leadership Circle	
Music Minister	Karen Crosby	Part time	Senior Pastor	
Sexton	Tony DiFazio	Part time	Buildings and Grounds Committee	
Temp. Admin. Asst.	Elise Terry	Part time	Senior Pastor	

REFLECTION

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

Although we are an older congregation, most of us are active with missions and generous with our time. In spite of resource constraints, we try to be a congregation that is creative in finding ways to advance growth. The lack of new members since COVID, and loss of old members, has cause all of us to feel stretched, but we are heartened by the strengths we do have – a caring fellowship, meaningful worship, excellent music, and many ways to be in service to Christ.

South Church would like to be a haven for people seeking a spiritual home. New retirees to the Cape are a population that we have been able to attract in the past.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$104,035
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	\$2,429
Gifts Designated for a Specific Purpose	\$
Grants	\$
Rentals of Church Building	\$33,628
Rentals of Church Parsonage	\$13,200
Support from Related Organizations (<i>e.g., Women's Group</i>) <i>Thrifty Niche'</i>	\$57,945
Transfers from Special Accounts	\$
Other (specify): Gain on Interest	\$
Other (specify):	\$
TOTAL	\$211,237

Current annual expenses (dollars budgeted for most recent fiscal year): \$209,681

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



South Church
Financial Report FY2

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 42.3%

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)

X Our Church's Wider Mission (OCWM – Basic Support)

X One Great Hour of Sharing

X Strengthen the Church

X Neighbors in Need

X Christmas Fund

We have participated in supporting Heifer Intl. and UCC requests for special initiatives (recently, support for Ukraine).

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? The Finance chair, in conjunction with the Leadership Circle, includes OCWM as part of the budget. It is currently based on a fixed amount, reflecting the realities of our budget.

What is the church's current indebtedness? None

Total amount of loan debt: N/A

Reason for debt: N/A

Are capital and other payments current? Yes

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

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

We have had a very successful capital campaign in spite of our small

Year(s)	Purpose	Goal	Result	Impact
2017	Repairs, Improvements,	\$279,280	\$285,800	Sanctuary improvements - energy efficiency- all windows replaced Fellowship Hall refurbished Electrical system upgrade
	Missions	\$20,000	\$20,000	Outdoor ministry, funds for local homeless shelters and community agencies, as well as support for wider world missions

If a capital campaign is underway or anticipated, describe: N/A

Year(s)	Purpose	Goal	Result	Impact

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

See above chart (Impact).

Does your church have an endowment? Yes

What is the market value of the assets? \$177,055 as of 8/11/2022

Are funds drawn as needed, regularly, or under certain circumstances? As needed, but there is a cap established by the budget and voted on at the Business Meeting in November each year.

What is the percentage rate of draw (last year, compared to 5 years ago)? There were no funds drawn last year.

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

2021	\$0
2020	\$0
2019	\$50,000
2018	\$13,000
2017	\$48,758
2016	\$35,883
2015	\$46,223

All of these drawdowns were to cover operating expenses.

At the current rate of draw, how long might the endowment last? Approximately seven years.

Please comment on the above calculations or estimates: We need to be strategic about sustaining our church. The T-Mobile payments have been critical to our bottom line, as is the Thrifty Niche.

Other Assets

Reserves (savings): Our operating fund averages \$20,000 this year.

Investments (other than endowment): None

Does your church have a parsonage? Yes-

Fair market rental value of the parsonage: around \$2,000 per month.

- **How is the parsonage used?** Rented to church members at the time of this writing.
- **Street / City / State / Zip:** 22 Church St., Centerville MA 02632
- **Finished square footage:** 2,300 sq. ft.
- **Number of Bedrooms, Number of Bathrooms:** 3 Bedrooms, 2 baths
- **Assessed real estate value:** \$382,000 (2011 RE valuation, to be updated)
- **Available for minister residence:** Y/N - To be determined
- **Expected minister residence:** Y/N - TBD - In need of some improvements
- **Entity in the church responsible for review and needed repairs.** Building and Grounds Committee

Describe all buildings owned by the church:

1. The Church sanctuary with an attached library, offices, and Fellowship Hall. The building also includes a basement level which has several classrooms and a

- community room. There is also a church thrift store, “The Thrifty Niche” in the basement level; this has a separate entrance accessible from the street.
2. A three-bedroom parsonage which is a short walk from the Church.

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

Which spaces are accessible to wheelchairs? The Sanctuary (side entrance), hallways, library and Fellowship Hall are all accessible to wheelchairs. There is a chair lift from the interior hallway to the sanctuary (a few steps), and another chairlift from the hallway up into the Fellowship Hall. The basement level is not accessible to wheelchairs. There are an appropriate number of handicapped parking spots in the parking area.

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?

During the pandemic, the standard outlets to raise money for the church had to be changed to on-line and mail in pledges and donations. South Congregational was fortunate to receive two COVID PPP loans to carry us through the difficult financial times, and as a result we did not have to draw on our endowment to supplement our operating expenses. Recently the contribution to operating funds by the Thrifty Niche (our thrift shop) has been very significant, realizing \$50,000 within the last 12 months. Now that we are in the “post pandemic” phase, we hope for better times ahead. We are providing “mission moment” testimonials at the beginning of worship as the first phase of a vigorous stewardship campaign.

How is the budgeting process done?

This is a combined effort with the Treasurer, Assistant Treasurer, and Finance Committee. The budget is presented first to the Leadership Circle for review and then distributed in advance to the congregation, to review and approve at the annual business meeting in November. The church year starts Jan. 1. Our upcoming stewardship campaign will be voted on in February.

What New Ministry Initiative has your church financed.

The *Here Now Ministries*, described in other sections. Two Calvin grants supported the development of this important initiative.

3f. HISTORICAL INFORMATION

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

About 9 years ago, after a time of division and uncertainty in our church community, we undertook a visioning and healing process with interim minister, Rev. Michael McSherry. Over the course of two years, guided by his thoughtful, structured facilitation, we went through a transformation from a traditional church with highly structured leadership, traditions, and hierarchy, to one which focused on discerning our spiritual life together, including how we worshipped and how we refocused on mission. We eliminated established hierarchies and a number of traditional committees, adopted a consensus approach to conflict and resolution, and opened up community-oriented services. This transformation brought new energy and increased participation by our church members. Our liturgy became more joyful and musically creative in celebrating the spoken and sung liturgy. Our joys and concerns led us to more actions to meet the needs of our faith community, the wider world and our stewardship of the earth.

As result, we were able to recruit our last settled minister (Rev. Dr. Bruce Epperly) who helped nurture our faith community. Associate Minister Rev. Pam Wannie, M.Div. also worked with us to increase outreach to those most in need, and they both helped us understand the changing face of religion includes the spiritual needs of people who are ‘spiritual but not religious.’ Supported by these ministers, our church became a more energized and intentional faith community, and more engaged in the community. We seek to regain that energy in collaboration with our new pastor. We would benefit from leadership in organizational development or strategic planning.

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

We undertook a year of exploration and discernment to arrive at consensus that our church would become “Open and Affirming.” This initiative had had several starts and stops over the past 10 years; about five years ago two members of the church volunteered to lead the Open and Affirming effort, which was supported by the minister and associate minister.

The formal Open and Affirming initiative included facilitated learning exercises, followed by congregational informational sessions and then congregational breakout discussions. To further our understanding, a trans-gendered UCC minister was invited to preach and meet with us during Fellowship Hour; she provided a deeper understanding of what was like to be the “Other.” Through this process of consensus congregation discussions resulted in completion of the Open and Affirming Covenant in 2017. The next year South Congregational became the site for the first marriage ceremony of a gay couple. The rainbow ONA symbol is on our outside sign now. We have a same sex couple who attend our church.

We cannot claim that everyone in the congregation gives the ONA covenant unqualified support, but reaching consensus provides us with a great foundation to keep moving forward. A copy of our ONA Covenant hangs on a wall in our Fellowship Hall, which was written by congregational members at the end of the initiative. It is heartening to know that many in the younger generations have already moved beyond this as an issue.

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

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

We have had no major conflicts in the past decade, however, during a time of conflict in the past, the ‘Walking in the Way’ model was introduced and several church members and leadership were trained in this conflict resolution method which helped reduce friction and guide conflict resolution. We have had new members since that time and this would be a good time to re-educate and remind ourselves about ways to be in community with each other, including developing a behavioral covenant, which is being developed by the Leadership Circle.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Seth W. Newton 1974-1984	10	Y
William Baran 1985-1995	10	Y
Joan Cianci 1996-1999	3	Y
John Castricum 2000-2004	4	Y
Katherine Alder 2005 - 2010	3	Y
Bruce Epperly 2013-2021	8	Y

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

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

Y/N/Ask us

1) About 20 years ago, the church called a young minister and unfortunately, he left after about a year. It turns out that he was being undermined and made to feel unwelcome by the then lay church leaders and several retired ministers, who were church members at that time. After his resignation an interim minister was called to help guide the church to a new settled pastor.

2) The next settled minister had a personal and/or worship style that was off-putting and upsetting to a number of persons in the congregation. Church members separated into two groups - for or against the pastor. The tension, lack of resolution, and eventual church dysfunction became untenable and led to a formal congregational meeting and vote on the minister's tenure. The congregational vote left her in the position but with half of the members against her staying. This turned into a 'situational conflict' with mediation by a local minister. The pastor resigned shortly thereafter.

It was after this period of conflict and the second minister's resignation that the MA UCC chose for us an interim minister (Rev. Michael McSherry) who is skilled in conflict resolution and congregational transformation. Over a period of two years, he thoughtfully guided the congregation in understanding how our church hierarchy's rejection of change and focus on the superficial at the expense of congregational spiritual growth and openness was holding us back from meaningful spiritual and congregational change. Because of his energy and focus on transformation, people took visioning seriously and became engaged in the process. The 2018-2028 vision statement which was developed at the time was congregation driven. It was over these two years that we began to see another way of being in community with each other. We ended up dropping the emphasis on hierarchy, committee approvals, and 'the way we've always done things' system.

We moved towards a focus on discerning God's call in the life of our congregation, a more outward focus on the needs of the community, and more openness to new ways of doing things, including worship. As a result, we were well positioned for our next settled pastor and our associate pastor (the latter was also the minister of music), both of whom opened up worship in new and creative ways, and encouraged and emphasized compassion, justice, mercy, and tolerance - through acts of caring, joining in with others to work on mission projects, or through individual calls to action. Several members undertook "Walking in the Way" as a forum to move forward.

As a side note, Rev. McSherry asked the first minister who had resigned if he would return for a debriefing with the Pastoral Search Committee which was then working on the profile for the next settled pastor. He did so and talked to the committee about what he had experienced. While we could not change the past, the search committee expressed its deep apologies for the moral injury he had suffered, which he accepted.

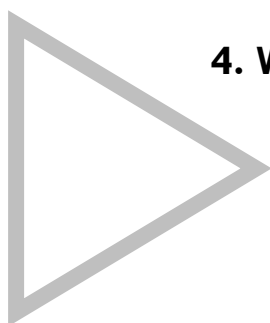
From these experiences, we learned about being more thoughtful and considerate in speaking with each other. We have matured in outlook as a congregation, even as the previous generation of church leadership has passed on. We are trying to keep focused on our visioning and mission priorities, being open to newer ways of being a church and celebrating worship together.

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us. See above discussion on an example of conflict

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

Y/N/Ask us



4. WHO IS OUR NEIGHBOR?

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

a. COMMUNITY VISION

b. MISSION InSite

4a. COMMUNITY VISION

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

For example, which service activities has your church participated in this past year?

Where has the church participated in global connections of care and justice? What is currently transformational in your church’s engagement with neighbors near or far?

Service Activities: As Christians we are called to respond to neighbors in need, especially to those who are marginalized -- persons who need a lifeline, a helping hand, and a sense of hope, such as persons experiencing homelessness, those with mental health issues and/or substance use disorders, and children, especially those with special needs. We are supporting a newly-created respite camp for kids with cancer that is opening up down the street. There is an ongoing need to address food insecurity on Cape Cod; we do this through the local UCC Hands of Hope pantry and through preparing nourishing shelter meals and Salvation Army lunches. There are special community-based drives at Christmas and Thanksgiving for families in need in which we participate with other churches. In the past we have supported our local Habitat for Humanity with funds and volunteers. Our Thrifty Niche is the engine which enables us to move forward in outreach and support for most of the mission activities.

A mission that is close to our hearts is hosting the annual **Voices for Peace** contest sponsored by the Cape Cod Veterans for Peace, Corporal Jeffrey M. Lucey Chapter 041 (held virtually in 2022). We hope this will be an in-person event in 2023. This is open to Cape students and the poetry readings are open to the community and held at the church.

With climate change, there is an urgent need to care for the environment – reducing our carbon footprint and being mindful of the precious and fragile habitat around us. In 2021 we installed solar panels on the roof of Fellowship Hall. This has resulted in zero electricity expenses and we might be able to return the surplus into the power grid. Pre-Covid, the church had a Green Team that examined our practices impact on the environment. It posted an article in the monthly newsletter, *The Steeple*, on ways each of us can improve our environment. As in other areas, we could become more engaged as a congregation in actions to protect the environment or join with others to do so.

What is currently transformational in your church's engagement with neighbors near or far?

Here Now Ministries. This successful ministry, originating out of ministry at South Church, is now under the Barnstable Council of Churches. We have been asked to consider how we can become more engaged with people who seek out the fellowship of HNM. There are currently other opportunities to support new or established programs that make a difference in the lives of Cape Codders.

Neighbors by Proximity

South Congregational Church is centrally located in the historic Main St. of Centerville. We have a good relationship with the Centerville Library, with which we share a parking lot and other resources. A church member represents us at the Centerville Civic Association, which sponsors Centerville's July 4th parade, "Old Home Week" in August, and the annual Christmas Stroll. In the summer South Church hosts vendor fairs and pre-Covid, much-appreciated community suppers (lobster, ham and beans, etc.) South Church is a beacon at the Christmas Stroll; pre-COVID we offered indoor and outdoor music, caroling, a living nativity, children's activities, hot soup and hospitality. It is during these celebrations, enjoyed by hundreds of people, that the church is seen as a beacon of hospitality and we hear many 'Thank You's for the work of the church, the music, and the friendliness of our congregation.

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

- Pastors and church members attending UCC Super Saturdays in Western Massachusetts
- Cape Cod Council of Churches
- Supporting UCC wider mission (e.g., Ukraine support)

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

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

We are hoping that our new minister will help us discern and be called to move forward on one or more of these initiatives in order to live more fully into the Christian message and to stay relevant to the needs of our wider community. We have a number of local opportunities to do this and are exploring how to discern how to ‘think out of the box’ to support new initiatives.

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

South Church has a tradition of joining with Craigville Tabernacle (<https://www.craigville.org/tabernacle>) The Sunday before Labor Day in an ecumenical service, which is well attended. Other than that, we had a couple of several special services during Lent in which we held a service with a combined choir with another church. These were not well attended and were dropped, due to lack of involvement by our church members in Holy Week services leading up to Easter.

Here Now Ministries is an ecumenical monthly service supported by the Barnstable Council of Churches. In addition, South Church members have attended special services within the community, e.g., at the Synagogue in Hyannis (after the synagogue murders in Pennsylvania) and ecumenical vigils during the Black Lives Matter Protests. There is a new (and first on Cape) mosque that is being planned. This may be an opportunity for us to learn more about the changing face of Cape Cod and be an interfaith neighbor. Three years ago, we held a post-service discussion led by a member of the mosque about the common Abrahamic lineage of our faith traditions.

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.

South Congregational Church's Vision Statement for 2108-2028 includes statements about our mission in our "Three Circles of Ministry":

We will offer:

1. Generous Hospitality: We are highly intentional about offering inclusive, warmhearted hospitality in the way of Jesus.
2. Inspirational, holistic worship and study: We offer lively, joyful worship, music and study program which engage the whole person in theological, practical and spiritually uplifting faith formation.
3. Christ-Centered Service: we are the hands of Christ serving the needs of persons within our congregation, neighbors near and far and God's good earth.

Mission guides our activities and decision-making. Prior to COVID, there was a lot of activity related to our community - in addition to disbursing funding for local organizations, we could be found working for Habitat, cleaning beaches on Earth Day, offering community suppers, singing carols in nursing homes and celebrating holidays and other activities in the village. We still have interest and ideas about moving forward, but COVID, and a decline in church membership has caused us to lose some momentum. The Leadership Circle recognizes that it needs to articulate priorities and set up a better reporting structure to keep ourselves on track. The support and energy of a new leader will help us regain confidence in ourselves and flourish as a faith community.

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 former fulltime South Church pastor, Rev. Dr. Bruce Epperly, started spiritual and Christian education and talks on the bible and theology that were open to the community. He also wrote a column on faith for the local newspaper. We do not expect the same activities in a $\frac{3}{4}$ time pastor but expect that person to help lead and energize us in the mission and vision of the church – to help us invite people to join us in mission, to seek meaning outside our walls, and to maintain ties with local and regional UCC and interfaith groups. We also need to improve our social media presence to help spread the word about our activities.

4b. MISSION InSite

Over the past eight years we have talked about how to welcome people in this day and age, when our traditional village church may signal negative connotations about religion or may just be a symbol of a quaint past that has nothing to do with those who have grown up in a secular

society. Thus, we cannot take for granted that people will gravitate to the village church but must look outside the four walls to seek growth and to carry out our call to serve.

Mission and ministry areas:

1. The Thrifty Niche. The Thrifty Niche is our secondhand store located in the basement of the Sanctuary. It has a separate entrance and is easily visible to pedestrians and drivers. As the church is located on the historic Main St. (leading to the beach), it is easily accessible to people driving by. Ten percent of its revenue is dedicated to church support of community agencies, among them, agencies that serve the developmentally disabled, homeless persons and agencies that respond to intimate partner violence, and mental health and addiction services. Staffed by church volunteers, it is open part time three days a week. The Thrifty Niche offers a welcome and conversation to those who stop by and is critical to fulfilling our mission activities.
2. The Christmas Stroll. This popular annual event takes place on Main St., Centerville, which is blocked off for pedestrians who enjoy food, hot drinks and other treats served by homeowners out on the sidewalks. Santa Claus sits in the community hall for kids. South Church has become a focal point with organ music piped outside, a nativity scene outside (complete with sheep and goats), "Cards for the Troops" and a carol sing in the Sanctuary. (COVID reduced our inside activities but we still offered most of them outside, including organ music.) This year we had many visitors visiting the church again -- singing carols, enjoying the bell and adult choir, and signing cards for military service personnel.
3. Homeless outreach and ministry. This includes the "Here Now Ministries" unsheltered ministry as well as specific calls to assist in providing for both basic needs as well as special events (Christmas gift cards for teens, etc.).
4. *Miracle Kitchen* lunches for Salvation Army. Church volunteers make sandwiches and deliver them to the Salvation Army for those coming for lunch every two months.
5. Monthly meals for St. Joseph's House adult shelter – healthy and hearty dishes/casseroles for the Cape's only adult emergency shelter that serves up to 50 persons, located in the center of Hyannis. Pre-pandemic, church members used to help prepare the plates in the shelter kitchen.
6. Angel House, an orphanage in India. South Church supports three children.
7. Women's spiritual book group
8. Men's Monthly Breakfast
9. AA, EA, and Al Anon meetings
10. Boy Scouts of America. At present the Church provides meeting space for three scout groups: Scouts BSA Troop 54, Cub Scout Pack 54, and Girl Scout Troop 82552. Troop 54 has been active at South Congregational Church since at least 1946, though it was

inactive from 1985 until 1999. Since 1972 60 young men have been awarded the rank of Eagle Scout as a member of Troop 54.

At present the Troop has about 15 active members and an active troop committee of parents. Cub Scout Pack 54 has also used space at South Church for many years, but the Church only became its chartered sponsor in 2020. The Pack currently serves about 20 boys and girls in grades K through 5. The Pack and Troop are both chartered to South Congregational Church which gives the church a member of the BSA Cape Cod and Islands Council at large, which annually elects its Board and oversees Council operations. Our Chartered Representative is also a member of the Council Executive Board and has previously served as its President. Though there is no official charter, the Church also hosts Girl Scout Troop 82552, of about 10 girls. Pre-pandemic there was also a Brownies group meeting at the Church but they are no longer active.

As with most organizations, membership in local scouting units has dropped since the beginning of the pandemic but is now on the rise. The scout groups generally make use of the Fellowship Hall and the downstairs classrooms on Wednesday and Thursday afternoons and evenings. The church has hosted Scout fundraising efforts such as spaghetti suppers and the Scouts volunteer for a yearly cleanup project for the church.

11. Helping Hands Food Bank. We support this Council of Churches activity outreach through monthly financial support by members.
12. Youth StreetReach. This is a ministry of the Cape Cod Council of Churches in which South Church adults and youth participated in in the past. It is a program for teens to interact with persons who are experiencing homelessness, and to offer basic necessities and hospitality through sharing and a meal.
13. Church suppers and vendor fairs. These fundraisers are opportunities for welcoming people to our church and the community has enjoyed them. The pandemic curtailed the church suppers (with rising lobster costs we reluctantly put off our popular annual lobster supper in 2022).

The pandemic, loss of the pastor and associate pastor, and gradual decline of membership has had a negative effort on the level of activity we can undertake. The interest and will to participate in mission activities is there, but we need to regroup and are looking forward to our new minister helping us to become re-engaged and intentional in our mission work.

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

We have used demographic and other data from recent community needs assessment reports which have been undertaken by the County of Barnstable, the local healthcare system, and other data. The Cape is largely homogenous and white, including residents living around Centerville.

We see opportunities to welcome new retirees and we also want to understand how doing ‘church’ will need change in order to engage those who are seeking spiritual comfort but are not religious. We want to reach out beyond our four walls. In the meantime, we are actively supporting the community as we can through our mission activities.

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?

We are a small, older congregation that, like many of the local historic churches has a white congregation (the general Cape Cod population is about 90% white). The neighborhoods adjacent to the church are also a majority white. Centerville overall is 93% white, with the next largest group self-reporting as “Other” at 3%, with other racial/ethnic groups at 1.6% or less. The median age is about 50 years. As with other towns on Cape, there is a large population of retirees; families with children make up about 21% of Centerville households.

Centerville is one of the 7 villages of the Town of Barnstable (Barnstable Town being the largest town in the County of Barnstable). The next town to Centerville is Hyannis, which is the social services hub of the Cape and is more diverse racially and income-wise. A number of our local mission activities are located in Hyannis (e.g., the local emergency shelter, St. Joseph’s House, Here Now Ministries, Salvation Army).

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

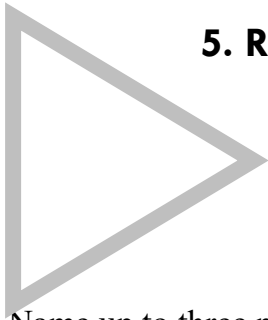
Centerville, like many other villages or towns on the Cape or in other summer resort areas, has a population of retirees, second homeowners and a decreasing number of families with children. In a secular society, we need to consider how to engage with newcomers to the Cape and other people who may be open to finding a community of faith. Our demographics are such that right now we are in a holding pattern with active church members. Until COVID we could count on having a few new members each year.

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

People in the community see it as an historical presence. There have been many positive comments about South Congregational church being a center of hospitality during community celebrations (e.g., July 4th, Christmas Stroll, Old Home Week). Local non-profit agencies have expressed appreciation for our funding and engagement with their requests.

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

Among the comments that people mention are the quality and thoughtfulness of the sermons, friendly church members who reached out and invited people to join in Fellowship Hour, and a sense of our community being active and welcoming.



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

Jerry R. Hickey/Scoutmaster, Troop 54/ Fellowship Hall
508-333-4477 / hickdawg@gmail.com / (Troop is hosted by the church)



BSA South
Congregational Chu

REFERENCE 2

Victoria Allard/ Library Director / Centerville Library
508-790-6220 x 100 / vallard@clamsnet.org /Library is next to the church)



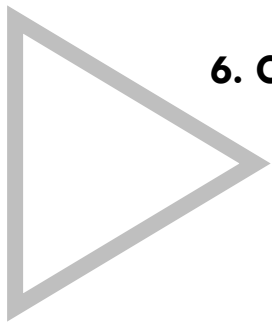
Recommendation_C
enterville Library.pdi

REFERENCE 3

Bob A. Schulte/ Vice President, Centerville Civic Association /Centerville
(508-367-2588 / bob.a.schulte@gmail.com/community neighbor)



CCA Letter to South
Congregational Chu



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

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

We offer "Sing of the Lord's Goodness" – (choral versions can be found on YouTube)

- AUTHOR: Ernest Sands (b.1949)
- SCRIPTURE: Psalm 92:1-4; 100; 103:1-5; 147:1-3; 150; Colossians 3:16-17

This "exuberant hymn of praise and thanksgiving" was sung as a choir anthem in November, 2022. It reflects our hopes for a creative Christianity which energizes and restores us.

Here are two passages that reflect this congregation's faith, hope and beliefs.

Jeremiah 29:11

¹¹ For I know the plans I have for you," declares the LORD, "plans to prosper you and not to harm you, plans to give you hope and a future.

Ephesians 2:10

¹⁰ For we are his workmanship, created in Christ Jesus for good works, which God prepared beforehand, that we should walk in them.

Prayer for our new Pastor

Holy One,

We pray that we will be blessed with a Pastor to work with us to discern Your will for our church community.

We pray for a Pastor who will encourage and strengthen us through Your word for the journey ahead.

We pray for our passion, joy, commitment and love for one another to keep us bound to Your mission.

In Jesus's Name,

Amen

6b. STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? (*for example, church council or consistory, transition team, etc.*)

Members of the Leadership Circle and Building and Grounds Committee, plus a nominated group of church members convened a seven-person Pastoral Search Committee which began to meet every two weeks starting May 2022. Additionally, over 30 church members met July, 2022 for breakout groups to brainstorm and collaborate on responses to “Who Are We Now?” “Who Are Our Neighbors” and “Who is God Calling Us to Be?” Members of the Finance Committee have also met with the Search Committee to provide financial data. In October 2022 the Search Committee met with the Leadership Circle for its input on several of the “Reflections” in the Profile.

2. Additional comments for interpreting the profile:

Signed: *South Congregational Search Committee*, February 15, 2023

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature: *Rev. Dr. Patty Kogut*

Title: Area Conference Minister, Southeast Region, SNEUCC

Email: kogutp@sneucc.org

Phone: 508-244-4416

Date: February 15, 20

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

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