

UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE



North Community Church (NCC)

Marshfield Hills, MA

Settled Pastor

Southern New England Conference of the United Church of Christ

[Validation Date]

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Path to Rexhame Beach, Marshfield.net

North Community Church statement of purpose and covenant:

“We unite as a community of ecumenical Christians, seeking to grow in the love of God and in the love of our neighbors as ourselves. We are conscious of our responsibility to serve God’s creation by sharing our spiritual and material resources locally and worldwide. Respecting freedom of religious belief, we covenant to achieve these purposes by worshiping God, following Jesus Christ, and fostering compassion, justice and peace. We welcome all, excluding none to join us in this covenant.”



*“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

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LISTING INFORMATION

Position: Settled Pastor

Church name: North Community Church

Street address: 72 Old Main Street, Marshfield MA 02051

Website: www.northcommunitychurch.org

Current size of membership: 105 members of which 79 are active.

Ecumenical affiliations: Marshfield Ecumenical Association.

Conference: Southern New England

Association: Pilgrim

UCC Conference or Association Staff Contact Person:

Rev. Dr. Patty Kogut, Area Conference Minister, Southeast Region

Email: kogutp@sneucc.org

Phone: 508-244-4416

Summary Ministry Description:

Our new spiritual leader will join and guide us as we work to provide an environment of lifelong spiritual development for the full spectrum of our community of faith members, from the youngest to the oldest. Our faith community will recognize and serve the spiritual needs of all our members in a manner and context that provides that nurturing embrace on their terms as our structure and ministry continues to evolve. North Community Church will be a sanctuary where all perspectives are welcome, respected and protected. Our pastor, in this journey, will be active in the greater community as we strive to support its needs in collaboration with our ecumenical peers and other local providers. We will be recognized for reaching beyond physical and theological boundaries as we provide opportunities for interfaith engagement that strengthens our faith community in the process. Our pastor will bring experience coupled with an inquisitive and forward thinking nature. She/he/they will be a skilled orator and an attentive listener. The pastor will invest in the development of lay leadership to build a solid foundation of involvement in the organization and in initiatives of our community of faith. They will have strong organizational leadership skills coupled with compassion and empathy. As we

work to broaden our reach and exercise new muscles in the process, our pastor will encourage, empower and inspire us as we continue our spiritual journey together.

What we value about living in our area:

We are very fortunate to live in a beautiful coastal town with a population of about 26,000 (2020 census). It has lots of open space, but still has all the advantages of being only 30 miles from Boston with all its culture, excitement and resources that a big city provides. Cape Cod is only a 40 minute drive south. Marshfield has six zip codes, reflecting the history and diversity of the town. Marshfield is a very supportive and civic minded community. NCC actively partners with the Marshfield Food Pantry, Sowing Seeds (Clothing Bank), the Boys and Girls Club, Marshfield Senior Center, Marshfield Ecumenical Association, FACTS (Families, Adolescents and Communities Together Against Substances) and the McKinney-Vento program, which serves students who are homeless, in foster care or facing economic challenges in Marshfield. We are making a positive difference for those in need in our community and help to feed refugees in the larger community when needed.

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

While we have no specific language requirements other than English, we are looking for a minister who has experience with an O&A church and also is open to administering the sacraments to all who come asking in need.

SCOPE OF WORK

We are seeking a full-time settled pastor (40 - 45 hours per week) to:

Plan and lead worship and religious programs:

- Prepare worship with a concentration on contemporary and relevant sermons.
- Provide strong leadership and advice for current and future church programs.
- Provide guidance to Church Council, Lay and Team leaders as we set strategic goals and implement new programs.
- Identify and develop new and existing skills of church membership to reach desired goals.
- Work with church teams to develop and deploy alternate forms of worship services.
- Work with Sunday School Lead Teacher to design new programs.
- Run confirmation classes and partner with the Youth Leader to develop programs.
- Support weddings, funerals, baptisms for both members as well as the wider community.
- Support NCC's long history of teaching ministry by sponsoring seminary students.

Provide pastoral care of members:

- Provide pastoral care, visitation, short-term counseling and referrals to appropriate community resources for consideration to members.
- Lead study groups and prayer to increase faith and wellness.

Provide administration and communication:

- Maintain open communication with the congregation using the Pastor Parish Team.
- Direct, supervise and evaluate church staff (currently – Sunday School Lead Teacher, Youth Leader, Music Director, Sexton and Administrative Assistant).
- Leverage technology to have strong communication with the congregation and the community.

Extend ministry to the community:

- Engage community through development and facilitation of events.
- Provide outreach through a wide range of channels such as email, live streaming, web and social media.
- Participate in events through regional UCC conferences, local interfaith community, and when practical, as a participant in NCC mission work.

COMPENSATION AND SUPPORT

Combination of Salary, Benefits and Housing Allowance (tax free) in the range of \$100k - \$115k depending on experience. Ideally our next minister will live in Marshfield or a neighboring town and have a minimal commute of less than 30 minutes.

Payroll benefits include:

- Pension
- Health and Dental Insurance
- ½ of SE tax
- Mileage reimbursement (for church business such as visitation or community events)

Incentives and other benefits:

- Potential reimbursement for continuing education, spiritual growth and worship development.
- Up to two weeks off for continuing education annually.
- Up to 4 weeks vacation (including up to 4 Sundays) per year.
- 3 month sabbatical available after 6 years of service.
- \$2,500 budgeted annually to a minister discretionary fund to disburse to those in need or to other causes, as the minister deems appropriate.

- Minister cell phone which can be handed off to a covering pastor during leaves.

Supports:

- The Pastor Parish Team at NCC is designed to support the pastor. This team provides a safe space to act as a sounding board for the pastor. It is our intent that a member of the search team will join this team to aid in transition as a familiar face for the new pastor.
- Glastonbury Abbey in Hingham offers faith programs including “Listening to Other Voices” interfaith lecture series as well as an array of other topics (<https://www.glastonburyabbey.org>).
- The SNEUCC (Southern New England Conference of the United Church of Christ) provides outstanding professional peer support and resources. Please go to <https://www.sneucc.org> for additional information.
- The minister is encouraged to seek out other avenues for spiritual growth and wellness including taking advantage of beaches, woodland trails and the arts centers in our area.

WHO IS GOD CALLING TO MINISTER WITH US?

Core Competencies and the Marks:

We are seeking a minister who is caring and connected to our mission in the community. Someone who is an engaging storyteller with sermons relatable to our parishioner’s daily lives. We are seeking someone who has demonstrated leadership and organizational skills to direct staff, as well as providing skills to help the congregation see the future of the church.

Thinking about the Marks and fit for our congregation we are focused initially on:

ENGAGING SACRED STORIES AND TRADITIONS - Bringing life to sacred stories and traditions in worship, proclamation and witness. Leading faith formation effectively across generations. Exhibiting knowledge, understanding, and continuing study of the Scriptures and the New Testament.

BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS - Performing necessary and appropriate administrative tasks, and strategically creating the future of God’s church. Lead the congregation forward to a “new, different, and fresh perspective of worship.”

WORKING TOGETHER FOR JUSTICE AND MERCY - Engaging in mission and outreach. Understanding community context and navigating change with a community.

Ministry goals we envision our next minister to collaborate with the congregation to achieve:

- Engage the congregation and reach outside beyond the walls of our church to welcome all into our faith journey and in fellowship.
- Explore and experiment with worship structure, times, interactivity, and flexibility including embracing technology.
- Review and re-envision Christian education and faith formation for children, youth and adults.

We envision our pastor supporting and participating in outreach that makes an impact beyond our church building. The community served by North Community Church spans well beyond the four walls on Old Main Street in Marshfield Hills. Our congregation is actively involved in Outreach and Service in our local community, and as far reaching as our annual mission trip to Biloxi, Mississippi. Our financial Outreach supports many entities with local impact while also contributing to regional, national and international agencies whose missions resonate with those of NCC. Our minister will support this multilateral Outreach as they actively engage the local ecumenical pastors so that, together, we can have a more effective, and collaborative presence in service to the broader community. They will help build bridges of cooperation and elevate the presence of NCC as we work to strengthen our collective resources in service. Our pastor will recognize the value in collaboration and welcome all as we reach out to those in need. As a result, NCC will be seen as a catalyst of innovative efforts to serve, much like we have with the founding of Sowing Seeds and the Marshfield Rib Cookoff. Others will be inspired through our leadership and the passion of our minister as we lead those efforts.



2. WHO IS GOD CALLING US TO BECOME?

North Community Church is an interdenominational church formed in 1928 as a result of the union of three churches in Marshfield. Our church has faithfully served the community over the past 100 years.

God is calling us to continue to be:

- A loving community of people who compassionately care for our members and local neighbors, as well as extending our care to make a difference regionally and nationally.
- A place of comfort, joy, thoughtfulness and laughter.
- A place for spiritual growth where members come together from a variety of faith backgrounds.
- A nurturing faith community with a passion for action incubating ideas for new ways to serve as the hands and feet of God.
- A church that remains fully integrated into the community.
- A place where music is not just an afterthought or add on, but is integral to our worship.
- A house of worship which is welcoming and open to all who walk through our doors including providing a safe place and refuge for people who might not feel welcomed in other churches.
- A church that lives out our O&A commitment to welcome all and continue to seek other groups where we can widen our welcome.

As we look to the future we believe God is calling us to become:

- A church that is re-energized, vibrant, growing and not afraid to proactively reimagine or experiment as we look to evolve.
- A growing church which inspires a broad array of members (Young, old, families and singles) to join and be active in the church and the community.
- A church that is intentional about creating opportunities to invite others into North Community Church to participate in our hospitality.
- A church that is more fully integrated with other faith communities in our area to leverage the strengths of all.
- A church that is known in the community for its willingness to help others no matter who they are or where they are on their life or faith journey.
- A church where our youth feel included in the church service, represented on teams, and have opportunities to serve as they grow their faith.

God calls us to have courage, patience and faith to address the emerging challenges and opportunities of our community and congregation. Two experiments our leadership and congregation have engaged in over the last year include undertaking a visioning process and reintroducing fun to church life.

Emerging from Covid, while at the same time responding to the decision of our settled pastor to pursue a position as a hospice chaplain, the interim search committee settled on a short list of goals which

were seen as important in reorganizing and repositioning our congregation to move forward. A high priority goal was to undertake a Visioning process to solicit feedback from our members to rethink and clarify what we want to be as a church along with more fully recognizing our assets and challenges. Three visioning lunch sessions with free flowing discussions were held over a 3 month period with approximately 50 people attending each session. Sessions were facilitated by a UCC minister acting as our consultant. Key themes which emerged will be used to prioritize goals, instigate planning, inform our profile as well as help us to understand the important qualities we seek in a new settled pastor.



Concurrent with the Visioning process, we felt the need to reintroduce fun and fellowship back into the church community, while at the same time recognizing that our membership has dropped and is in need of regeneration. We thought critically of whether we should stick with the status quo and organize our annual Christmas fair, or instead host a fun family friendly event open to our members and also invite those in the local community. In the end an idea was born. We would host a Christmas family event and offer a free homemade dinner complete with a visit from Santa and Gingerbread house decorating to those attending. About 60 people attended with a resounding, “This was so much fun. Thank you!” Not only was this a great event to promote unity within NCC, but it also provided an opportunity for neighborhood families to get to better know North Community Church. Events like this could potentially increase church membership. We will intentionally look for other opportunities to host events that invite the local community to NCC.



3. WHO ARE WE NOW?

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CONGREGATIONAL REFLECTIONS

North Community Church is a place where members live their faith by getting involved in activities to help make a difference in the lives of our congregation and the larger community. We have developed strong outreach and visitation teams, along with a history of mission trips at both the adult and youth levels. We have been a teaching church for many years, hosting many seminary students on their spiritual and educational journey toward full ministry. Over the past 15 years, several of our congregants have answered similar calls and completed their path to become UCC ministers. Additionally, North Community Church has been a nurturer of new ventures, successfully starting the Sowing Seeds, Rib cook off fundraiser and theater arts program until these grew to stand on their own. With around 100 members & friends, we may not be a big church, but we are very busy.

A real strength of our church is grounded in the belief that there is a place for everyone within our church. This fact was emphasized when we became an O&A congregation in 2018. In addition, members and friends have many talents which they generously share. We have loyal, energetic and talented leadership serving on Council and our Ministry Teams. Together their work demonstrates determination, flexibility and sometimes includes becoming an incubator of new ideas for the church as a whole. Everyone is supportive of one another and the greater community, as our name implies. This generosity of spirit permeates the way we welcome visitors - just ask a new person!

We are proud to be known for this friendliness and welcoming nature. We welcome visitors to our Sunday worship, and after the service invite and accompany them to coffee hour. We give 10% of our financial resources, quarterly, to needs outside the church. Our name reflects our values by actively participating in community groups that support families in need through the Boys and Girls Club, Sowing Seeds, Marshfield Food Pantry and local homeless youth programs. These values include a long history supporting the recovery community through Alcoholics Anonymous (AA) and Marshfield FACTS (Families, Adolescents and Community Together Against Substances). We extend our reach to participate in the Marshfield Ecumenical Association, and our church recently assisted refugees who arrived unexpectedly in Kingston and Plymouth. Members also belong to NAMI (National Alliance on Mental Illness).

Worship is fairly informal and is called when the church bell sounds on a Sunday morning notifying the neighborhood that church services are commencing. Zoom has been turned on. The pastor and choir have prayed in Gilmore Hall and they enter the sanctuary through two doors on each side of the pulpit. The pastor climbs three stairs to the pulpit and the choir walks to the choir loft which is elevated on the church floor in back of the sanctuary. In the tradition of a New England town meeting the pastor gives and asks for announcements. Services are held in the church sanctuary, the garden behind the church and annually on the beach. The liturgist reads a Call to Worship responsively with the congregation followed by a choral introit which is appropriate to the season. NCC follows a liturgical calendar and Bible readings usually follow the “Revised Common Lectionary,” but the pastor always has the option to select other readings if she/he/they choose(s). During worship God is most often described as God, Creator and Spirit. Parishioners can choose the language that most resonates with them during the doxology: “Praise Father (Creator), son (Christ) and Holy Ghost.” The pastor’s sermon usually gives congregants practical application for daily living from Biblical readings for the day. We agree that many of the pastor’s sermons reflect “the newspaper in one hand and the Bible in the other”. Music is provided by a talented and dedicated small choir, led by a choir director who is an accomplished keyboard artist and soloist. The choir sings gathering music, call to prayer, an anthem and hymns that help to bind our service of worship together.



(During Covid, worship was held outside the Parish House. Congregants sat in their cars turning their radios to a channel to hear the pastor standing outside behind a portable lectern.)

Sermons were most highly rated in importance by the congregation in our visioning process. Words members used to describe good preaching are “genuine, intellectual, compassionate, connected, meaningful stories, funny, dynamic, wonderful, inspiring, relatable and relevant.”

Religious Education:

Faith experienced at an early age is the foundation for all other spiritual growth. Children start their religious education with the Sunday school program that uses lessons based on the "Shine: Living in God's Light" curriculum. Since Covid, the numbers of children are at an all time low and there was only one baptism in church this year. A key theme that emerged from the visioning process was the desire to rebuild the membership of families with children.

The Youth group meets regularly. The mission of the North Community Church Youth Program is to provide a guided journey of inspiration by focusing on three core values: Empathy, Kindness, and Service.



By participating in both local and regional mission trips and community service activities, the program provides hands-on experiences which broaden youth perspectives at the grass roots level. On November 5th they held a church dinner where they cleared over \$2,000 targeted for their mission trip to Give Kids the World Village in Florida this summer. Two youth are on the search team, one youth is part of the church Welcoming Team. Youth had a table at our Christmas event December 4th helping children make ornaments, and two youth helped the pastor with the Christmas pageant. To beautify our community and better identify the church, since it is in a residential area, we adopted an island from the town. The youth cleaned the area and planted flowers in two large wooden tubs. It is cared for and currently has evergreens and red berries for the winter.

This year our interim pastor, Ann Aaberg, is leading a confirmation class using William H. Willimon's guide entitled "Making Disciples". Discussions are centered on the two

sacraments (Baptism and Holy Communion) as well as God, Jesus, the Holy Spirit, the Bible, spiritual life, death and resurrection. There is one high school junior. She, her parent, and the interim pastor will attend an Environmental Justice Youth Retreat in Rhode Island in February. Just prior to Confirmation Day on Pentecost Sunday, May 28th, she will discuss her gifts, life in the church and the faith journey which will continue.

Organization:

Formally, our congregation is organized and operates under the Church's Bylaws which set out the roles, tasks and authority of the various teams, committees and individuals responsible for the operation and governance of the church. (A copy of the Bylaws can be requested, which are currently under review and in the midst of some changes.) In addition, the pastor's Call Agreement sets out the duties and expectations of the pastor, who is the spiritual leader of the church and maintains administrative oversight as well.

As detailed in the Bylaws, the pastor works closely and cooperatively with the Deacons and the Call to Care Team to minister to the members of the church, including designing weekly and special worship opportunities and providing pastoral care in the form of visits, calls, notes, meals, rides and other support as needed. The minister also works with the Pastor Parish Team for support as well as a place for confidential dialogue around member feedback. Our mission efforts beyond the church walls are coordinated and filled through the Adult Mission Team, the Outreach Team and where applicable, the Youth Leader and Youth Group, all in consultation with the Pastor.

All of the church's ministry and mission efforts are coordinated and communicated with the larger church in a variety of ways, including but not limited to Council, congregational and team meetings, the church newsletter and regular weekly all-church emails.

Any idea for either a new ministry or new mission initiative can be brought forward by anyone in the congregation (including the pastor!) for consideration by the pastor, the relevant team or the Church Council. Because of our nimble size and the ease of electronic communication, we are able to move forward on new initiatives quickly and usually robustly. Two examples are the "pick-up" Christmas pageant initiated by the pastor this past Christmas and our church's immediate response to a call to provide emergency meals to refugees in our area this fall.

From the full visioning process completed in the Fall/Winter of 2022, we have gained insights into the needs and desires of the congregation. North Community Church, like many churches, struggles with the new reality that fewer people come to church every Sunday, but mission for the church continues to grow.

Response in Emergencies:

How the church leadership works in practice can be illustrated by response to the pandemic. NCC had to act quickly, and act quickly we did! In early March of 2020, the NCC pastor, moderator and

co-moderator were closely monitoring the news and events of Covid 19. The concern was that the virus would be declared a global pandemic and we would need to temporarily suspend church activities. The co-moderator began drafting a continuity plan and shared it with the Pastor and Moderator for feedback.

On March 11, 2020, the World Health Organization declared Covid 19 a global pandemic. The Pastor, Moderator and Co-Moderator spoke by phone that day to discuss “what ifs” and what would trigger us to close the church. We agreed that if the Marshfield Public School system closed, then we would close. We sent an email to the members of our church council, to share our continuity plan for their feedback and our closure trigger. On March 13, the town informed residents the schools would close for at least two weeks. The Pastor, Moderator and Co-Moderator had another call to discuss the communication to the church as well as the logistics of providing spiritual and physical care to our most vulnerable members.

As time went by and it became clear that the pandemic shutdown would last for many weeks to come, we formed a Covid Response Team to review CDC guidance and data and to assist church leadership with decisions and actions. The team looked at all the church’s activities to determine if and how each one could be altered so that it would comply with CDC guidelines and state regulations. Worship, membership and community care were NCC’s top priorities, and our Covid Response Team met frequently by Zoom to discuss events as they occurred and how we would react to them.

For more information, NCC is happy to provide the next minister with the following to further explain the patterns of the church’s activity and governance:

- a. **Organizational structure:** Direct reporting to the minister - Administrative Assistant, Director of Music, Sunday School Lead Teacher, Youth Leader and Sexton (Indirect reporting.) The Sexton reports directly to the Building & Property Chairperson.
- b. **Bylaws** are currently undergoing a review, update and approval process. A draft can be provided upon request with highlights of material updates under consideration.
- c. **The 2022 annual report** can be provided. Our latest was finalized January 21st and presented at the annual meeting on February 5, 2023.

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	79	
Number of active non-members:	26	
Total of church participants (sum of the numbers above):	105	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	78%	
Less than 10, more than 5 years:	16%	
Less than 5 years:	6%	

Number of total participants by age (Reflects # voting members):

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>
0	2	8	4	4	16	24	19	28	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	20%	
Households with minors:	10%	
Single adults age 35-65:	10%	
Joint households with no minors :	33%	
Single adults over 65:	20%	

This table only reflects the head of household i.e. there is another 7% for spouses to sum to 100%.

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	12%	Yes We do not track
College:	75%	
Graduate School:	in above	
Specialty Training:	3%	
Other (please specify):Some college	10%	

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	72%	Yes
Adults who are retired:	28%	Yes
Adults who are not fully employed:		Not tracked

We represent a variety of occupations including accountants, attorneys, engineers, executives, tradesmen, teachers, nurses, small business owners, fishermen, etc.

Due to the demographics of our town and location, we are a group of mostly white, Anglo-Saxon, Christians from various denominations. We strive to be welcoming to all in our community as it is stated in our Welcoming Statement:

“North Community Church is an Open and Affirming church. With God’s grace, we welcome people of any gender identity, gender expression, sexual orientation, race, ethnicity, faith background, physical and mental ability, marital, political or socioeconomic status. We invite all to join us in worship, friendship, and leadership. Whoever you are and wherever you are on life’s spiritual journey, you are welcome here.”

We have an open door policy at our Church. We have a welcoming committee, whose responsibilities include, welcoming guests, inviting them to coffee hour, answering any questions they may have and introducing them to the Pastor. We recently upgraded our handicapped ramp for better access to our parish hall. We provide hearing assistance devices to those who need them. We are proud to be known as a church which can provide memorial services to anyone, including someone who does not have a church. We are a reflection of the population of Marshfield, yet we do have diversity by age - young, middle aged and old; employed and retired; married, single or widowed. Additionally, members come

from a variety of faith backgrounds, including Catholic and denominations other than UCC, which include a variety of social and ethnic backgrounds. We emphasize welcoming folks with different genders and sexual orientations. Currently, we are trying to partner with the Town of Marshfield to fly a progress flag at our Town Hall. What makes us special is the desire to accept differences, create a welcoming environment, learn from each other and work together. Recently a former Moderator who moved to Colorado to be close to his family shared that he and his wife have never found the same spirit of acceptance and openness that was a reality at North Community. We are proud to be special!

PARTICIPATION AND STAFFING

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings?
Adult Groups or Classes	7-8 men/week	Group of men, not all members of NCC, who meet on Tuesdays at 1:30 for an hour of bible study remotely. Lay led. Adult Mission - Biloxi Back Bay Mission (12)
Baptisms (<i>number last year</i>)	2	Pastor and Deacons
Children's Groups or Classes	4-6 children/week	8 children registered for Sunday School. Led by Sunday School Lead Teacher.
Christmas Eve and Easter Worship	88 Christmas Eve & 45 Easter (2022)	Led by Minister plus 2 Deacons. Full Choir and usually guest musicians.

Church-wide Meals	3 Visioning sessions, Fall flapjacks and backpacks breakfast (10), Youth pasta dinner 40-45 each Christmas Holiday fun night (60)	Lay leaders and Youth
Choirs and Music Groups	12	Music Director plus members of church
Church-based Bible Study	Planned for 2023	Interim Minister
Communion (<i>served how often?</i>)	On ce/month	2 Deacons plus the pastor
Community Meals	50 attendees	Lay volunteers for Plymouth refugee program plus Father Bill's lunch, Boys and Girls Club Meals.
Confirmation (<i>number confirmed last year</i>)	2	Youth and Pastor and mentors
Drama or Dance Program	10	Drama Offering: "Some Small Show" Community leader
Funerals (<i>number last year</i>)	3	Pastor, Music Director and Collation Team

Intergenerational Groups	35-40	Occasional worship services/pastor
Outdoor Worship	7 Sundays	1 Beach Service plus 6 Garden Services
Prayer or Meditation Groups	0 since Covid	Planned for 2023 interim Pastor
Public Advocacy Work	15	Marshfield FACTS, South Shore Peer Recovery
Retreats	0 since Covid	Planned for 2023 interim Pastor
Theology or Bible Programs in the Community	See Men's Bible Study in Adult Groups above	
Weddings (<i>number last year</i>)	0	Pastor and Music Director
Worship (time slot: 10am)	42 average	Pastor, Music Director, Choir, Sunday School Lead Teacher, Summertime church is 9 am
Young Adult Groups or Classes	0	
Youth Groups or Classes	11 Youth members	Youth Leader and for Mission trips Leader plus church member chaperones

Other	20 +	Blue Christmas Service - multiple members or local clergy participating in leadership (3 churches)
Adult mission group	10-12	Serve at the Back Bay Mission in Biloxi Mississippi.

Members or regular participants of our congregation who are ordained, licensed, or commissioned ministers include:

Name	Three- or Four-Way Covenant? <i>(3 or 4 or No)</i>	Ministry Setting	Type of Ministry Role	Retired? <i>(Y or N)</i>
Rev. Steve Aucella	4	Non-Denominational	Care support/ fill in when minister away	N

There are no previous pastors or retired ministers that currently hold membership in the church.

CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year - July 2021 to June 2022):

Source	Amount
Annual Offerings and Pledged Giving	\$102,976
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$14,828
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0
Fundraising Events	\$3,467
Gifts Designated for a Specific Purpose	\$8,866
Grants	\$0
Rentals of Church Building	\$7,300
Rentals of Church Parsonage	N/A
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$0
Transfers from Special Accounts	\$0
Other (specify): Annual Mauer and Tilden Trust distributions	\$127,826
Other (specify):	\$
TOTAL	\$265,263

Current annual expenses (dollars budgeted for the most recent fiscal year) are \$273,300 with 31.8% representing total ministerial support.

Through giving and dues, we typically contribute between \$5,000 and \$8,000 annually to the UCC's "Our Church's Wider Mission". Additionally, we have an Outreach team that annually distributes 10% of the prior year's income to various local, US and international charities.

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

What is the church's current indebtedness? Zero

Are capital and other payments current? Yes

Current and projected building projects:

We have identified our long-term capital needs and will prepare an application for local CPA (Community Preservation Act) funds. If those funds are not granted to NCC, we will wait until we have a new settled pastor. This will allow them sufficient time to become familiar with us and to then help us establish our overall priorities, one of which may be a capital campaign.

While not currently underway, the Parish house renovations are something we want to accomplish in the next few years and some early planning has already been done. We are planning to apply for local CPA funds in order to make some renovations to our Parish House. These funds need to be formally applied for and approved through the Town of Marshfield. Our application will be based on the historic nature of the building and how widely it is used for community events.

Note: the church has not had any capital campaigns in the last ten years and is not currently anticipating one.

Endowments:

North Community Church does have endowments which have a market value of the assets of \$551,684. We budget for a 4% annual draw as part of our annual budget. This percentage has been consistent over the past five years however can vary based on market returns.

At the current rate of draw, all things being equal the endowment would last in perpetuity; however, a combination of multiple down years in the market and lower than expected trust and offering proceeds could alter that assumption.

Other Assets:

NCC is the sole beneficiary of the Henry Mauer Trust which is managed by the Boston Foundation. We have no control over the principal or the payment formula. The most recent distribution was over \$144,000, which is an increase of over \$27,000 from the past 8-10 years. NCC will receive an annual disbursement from this Trust so long as it remains a church.

Buildings owned by the church:

- The Church sanctuary has capacity for 215 with Gilmore Hall attached which is used for coffee hours as well as meetings. The office suite for the pastor and administrative assistant is located on the second floor above Gilmore Hall (total approximately 800 Sq. Ft).
- The Parish House is directly across the street from the Church and includes two main rooms (approximately 2,500 Sq. Ft.) with capacity for 125), plus a stage. It has a full kitchen (approximately 300 Sq. Ft.) and youth/Sunday school wing (approximately 1,200 Sq. Ft).
- All public spaces are wheelchair accessible with the exception of the youth\Sunday school wing and Gilmore Hall bathrooms (there are discussions about addressing this issue).

- North Community Church does not have a parsonage

Non-owned buildings or space used or rented by the church:

- NCC has an easement with rights to a parking lot directly adjacent to the sanctuary. Overall parking capacity of all parking lots is approximately 60 cars.

Reflection:

The history of North Community Church is that many long-term members, friends and ministers have made significant donations to the Church. This includes two trusts that name NCC as the sole beneficiary. We recently changed our financial year-end to December 31. Our budget process begins in September and concludes in February when the congregation votes on the budget which has been drafted by the Development/Finance team. Periodic meetings are held to review our performance against budget. The Investment Team meets to review the performance of our investments and reassess our investment strategy. Recently the stairs and ramp that lead into the Parish House were replaced, as well as the roof. There are plans to replace the two sets of stairs that lead into the back of the Parish house with a deck and handicap ramp. Our goal is to ensure that all of our facilities are accessible by everyone.

HISTORICAL INFORMATION

Reflecting on significant happenings in the history of our church, the search team was drawn to the following as having been influential in shaping the identity of our congregation.

1. As a result of completing the Church's Alive visioning program in 2016, North Community Church ultimately proceeded to become an Open and Affirming church in 2018.
2. NCC joined the UCC as a full member in 2006.
3. NCC became the beneficiary of the Mauer trust in 2004 in recognition of the care and love Henry Mauer received from the congregation. This bequest changed our trajectory and continues to contribute to the church's financial strength and sustainability, particularly through difficult times. The annual distribution currently supports 50% of this year's budget.

Recent Changes:

North Community Church tends to be a busy and nimble congregation. NCC, like so many other churches, was cocooned during Covid. Upon reopening, it became apparent there was much work to do. An energized congregation took on a number of projects to help support and jump start NCC's evolution. These projects included relaunching the NCC website, forming a technology team to develop a more secure and cohesive technology plan, examining and updating the church Bylaws (in process), renovating the Parish House exterior, refreshing the friendship room with new paint and

furnishings, as well as evaluating team functions and combining teams with complementary or overlapping missions.

In preparation for our settled pastor search, we elected to undertake a visioning process focused on 3 key elements: (1) Our ministerial history; (2) Who we are today including our assets/boundaries; and, (3) Who we can dream to be. These topics were discussed over 3 different sessions with participation open to the entire congregation. At each we shared a meal and enjoyed a lively and honest exchange of thoughts in person.

Managing Conflict:

When it comes to managing conflict North Community church has a structure in place which starts with the Pastor Parish team. This team listens to both the pastor as well as members of the congregation to keep the communication flow moving to proactively address any difficulties if they arise.

Additionally, during Covid where there became an over reliance on email exchanges, the church leadership recognized the need to improve the effectiveness of our communication within our congregation by setting clear expectations, encouraging honest, open and safe conversation on difficult topics and addressing polarization and triangulation where it occurs. With that a behavioral covenant was developed and approved by the congregation. This covenant is read at the beginnings of meetings and particular church functions.

BEHAVIORAL COVENANT:

North Community Church welcomes and supports individuality in our sanctuary, in our service and in our deliberations. We value the ideas and efforts of our members and friends. We will listen with an open mind, and we will try hard to understand as much as we try to be understood. In the event of miscommunication, and possible conflict, we will endeavor “to be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you.” (Ephesians 4:32)

One area where there has been unresolved conflict arose through the Open and Affirming process. We had several members voice concerns, in some cases that they could be “open” to the idea, but struggled with the “affirming” part. Through group meetings and a very well attended luncheon, we all came together in an open and loving dialogue and made a safe space for sharing differing viewpoints. In the end our O&A vote was overwhelmingly approved. A few members did choose to leave NCC during this process. A few others who still struggled a bit, decided to stay and they know they are accepted and loved and remain vital members of our church community.

Ministerial History:

From the most recent visioning process we gathered many “identifiers” about each minister and interim at NCC over the past 4 decades. See Appendix B for Listing of Ministers for the past 30 years. We utilized the word cloud technique to hone in on what key traits had the strongest connections, both positive and negative. During the visioning process we heard many stories and examples around the relationship of members and those who provided ministerial leadership.

We learned that:

- We are at our best when we hear strong sermons that are relatable and connected to our daily lives. Many connected to the “academic” in some of our past ministers; others, with a storytelling quality.
- We value and lead with our connection to our community and the outreach that we provide. We are a community of doers and we are at our best when the minister helps capture and harness that energy.
- We value ministers who we see as a caring friend and strong communicator. One who would sit with us when we disagreed and support diversity of opinion.
- We like a teacher of sorts - especially one who brings seminary students to our church.
- We value a connection between our minister and the musical part of our service.
- We value ministers who can walk with us in our grief and offer meaningful, individualized memorial services.
- We value ministers with strong administrative/managerial capabilities by being an organized leader.

Has any past leader left under pressure or by involuntary termination? Yes, 20 years ago

Has your church been involved in a Situational Support Consultation? No

Has a past pastor been the subject of a Fitness Review while at your church? No

4. WHO IS OUR NEIGHBOR?

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COMMUNITY VISION

North Community Church lives its name actively in the community in a number of ways:

North Community Church is a strong partner with the local recovery community. The NCC Parish House has been home to AA group meetings for the past 30+ years with four groups hosted each week.

NCC became highly involved in Marshfield FACTS (Community coalition for substance use awareness and prevention) upon its formation in 2017. (<https://marshfieldfacts.org/>)

- The current Chair and Treasurer of Marshfield FACTS are members of NCC.
- NCC pastors have participated several years in the Annual Overdose Awareness Vigil.
- FACTS is a recipient of NCC Outreach funds.
- NCC youth have decorated the memorial tree (a memorial to those lost to substance use.)
- The NCC Outreach Team donated substance test kits as part of a presentation “Not My Kid” for parents of adolescents.
- NARCAN is available on our premises.

Our roots are long and run deep with our Community League group recently celebrating their 80 year anniversary. In January 1942, three community groups combined to form The Community League whose purpose from its beginning has been and remains philanthropic, cultural, spiritual and social. That amounts to eighty years of helping others! At its celebratory meeting in December, the Community League received commendations from U.S. State Senators Elizabeth Warren and Ed Markey. Senator Elizabeth Warren described the League as “a treasured resource” and the Director of the high school Marshalaires’s announced that they had been entertaining The League for 60 years at Christmas.



Monthly meetings were first held in the afternoon in the GAR Hall down the street from the church on Old Main Street. During WWII members made bandages for the troops. In 1951 meetings moved to the church Parish House. An additional evening group was formed by young mothers in 1960, and they met in each other's homes. The League's fundraising has evolved from rummage sales to a country store to a Christmas Fair at the church, and now includes a second group of quilters who meet weekly creating beautiful quilts to be raffled off, raising thousands of dollars. Through the years organizations and individuals have reaped the benefits. The aging of its members has created a lack of volunteers, and a new Marshfield Senior Center with its extensive programming has The League facing changes, just as it has over the last eighty years. However, the Community League will find a way to continue to help others in the future, just as it has in the past.

North Community Church seeks to serve those in need beyond our local area. For the past 14 years our adult mission group has traveled to Biloxi Mississippi to serve in Back Bay Mission (<https://thebackbaymission.org/>) which supports those in need of food, clothing, employment and housing. Our group does whatever is needed ranging from home repairs to assisting in the loaves and fishes kitchen, Micah Center and the food pantry. This past year volunteers took it a step further to

surprise the guests with home baked cookies while another team completed a home siding project that exceeded expectations for what was possible to achieve in a week.



North Community Church is proud of its continuing support of children and families in our community. As of October 2022 Marshfield schools identified about 70 students who meet the definition of homeless. Working from a Federal grant obtained by the schools, Robynne Ryan Lambert oversees these students. She has regular meetings which are attended by at least one person from North Community Church so that we know the current needs of homeless students.

NCC has long term and ongoing relationships with the Marshfield food pantry, The Boys and Girls Club as well as the Carolina Hill Shelter. In the spring of 2022 The Boys and Girls Club reached out to NCC to provide transportation for three homeless children living at Carolina Hill. A team of five women paired up and drove them weekly. In addition, Outreach funds from NCC helped fund the need for bathing suits, caps and towels for their swimming program that provides opportunities for homeless students. NCC provided lunches three times in one week for homeless campers last summer. Most recently for Christmas 2022, NCC decorated a “Giving Tree.” On the first Sunday of Advent, as the choir sang “O Come, O Come, Emmanuel,” parishioners selected gift tags from the Christmas tree to select presents for children at Carolina Hill. The response was so overwhelming that we ran out of tags.



Regularly, parishioners give to and work at the Food Bank as well as the “Sowing Seeds” Clothing Bank which is a non-profit all volunteer outreach ministry serving the residents of Marshfield. Sowing Seeds had its inception through the efforts of our church’s pastor twenty eight years ago. (<https://www.sowingseedsmarshfield.org>)

NCC parishioners are quick to rally and act. Recently when immigrants were bussed to Plymouth unexpectedly, and needed food, we provided 50 lunches one day and 50 dinners another day before care agencies in Plymouth were able to organize themselves to meet the need. We are reminded of Hebrews 13:2 which says “do not neglect to show hospitality to strangers, for by doing this some have entertained angels without knowing it.”

Connections to the wider United Church of Christ (UCC):

Through its pastor, North Community Church is a regular participant in association and conference meetings and activities. The current pastor is serving her second term on the Pilgrim Association Committee on Ministry and attends all association meetings. She is a regular attendee of the Southern New England Conference United Church of Christ (SNEUCC) annual meeting as well as special offerings for clergy, and recently completed Racial Justice training as well as updated Boundary training. The pastor forwards learning opportunities to NCC volunteers and staff offered by the SNEUCC (e.g., digital ministry training). Both the pastor and several members of the church subscribe to email publications from the UCC national setting and share relevant articles with each other. Additionally North Community Church treasures its long term relationship with the UCC’s Back Bay Missions in Biloxie MS to support the poverty-stricken people in that area.

In addition, the church uses the UCC Search and Call process and, most recently, utilized a UCC interim consultant to guide the congregation in its time of transition.

The following apply to our UCC faith community:

- | | |
|--|--|
| <input checked="" type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input 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 type="checkbox"/> WISE Congregation for Mental Health |
| <input checked="" 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 denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I’M) | <input type="checkbox"/> None |

We rejoiced when North Community Church became an Open and Affirming church in 2018. It was finally a way for us to tell the UCC and our community that we stand for social justice and accept and want diversity within the congregation.

There are members of our congregation whose children, as adults, have expressed themselves to be either gay or transgender. We hope that growing up in our church, which cared and supported them, helped make their journey easier.

We fly the Progress Pride flag outside the church which is a visual statement to the community that we welcome all. On November 20, 2022 we observed Transgender Remembrance Day with an insert in the bulletin identifying all the transgender deaths of 2022. During the service we put our hands over the names and prayed for all transgender people and their families and remembered those who lost their lives. We are advocating for the Town of Marshfield to support a pride event in June.

Let us tell a story that one of our teenagers shared. Each year a Marshfield High School choir comes to sing for The Community League's December meeting held at our Parish House. Last year while riding to the church, a trans student shared her feelings with our teenager and said, "I am really scared to come to your church." An NCC teenager assured her that she would be welcomed. When they arrived and she saw the Progress Pride flag in front of the church, she said, "Oh, good! Now I know, for sure, that I will be accepted and welcomed." This is one example why we are proud to be an Open and Affirming church.

Participation in ecumenical and interfaith activities:

North Community Church is an active participant in its local Marshfield Ecumenical Association, which is comprised of clergy and lay leaders from churches across the town of Marshfield. The group offers an annual Good Friday service and a "Blue Christmas" service and has recently begun exploring collaborative youth activities which are scheduled to include an overnight mission to the homeless in Boston and an evening packing meals at a local food bank.

The church is also an active partner with Marshfield FACTS (Families, Adolescents and Communities Together Against Substances) having participated in its sunrise overdose awareness vigil.

It was said before, but is worth repeating, in response to a sudden influx of homeless migrants to the area, the church partnered with several other local churches, both UCC and others, to provide daily lunches and dinners until the families are placed.

Pastor's Involvement in Community Ministry:

Per the pastor's current call agreement, the pastor is expected and encouraged to participate in the church's outreach to the local community and to be a full participant in ministry in and on behalf of the wider church. As such, the pastor serves on the Pilgrim Association Committee on Ministry (6-8 hours/month) and is active in association and conference meetings and events (approx 4 hrs/month). With regard to the local community, the pastor maintains a direct dialogue with the community's non-profit organizations' leaders and is frequently updated by congregation members who are directly involved in supporting their efforts (homeless children, food insecurity, cancer/grief respite, domestic violence, etc). The pastor is also the contact person for organizing local mission efforts (holiday food drive and Christmas gifts for local shelter residents) with total hours devoted to community ministry varying throughout the year, but averaging approximately 6-8 hours per month.

Based on a total work week of 40 hours or 160 hours per month, this results in approximately 12.5% of the pastor's time, with planning and leading worship accounting for 40%, responding to individual member calls, visits, emails for pastoral help at about 20-25% and administration (bimonthly newsletter, staff meetings and supervision, committee meetings and related calls and correspondence) comprising 20-25%.

MISSION InSITE SUMMARY

Our “active” membership, particularly those who regularly attend Sunday service, are primarily older adults 50+. Our direct neighborhood is a mix of young families with children and older households. In general, the community adjacent to North Community Church wouldn’t be described as a particularly diverse population, consisting of primarily white upper middle class households.

The demographics for our church mimic those of the town. Marshfield is a highly homogenous area where the vast majority are white. The average age is about 40 which is expected to continue to increase reaching 45 by 2032. Educational attainment in adults is very high with about half having a bachelor degree or higher. The median family income of \$134,000 is somewhat greater than that of the state of Massachusetts. Employment is evenly split between blue and white collar occupations.

The population of Marshfield is expected to remain level with the area map showing little population growth over the next 10 years. We need to take this opportunity to reach out to our community in new and inspiring ways, including using technology to strengthen our membership.

Additionally, MissionInsite is forecasting a decline in school age children. While this will present a challenge, there is an opportunity for us to reimagine and revamp our Faith formation program to attract younger families. We are hoping to be flexible but consistent.

Beyond our adjacent neighborhood, the growing needs of the greater Marshfield population, particularly those with housing and food insecurity, have helped shape our local Outreach as we support many local entities focused on those needs.

When we talk to community leaders and ask them what our church is known for, they point to our Open & Affirming commitment as well as our involvement in the creation of Sowing Seeds, the Rib cookoff, our participation in ecumenical efforts and our active support of the community through local human services and advocacy organizations. These efforts in so many ways helps underscore the “Community” in North Community Church.

New people say they come to North Community Church because our members are open, friendly, kind people who are very welcoming. The warm and informal nature of our service is appealing - yes you can wear jeans! They also say they are proud of our outreach efforts.

5. REFERENCES

REFERENCE 1

Robynne Ryan Lambert
Marshfield Public Schools Educational Stability Liaison
McKinney Vento Liaison
Foster Care Point of Contact
rryanlambert@mpsd.org
cell -781 588 2431

REFERENCE 2

James P. Bunnell
C.E.O. Boys & Girls Clubs
Cell #: 781.589.4922
Email: jbunnell@bgcmarshfield.org

REFERENCE 3

Craig Steenkamp
Director of Housing Recovery/Construction Manager
Back Bay Mission, Biloxi, Ms
Office #: 228-432-0301
Cell #: 228-234-0166
Email: csteenkamp@thebackbaymission.org

REFERENCE 1

Robynne Ryan Lambert

Marshfield Public Schools Educational Stability Liaison

McKinney Vento Liaison

Foster Care Point of Contact

rryanlambert@mpsd.org

cell -781 588 2431

January 6, 2023

To Whom It May Concern,

The members of the North Community Church are an impressive group (and I cannot stress that enough). I (as well as many others) feel blessed for knowing them and having the privilege of spending time with church members on various occasions. This congregation has a deep commitment to helping those in need within the Marshfield community and beyond with their mission work! They not only have raised funds to help others, but they are also willing to pitch in and be actively involved.

I am the appointed liaison for students in Marshfield who are in foster care, whose families are homeless or facing challenges related to economic hardship. I first became acquainted with the congregation when I was trying to raise some funds for a student who wanted a bike for Christmas. I had been running a gift drive, but trying to purchase something that expensive would require a group of donors. I met with the congregation one Sunday Morning to explain the student's situation – he was in foster care – he had been grossly overweight and had low self-esteem. He had been trying to lose weight and was borrowing a bike every so often. It was his only wish for Christmas, but he never expected it to come true. The North Community Church granted that wish and many others. The best part was – they raised money so that the student could shop for his own bike, this special group intuitively knew that would make the gift that much more special and indeed it did!

That was the beginning of a wonderful partnership. It is now 5 years later and I have become more aware of some of the ways in which members are actively involved with the community. They have collaborated to help with providing dinners to hungry families, rides for students who would like to participate in afterschool programs, and putting together beautiful toiletry kits for students who are in need of those types of products. They have given generously to families when needs arise and have continued to share joy at Christmas. This past Christmas, they focused on purchasing items for children at the local shelter. That would be about 20 children!

Several members of the church and their families organize a charitable event (The Marshfield Community Rib Cook-off). This event (which takes months to organize) raises an impressive amount of money - which is then donated to community programs and mission work. The program that I coordinate has been the recipient for the past 2 years and students' lives have benefited greatly as a result of these funds.

I hope some of what I have shared helps to capture the spirit that is so deep within the members of North Community Church. They are warm, kind, generous and active in their work! They are truly making the world a better place. I am deeply grateful for all they have done and continue to do.

Please do not hesitate to contact me with any questions

Sincerely,

Robynne Ryan Lambert

REFERENCE 2

James P. Bunnell

C.E.O. Boys & Girls Clubs

Cell #: 781.589.4922

Email: jbunnell@bgcmarshfield.org

Relationship with Congregation: In the previous 5 years as the C.E.O. of the Boys & Girls Club, it has been imperative to build relationships with many of the various places of worship. The main and obvious reason was the connection to kids and their families and sharing all the amazing services and programs available to them when the kids are not in School. The North Community Church and many of your parishioners have been incredible supporters, volunteers and event committee members. One very important contribution also comes to mind. When COVID hit our Community on March 17th 2020, we closed our doors due to all Schools closing. It was brought to my attention that essential workers and others still needed a safe place for their kids to remotely go to school and be well taken care of. On March 18th we opened as a remote learning Center for over 90 kids per/day. Your Church (Heidi) lent us all your banquet tables and chairs so each child could remain a safe distance apart. In addition, your Congregation then helped us on many levels feeding and supporting those families and kids who remained isolated and sometimes out of work. It was and is a trying time and perfect opportunity for Congregations and Community Service Organizations like ours to team up and deliver!

Strengths: Members of NCC are willing and very enthused to help those in need, especially kids.

Areas of Opportunity: A healthy Congregation typically transfers to a healthy Community. Understanding the needs of the parishioners typically will give us where the rest of the Community is. My theory is people need faith, connections and a sense of purpose. We have 4 distinct and different generations co-existing. Our focus is mostly on our youth. This electronic age is faced with replacing interpersonal relationships with devices. It is OUR role to bring people back with people, regardless of age.

Ministry Experience: We had a new Family move into Marshfield that was housed at the Carolina Hill Shelter. These kids wanted and needed after school care at the BGC. Our only challenge was getting these kids back to the Shelter after our program daily. Within a couple days a group of your parishioners rallied and organized a carpool that picked these kids up at the Club and delivered them back to the Shelter daily. Truly remarkable and caring.

In Addition: The need for partnerships, collaborations between places of worship, and Community service organizations has never been more important. Life seems to be very fast

paced and there is always time to slow down, be grateful and reflect on what's most important. There is home, work, school, and extracurricular activities. Our faith, both teaching and learning should be at the base of everyone's day. I am very excited in your process and will look forward to work with your new Pastor and parishioners in the future.

God Bless,

James P. Bunnell

C.E.O.

37 Proprietors Drive

Marshfield, Ma 02050

Phone: 781.834.2582

Cell: 781.589.4922

jbunnell@bgcmarshfield.org

REFERENCE 3

Craig Steenkamp

Director of Housing Recovery/Construction Manager

Back Bay Mission, Biloxi, MS

Office #: 228-432-0301

Cell #: 228-234-0166

Email: csteenkamp@thebackbaymission.org

North Community Church has been supporting Back Bay Mission for many years. The church has been supporting BBM through volunteering and financial contributions. The church has a heart for reaching out of its comfort zone to help those in need and expand their neighborhood, even to Biloxi, Mississippi.

When you walk through the doors of the church or encounter any member of North Community Church one will understand that they have the heart for reaching out to help those in need. Members of this congregation come on mission trips to Biloxi and Back Bay Mission and live our mission by strengthening neighborhoods, seeking justice, and transforming lives. They work in the food pantry or the Micah Day Center for the homeless and work out on the construction site where we rebuild low-income housing. These programs give everyone a closer look and a better understanding of what poverty is.

Back Bay Mission has been blessed to have this relationship with North Community Church over the years.

Blessing to all.

6. CLOSING THOUGHTS

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CLOSING REFLECTION

“You do not travel if you are afraid of the unknown, you travel for the unknown, that reveals you with yourself.” - Ella Maillart

While listening to our congregation, and God’s voice, our Search Team has worked hard to draft a profile that will preserve our past, recognize our present, and prepare us for our future.

Our profile journey reflects on our “known knows” with knowledge of where we’ve come from and what we want to carry with us while preparing for the “known unknowns”. Those are happenings that we will face together and overcome without knowing exactly what those challenges will be. We finalize our profile and engage in the search with the hope of bringing to our church the best pastor to fit our needs who may walk with us in the name of the Lord to face together those “unknown unknowns” which lay ahead for us.

We have faith and open ourselves to guidance from the Spirit in this journey.

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 a 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.*)

Facilitating the formation of the Team: Molly DeOrsay *

Search team

Phyllis Burns *
Grace DeOrsay
Diane Dwyer (Secretary)
Ron Houghton
Jim Mozoki (Chaplain)
David Norris
Kim Plummer (Vice Chair)
Stephen Halko-Sheehan *
Jean Skidmore (Chair)

* Participating through to profile completion.

2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

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:

Name / Title:

Email:

Phone:

Date:

APPENDIX A: FINANCIAL REPORTS

We are including our most recent financial statements showing actual vs budget from our 2022 annual report as well as our corrected 11 year report.

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



Church#: 786160

Assoc: 942 Schedule: 0 North Community Church Marshfield MA 02051

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	150	95	29	6	7	5	5	30	-17
2012	179	104	54	0	0	9	5	0	4
2013	184	100	46	0	0	7	2	0	5
2014	200	105	78	14	0	3	1	0	16
2015	200	95	75	0	0	0	0	0	0
2016	197	95	60	0	0	6	4	5	-3
2017	128	58	45	4	4	0	2	26	-20
2018	94	57	23	0	2	0	1	9	-8
2019	95	67	51	0	0	2	4	0	-2
2020	82	67	51	3	0	1	0	0	4
2021	82	27	18	0	0	0	0	0	0

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	\$350,000	\$3,000	\$6,300	\$4,007	\$10,307	\$29,200	\$39,507	1.80	\$392,507	\$129,000
2012	\$255,300	\$30,000	\$6,300	\$6,720	\$13,020	\$44,000	\$57,020	2.47	\$342,320	\$129,300
2013	\$234,741	\$2,390	\$6,300	\$11,450	\$17,750	\$27,900	\$45,650	2.68	\$282,781	\$134,637
2014	\$393,724	\$0	\$6,250	\$15,139	\$21,389	\$25,990	\$47,379	1.59	\$441,103	\$138,901
2015	\$355,584	\$0	\$6,100	\$13,600	\$19,700	\$20,500	\$40,200	1.72	\$395,784	\$138,447
2016	\$320,460	\$0	\$6,100	\$13,780	\$19,880	\$0	\$19,880	1.90	\$340,340	\$150,736
2017	\$315,395	\$0	\$6,000	\$10,000	\$16,000	\$24,551	\$40,551	1.90	\$355,946	\$191,918
2018	\$281,074	\$5,200	\$5,000	\$7,598	\$12,598	\$21,997	\$34,595	1.78	\$315,669	\$121,637
2019	\$309,541	\$0	\$6,000	\$0	\$6,000	\$38,861	\$44,861	1.94	\$354,402	\$142,069
2020	\$260,356	\$54,337	\$3,000	\$0	\$3,000	\$36,987	\$39,987	1.15	\$300,343	\$108,883
2021	\$278,617	\$0	\$6,000	\$0	\$6,000	\$27,740	\$33,740	2.15	\$312,357	\$100,743

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2016-2021	-58.38	-71.58	-70.00	-100.00	-100.00	-13.06	-69.82	-8.22
2011-2021	-45.33	-71.58	-37.93	-100.00	-100.00	-20.40	-41.79	-20.42

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

North Community Church
Budget and Actual Results For Periods Indicated

	Budget 07/01/21 to 06/30/22	Actual 07/01/21 to 06/30/22	Over Budget (Under Budget)	Budget 01/01/2023 to 12/31/2022
Income				
4000 Contributions	\$ -	\$ 2,000.00	\$ 2,000.00	\$ -
4100 Offering	200.00	172.00	(28.00)	200.00
4110 Offering	110,000.00	98,734.13	(11,265.87)	102,000.00
4120 Special Offering	1,500.00	1,075.00	(425.00)	1,500.00
4123 Adult Mission - RCO	-	300.00	300.00	-
4126 Capital Fund Drive	2,000.00	-	(2,000.00)	-
4127 Capital Fund - Fundraising	400.00	-	(400.00)	-
Total 4100 Offering	114,100.00	100,281.13	(11,818.87)	103,700.00
4400 Other Income		700.00	700.00	-
4430 Miscellaneous		(5.00)	(5.00)	-
4434 Memorials	0.00	8,866.00	8,866.00	-
Total 4400 Other Income	-	9,561.00	9,561.00	-
Total 4000 Contributions	\$ 114,100.00	\$ 111,842.13	\$ (2,257.87)	\$ 103,700.00
4500 Investment Income				
4600 Interest & Dividends	-	(7.84)	(7.84)	-
4610 Merrill Lynch	-	5.88	5.88	-
4620 Interest & Dividends	15,000.00	14,830.13	(169.87)	20,000.00
Total 4610 Merrill Lynch	15,000.00	14,828.17	(171.83)	20,000.00
4621 Interest & Dividends Gill Fund	450.00	-	(450.00)	-
Total 4600 Interest & Dividends	15,450.00	14,828.17	(629.67)	20,000.00
Total 4500 Investment Income	15,450.00	14,828.17	(629.67)	20,000.00
4700 Special Events				
4720 Holiday Fair	-	2,867.00	2,867.00	-
4730 Community League	225.00	600.00	375.00	-
Total 4720 Holiday Fair	225.00	3,467.00	3,242.00	-
4740 Yard Sale				
Total 4700 Special Events	225.00	3,467.00	3,242.00	-
4800 Rental Income	3,000.00	7,300.00	4,300.00	7,300.00
4900 Trust Income				
4910 Gertrude F- Henry L Maurer Fund	116,000.00	117,225.64	1,225.64	144,000.00
4920 Henry Tilden Trust	10,600.00	10,600.00	-	10,600.00
Total Trust and Rental Income	126,600.00	127,825.64	1,225.64	154,600.00
Total Income	259,375.00	265,262.94	5,880.10	285,600.00
Gross Profit	\$ 259,375.00	\$ 265,262.94	\$ 5,880.10	\$ 285,600.00
Expenses				
5000 Building & Maintenance				
5020 Depreciation	14,500.00	14,448.03	(51.97)	14,500.00
5030 Insurance	11,500.00	11,075.75	(424.25)	12,000.00
5040 Maintenance		645.00	645.00	1,100.00
5041 Cleaning Service	4,300.00	6,500.00	2,200.00	6,500.00
5042 Snow Plowing	1,650.00	950.00	(700.00)	1,650.00
5043 Lawn services	100.00	1,027.82	927.82	1,000.00
5045 Operating Maintenance	3,600.00	4,765.61	1,165.61	4,000.00
5046 Capital Maintenance	3,600.00	-	(3,600.00)	-
5047 Septic Pumping	420.00	420.00	-	420.00
5050 Miscellaneous	325.00	541.27	216.27	550.00
Total 5040 Maintenance	13,995.00	14,849.70	854.70	15,220.00
5070 Supplies		10.00	10.00	450.00
5072 Maintenance Supplies	200.00	430.90	230.90	-
Total 5070 Supplies	200.00	440.90	240.90	450.00
5080 Utilities				
5081 Alarm Monitoring	700.00	983.55	283.55	1,000.00

	Budget 07/01/21 to 06/30/22	Actual 07/01/21 to 06/30/22	Over Budget (Under Budget)	Budget 01/01/2023 to 12/31/2022
5082 Water & Trash	710.00	1,634.57	924.57	1,700.00
5083 Gas	4,850.00	6,713.55	1,863.55	8,000.00
5084 Electricity	3,900.00	6,202.87	2,302.87	7,500.00
Total 5080 Utilities	10,160.00	15,534.54	5,374.54	18,200.00
Total 5000 Building & Maintenance	50,355.00	56,348.92	5,993.92	60,370.00
5100 Office Expense		358.09	358.09	14,100.00
5120 Computer Supplies & Services		2,571.62	2,571.62	
5130 Lease & Service Contracts	2,750.00	2,660.04	(89.96)	
5150 Payroll Services	1,240.00	1,313.85	73.85	
5160 Postage	150.00	11.60	(138.40)	
5170 Printing	500.00	153.50	(346.50)	
5190 Supplies	600.00	473.06	(126.94)	
5192 Technology	1,000.00	1,176.56	176.56	
5195 Telephone	4,800.00	4,704.24	(95.76)	
Total 5100 Office Expense	11,040.00	13,422.56	2,382.56	14,100.00
5200 Other Expense				
5220 Staff Gifts	400.00	777.04	377.04	800.00
5260 Bank Fees	80.00	35.00	(45.00)	80.00
5261 Bank Fees Gill Fund	80.00	-	(80.00)	-
5270 Interest Expense	1,500.00	286.60	(1,213.40)	1,500.00
Total 5250 Miscellaneous	1,660.00	321.60	(1,338.40)	1,580.00
Professional Services	500.00	150.00	(350.00)	-
Total 5200 Other Expense	2,560.00	1,248.64	(1,311.36)	2,380.00
5300 Outreach & Donations	28,000.00	26,099.80	(1,900.20)	12,900.00
5320 Marshfield	-	2,750.00	2,750.00	-
Total 5300 Outreach & Donations	28,000.00	28,849.80	849.80	12,900.00
5303 Community Dinners	-	-	-	-
5350 Minister's Discretionary	2,500.00	800.00	(1,700.00)	2,500.00
5400 Pastoral Life & Support				
5405 Pastoral Life & Support Other	600.00	1,399.00	799.00	1,400.00
5670 Visitation, Hospitality & Mem.		36.77	36.77	500.00
5675 Hospitality		-	-	-
5690 WOW	500.00	-	(500.00)	-
Total 5670 Visitation, Hospitality & Mem.	500.00	36.77	(463.23)	500.00
Total 5400 Pastoral Life & Support	1,100.00	1,435.77	335.77	1,900.00
5500 Employee Benefits		5,000.00	5,000.00	500.00
5510 Dental Coverage	1,225.00	561.00	(664.00)	550.00
5515 Health Insurance	31,000.00	13,831.00	(17,169.00)	14,000.00
5525 Mileage		116.40	116.40	125.00
5530 One-Half Self-Employment Tax	5,000.00	3,917.67	(1,082.33)	5,000.00
5540 Payroll Tax-Soc Sec & Medicare	4,900.00	4,896.29	(3.71)	5,000.00
5545 Pension	9,800.00	4,525.32	(5,274.68)	4,500.00
5550 Reimbursed Expenses	150.00	-	(150.00)	-
5563 Workers Comp Insurance	2,200.00	2,456.13	256.13	2,500.00
Total 5500 Employee Benefits	54,275.00	35,303.81	(18,971.19)	32,175.00
6000 Professional Fees & Contracts				
6200 Bookkeeper	2,700.00	2,375.00	(325.00)	2,700.00
6400 Accountant	-	-	-	-
6600 Investment Fees	5,600.00	5,798.75	198.75	5,400.00
6601 Investment Fees Gill Fund	-	213.56	213.56	-
6612 Foreign Taxes	22.00	-	(22.00)	-
6800 UCC Dues	2,271.00	-	(2,271.00)	2,200.00
Total 6000 Professional Fees & Contracts	10,593.00	8,387.31	(2,205.69)	10,300.00
66000 Payroll Expenses	-	(83.46)	(83.46)	-
66100 Sexton Salary	6,900.00	7,678.93	778.93	7,500.00

	Budget 07/01/21 to 06/30/22	Actual 07/01/21 to 06/30/22	Over Budget (Under Budget)	Budget 01/01/2023 to 12/31/2022
66200 Secretary Salary	9,440.00	9,200.00	(240.00)	9,660.00
Total 66200 Secretary Salary	9,440.00	9,200.00	(240.00)	9,660.00
66300 Youth Group Director	10,000.00	10,909.08	909.08	11,454.00
66350 Theater Arts Director	5,500.00	2,181.80	(3,318.20)	-
66400 Christian Ed Director Salary	8,725.00	8,727.24	2.24	8,400.00
66500 Minister Salary		1,472.85	1,472.85	-
66510 Salary	36,650.00	37,277.44	627.44	81,000.00
66520 Housing Allowance	28,000.00	20,416.65	(7,583.35)	24,500.00
Total 66500 Minister Salary	64,650.00	59,166.94	(5,483.06)	105,500.00
66600 Director of Music Salary	25,100.00	25,100.04	0.04	26,355.00
66800 Childcare	-	-	-	-
Total 66000 Payroll Expenses	130,315.00	122,880.57	(7,434.43)	168,869.00
7000 Religious Education				
7650 Sunday School	200.00	-	(200.00)	475.00
7700 Supplies	500.00	82.87	(417.13)	-
7750 CORI Fees	-	175.00	175.00	-
7900 Youth Group	500.00	-	(500.00)	800.00
Total 7900 Youth Group	500.00	-	(500.00)	800.00
7920 Confirmation	250.00	-	(250.00)	1,000.00
Total 7000 Religious Education	1,450.00	257.87	(1,192.13)	2,275.00
8000 Worship & Music				
8200 Music				
8210 Guest Musicians	1,000.00	200.00	(800.00)	1,000.00
8220 Music	275.00	1,633.23	1,358.23	250.00
8230 Piano & Organ Maint.	1,000.00	-	(1,000.00)	300.00
8240 Program Expenses	-	-	-	500.00
8250 Substitute Organist	-	625.00	625.00	1,500.00
8260 Continuing Ed - Music Director	400.00	-	(400.00)	50.00
8270 Licensing	-	-	-	-
UCCMA Dues	-	-	-	130.00
Total 8200 Music	2,675.00	2,458.23	(216.77)	3,730.00
8300 Worship	-	66.93	66.93	-
8310 Aids to Worship	500.00	339.20	(160.80)	500.00
8330 Flowers	-	226.90	226.90	500.00
8350 Program Expense	250.00	-	(250.00)	-
8370 Substitute Minister	-	1,273.65	1,273.65	1,000.00
8390 Stewardship	-	-	-	-
Total 8300 Worship	750.00	1,906.68	1,156.68	2,000.00
Total 8000 Worship & Music	3,425.00	4,364.91	939.91	5,730.00
Total Expenses	\$ 295,613.00	\$ 273,300.16	\$ (22,312.84)	\$ 313,499.00
Net Operating Income	\$ (36,238.00)	(8,037.22)	28,192.94	\$ (27,899.00)
Other Income				
4530 Realized Gains (Losses) ML	25,000.00	41,416.08	16,416.08	-
4540 Unrealized Gains & (Losses)	-	(6,529.09)	(6,529.09)	-
SBA - PPP Loan	27,500.00	27,742.00	242.00	-
Total Other Income	\$ 52,500.00	62,628.99	10,128.99	\$ -
Net Other Income	\$ 52,500.00	\$ 62,628.99	\$ 10,128.99	\$ -
Net Income(Loss)	\$ 16,262.00	\$ 54,591.77	\$ 38,321.93	\$ (27,899.00)

The amount for outreach was based on the 6 month period from 07/01/2022 to 12/31/2022. This was due to the change in yearend. After 2023 it will be figured on a 12 month period again.

APPENDIX B: LISTING OF MINISTERS FOR THE PAST 30 YEARS

Staff member's name	Years of service	UCC Standing (Y/N)
Rev Ann Aaberg (Interim) (May 2022 - present)	< 1 year	Yes
Rev. Heidi Champagne (Dec 2019 - Jan 2022)	2 years	Yes
Rev. Fred Hayes (Interim 2017 - Nov 2019)	2 years	Yes
Rev. Pam McGrath (Sept 2009 to 2017)	8 years	Yes
Rev. Dr. Helen Nablo (Interim) (Nov 2007 to July 2009)	2 years	Yes
Rev. Dr. Ginger Brasher-Cunningham (Jan 2001 to Oct 2007)	7 years	Yes
Rev. Gordon Major (Interim) (1999 to 2001)	2 years	Yes
Rev. Stephen Washburn (1996 to 1999)	3 years	Yes
Rev. Anne Suzedell (Interim) (1994 to 1996)	2 years	Yes
Rev. Edward Duffy (1986 to 1994)	8 years	Yes

APPENDIX C: MISSIONINSITE REPORTS

The QuickInsite Report

Prepared for: Southern New England Conf UCC
Study area: Geography: Zip Codes - 02050 (MA)

Base State: MA
Current Year Estimate: 2022
5 Year Projection: 2027
10 Year Forecast: 2032
Date: 1/22/2023
Semi-Annual Projection: Summer

About the QuickInsite Report

The QuickInsite report is designed to provide a quick look at a geography defined by a user. It provides an initial impression of a study area through a set of 12 demographic variables, the top 10 Mosaic Segments and 5 Religious Beliefs and Practices derived from the Simmons National Consumer research data.

NOTE: Not all of the demographic variables available in the MI System are found in this report. The FullInsite or ExecutiveInsite Reports will give a more comprehensive view of an area's demographics and ViewPoint a fuller view of its beliefs and practices.

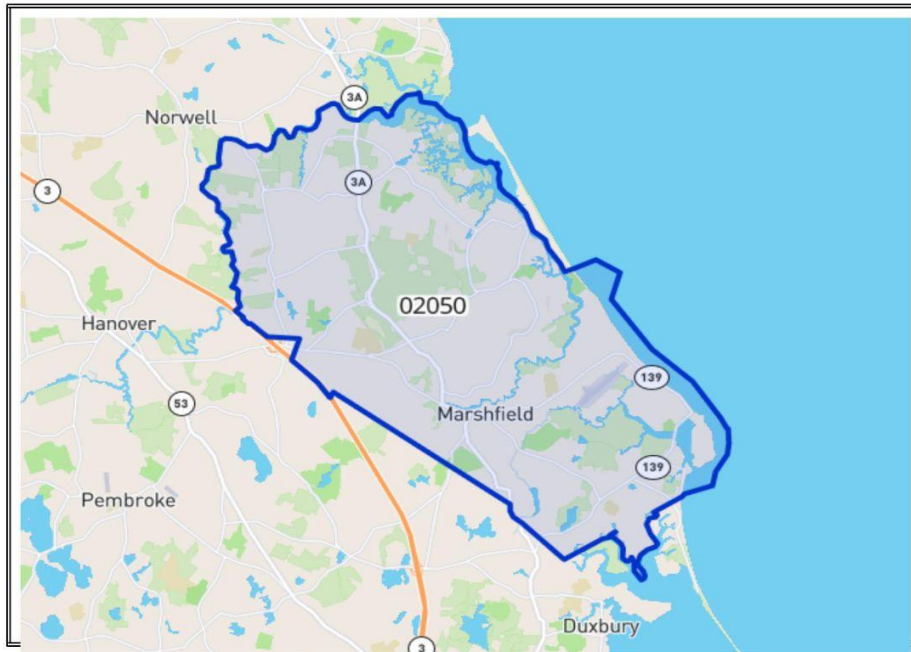
Two Sections

Two reports are provided on the following pages.

- The StoryView Report presents 9 demographic indicators of your study area.
- The ThemeView Report presents greater detail about those 10 indicators but organized around themes.

For more information on interpreting the various data on this report, please refer to the Supporting Information on the final page.

THE STUDY AREA



More Information

Please refer to the last page of the report for additional notes and interpretation aides in reading the report.

StoryView

Significant Demographic Indicators of the Study Area's Story

1	Population Change In the 10 year future, how is this area expected to change? <small>(See Population and Families Theme)</small>	Significant Decline	Moderate Decline	Little Change	Moderate Growth	Significant Growth
2	School Age Change In the 10 year future, how is the population of school age children in this area expected to change? <small>(See Age Theme)</small>	Significant Decline	Moderate Decline	Little Change	Moderate Increase	Significant Increase
3	Families with Children Compared to the state, are families with children more or less likely to live in two parent households? <small>(See Population and Families Theme)</small>	Significantly Less	Somewhat Less	About the Same	Somewhat More	Significantly More
4	Adult Educational Attainment For this area, what is the general level of education of the adults 25 and older? <small>(See Education and Career Status Theme)</small>	Very Low	Low	Mixed	High	Very High
5	Community Diversity Index How diverse is the racial/ethnic mix of this area? <small>(See Community Diversity Theme)</small>	Very Homogeneous	Homogeneous	Moderately Diverse	Very Diverse	Extremely Diverse
6	Median Family Income How does the median family income compare to the state for this area? <small>(See Financial Resources Theme)</small>	Significantly Less	Somewhat Less	About the Same	Somewhat Greater	Significantly Greater
7	Poverty Compared to the state, is the number of families in poverty above or below the state average? <small>(See Financial Resources Theme)</small>	Significantly Below	Somewhat Below	About the Same	Somewhat Above	Significantly Above
8	Blue to White Collar Occupations On a continuum between blue collar and white collar occupations, where does this area fall? <small>(See Education and Career Status Theme)</small>	Very Blue Collar	Somewhat Blue	Closely Split	Somewhat White	Very White Collar
9	Largest Racial/Ethnic Group In this area, which racial/ethnic group is the largest percentage of the population? <small>(See Community Diversity Theme)</small>	Asian (NH)	Black/Afri American (NH)	White (NH)	Hispanic or Latino	Pac Is/Amer Ind/Other

ThemeView

Demographic Descriptions of the Study Area

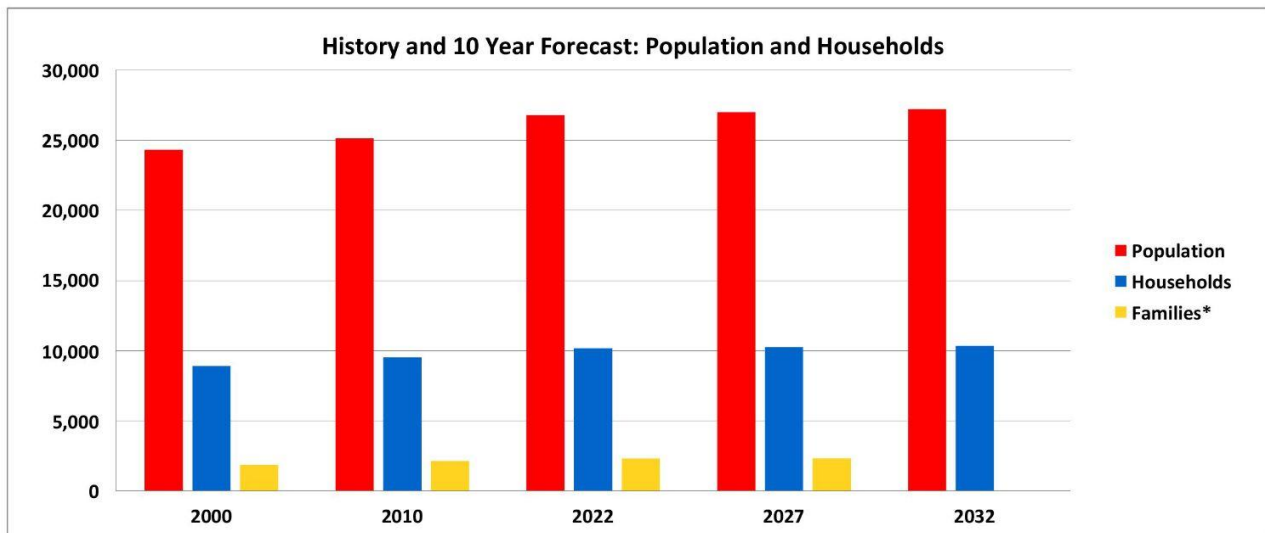
Study area: Geography: Zip Codes - 02050 (MA)

Date: 1/22/2023

Population and Households Theme

Population is the most basic demographic characteristic. It indicates how many persons reside within an area and how that total changes over time. In addition, future population is forecasted looking out 10 years.

Population and Household History with 5 and 10 Year Projected Change



NOTE: Family Household data is not projected out 10 years.

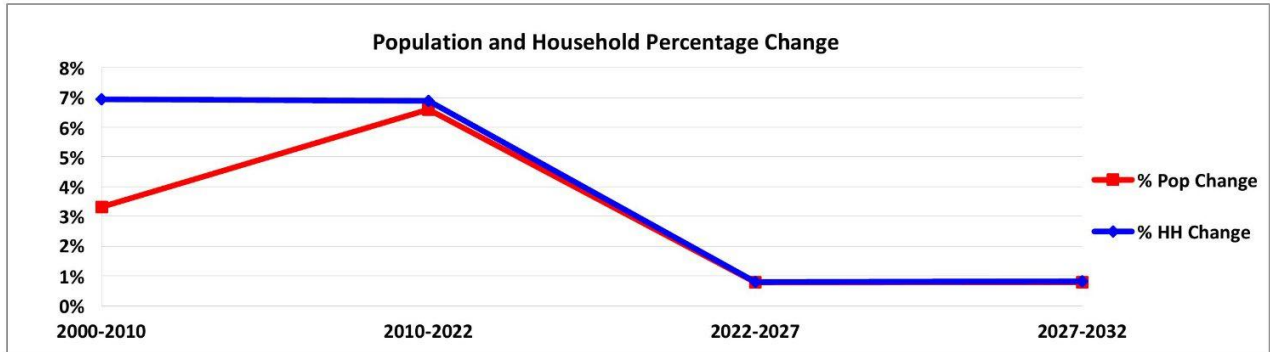
Population, Households & Families					
	2000	2010	2022	2027	2032
Population	24,325	25,132	26,790	26,999	27,212
Population Change		807	1,658	209	213
Percent Change		3.3%	6.6%	0.8%	0.8%
Households	8,908	9,526	10,182	10,263	10,347
Households Change		618	656	81	84
Percent Change		6.9%	6.9%	0.8%	0.8%
Population / Households	2.73	2.64	2.63	2.63	2.63
Population / Households Change		-0.09	-0.01	-0.00	-0.00
Percent Change		-3.4%	-0.3%	0.0%	0.0%
Family Households	1,865	2,151	2,314	2,341	
Family Households Change		286	163	27	
Percent Change		15.3%	7.6%	1.2%	

Sources: US Census Bureau, Synergos Technologies Inc., Experian

Page 3

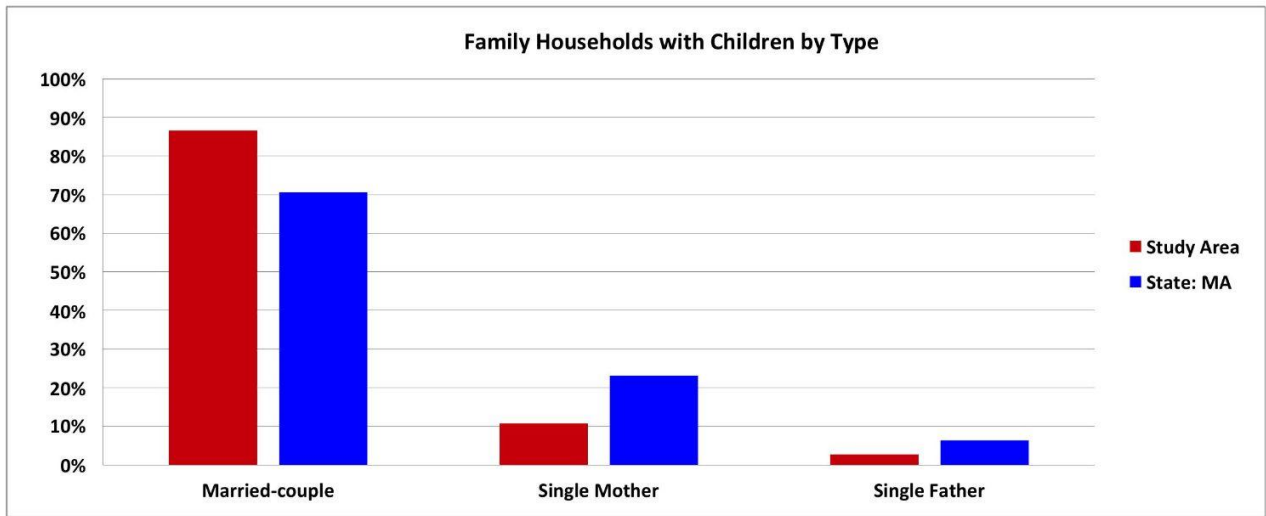
Population and Households Theme

Population and Household History with 5 and 10 Year Projected Percentage Change



Family Households

Family households with children are changing. The traditional married couple structure is evolving into many different family expressions in which children are being raised. These data provide an insight into the family structures within the study area and then compares them to the state.



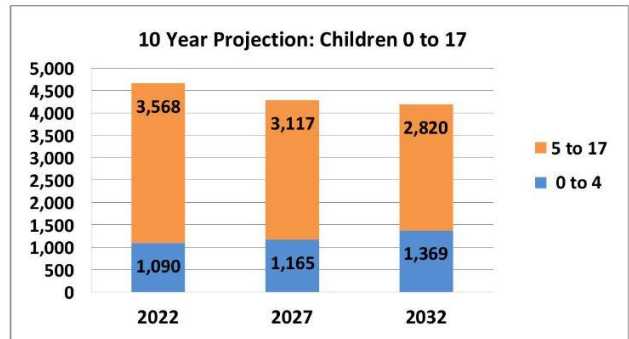
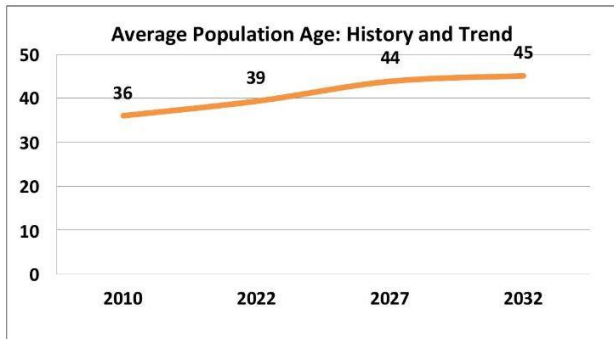
This table presents both the history and projections for family structures in the study area. Take note of the change column to discern how these family structures have changed and are projected to change in the future.

Households with Children	Actual Hhlds by Year			2010 to 2027 Change	Percent of all Hhlds by Year			2010 to 2027 % Change
	2010	2022	2027		2010%	2022%	2027%	
Family: Married-couple	2,601	2,606	2,558	-43	78.1%	86.6%	86.4%	8.3%
Family: Single Mother	543	323	318	-225	16.3%	10.7%	10.7%	-5.6%
Family: Single Father	185	81	84	-101	5.6%	2.7%	2.8%	-2.7%
Total:	3,329	3,010	2,960	-369	100.0%	100.0%	100.0%	

Age Theme

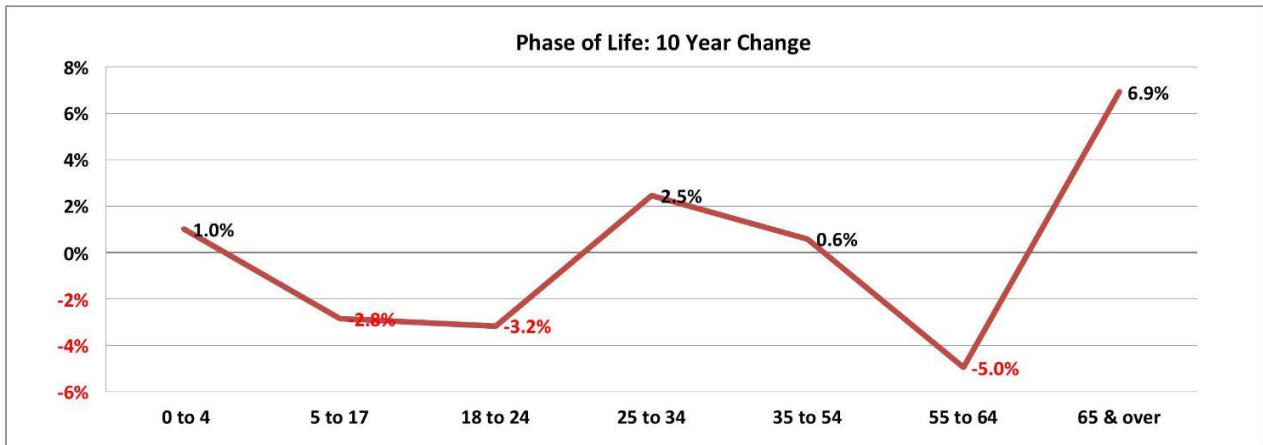
10 Year Average Age and Children 0 to 17 Trends

The age history and forecast reflect changes in a community. For example, two demographic trends currently in play are the aging of the Baby Boom generation and the decline in live births in the late 20th and 21st centuries.



Phase of Life

The Phase of Life 10 Year Change graph highlights life phases that will increase or decrease as a percentage of the total population in the forecasted 10 year future.



Phase of Life presents how a community changes and people age through their various life phases.

Phase of Life	Actual Population by Year & Phase				Percent of Pop by Year & Phase			
	2010	2022	2027	2032	2010%	2022%	2027%	2032%
Before Formal Schooling: 0 to 4	1,394	1,090	1,165	1,369	5.5%	4.1%	4.3%	5.1%
Required Formal Schooling: 5 to 17	4,912	3,568	3,117	2,820	19.5%	13.3%	11.5%	10.5%
College/Career Starts: 18 to 24	1,616	2,852	2,513	2,012	6.4%	10.6%	9.3%	7.5%
Singles & Young Families: 25 to 34	1,974	3,261	3,948	3,940	7.9%	12.2%	14.6%	14.6%
Families & Empty Nesters: 35 to 54	8,081	5,415	4,964	5,600	32.2%	20.2%	18.4%	20.8%
Enrichment Yrs Singles/Cpls: 55 to 64	3,763	4,571	4,134	3,262	15.0%	17.1%	15.3%	12.1%
Retirement Opportunities: 65 & over	3,392	6,033	7,158	7,935	13.5%	22.5%	26.5%	29.5%
Total:	25,132	26,790	26,999	26,938	100.0%	100.0%	100.0%	100.0%

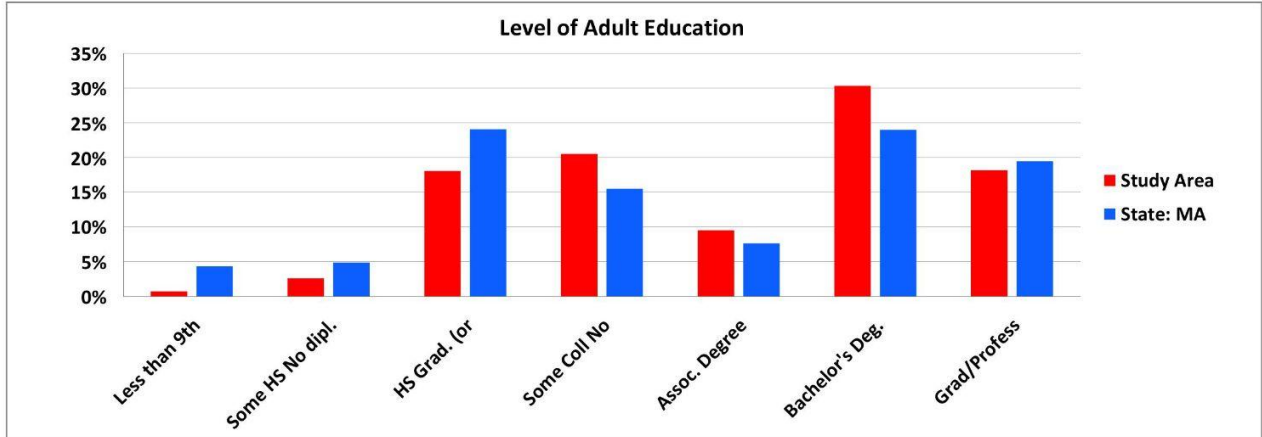
Education and Career Status Theme

The Education/Career Status theme portrays the level of education and the career types by the categories of Blue Collar and White Collar in the study area.

Adult Educational Attainment

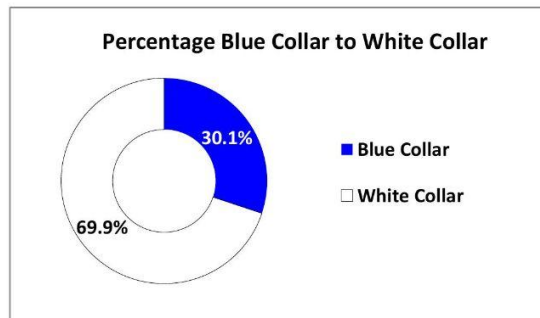
The following graphs array the adult population 25 years of age and older within the study area by their level of education completed.

Adult Educational Attainment Compared to the State of MA



Education Level of Adults 18 Years and Older	Actual Hhlds by Year			Percent of all Hhlds by Year		
	2022	2027	2022 to 2027 Change	2022%	2027%	2022 to 2027 % Change
Less than 9th Grade	146	155	9	0.8%	0.8%	0.0%
Some High School, No diploma	508	505	-3	2.6%	2.5%	-0.1%
High School Graduate (or GED)	3,486	3,621	135	18.1%	17.9%	-0.2%
Some College, No degree	3,957	4,081	124	20.5%	20.2%	-0.3%
Associate Degree	1,837	1,958	121	9.5%	9.7%	0.2%
Bachelor's Degree	5,844	6,223	379	30.3%	30.8%	0.5%
Graduate or Professional school degree	3,502	3,661	159	18.2%	18.1%	0.0%
Total:	19,280	20,204	924	100.0%	100.0%	

Career Types: Blue Collar and White Collar



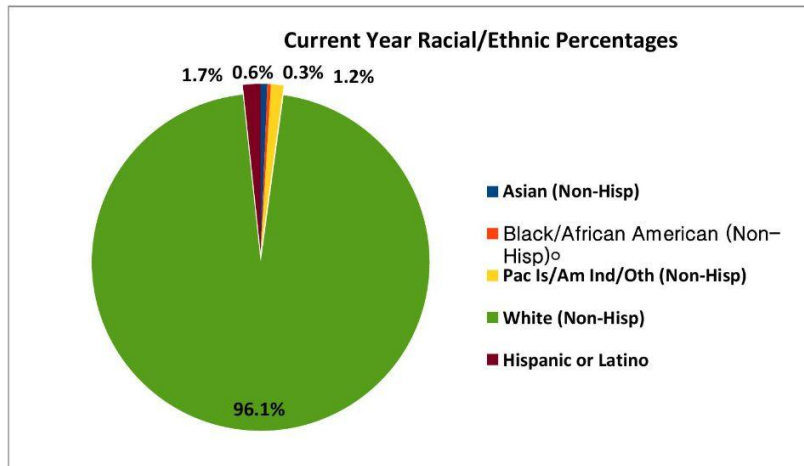
Sources: US Census Bureau, Synergos Technologies Inc., Experian

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Community Diversity Theme

The diversity of a community is shaped by the racial/ethnicity of the people who reside in it as well as people's age, income and education.

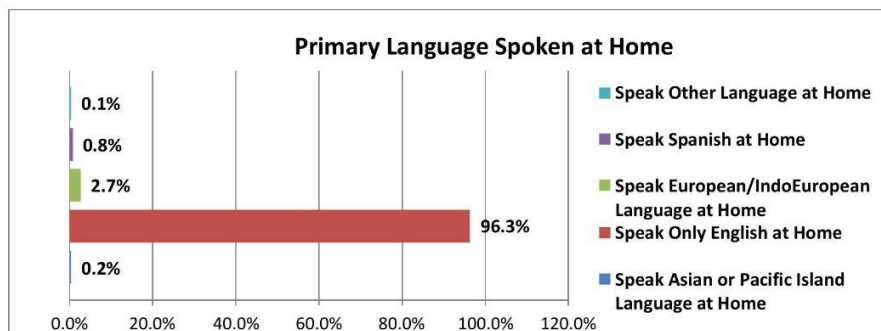
Study Area Racial and Ethnic Diversity



NOTE: Race and ethnicity breakouts are based upon Census Bureau categories. Only those groups for which the Bureau provides extended detail can be reported.

Race and Ethnic History and Trends

Racial/Ethnicity by Year	Actual Population by Year			2010 to 2027 Change	Percent of all Pop by Year			2010 to 2027 % Change
	2010	2022	2027		2010%	2022%	2027%	
Asian (Non-Hisp)	178	169	177	-1	0.7%	0.6%	0.7%	-0.1%
Black/African American (Non-Hisp)	110	90	91	-19	0.4%	0.3%	0.3%	-0.1%
White (Non-Hisp)	24,127	25,757	25,932	1,805	96.0%	96.1%	96.0%	0.0%
Hispanic or Latino	315	452	505	190	1.3%	1.7%	1.9%	0.6%
Pac Is/Am Ind/Oth (Non-Hisp)	402	322	294	-108	1.6%	1.2%	1.1%	-0.5%
Total:	25,132	26,790	26,999	1,867	100.0%	100.0%	100.0%	



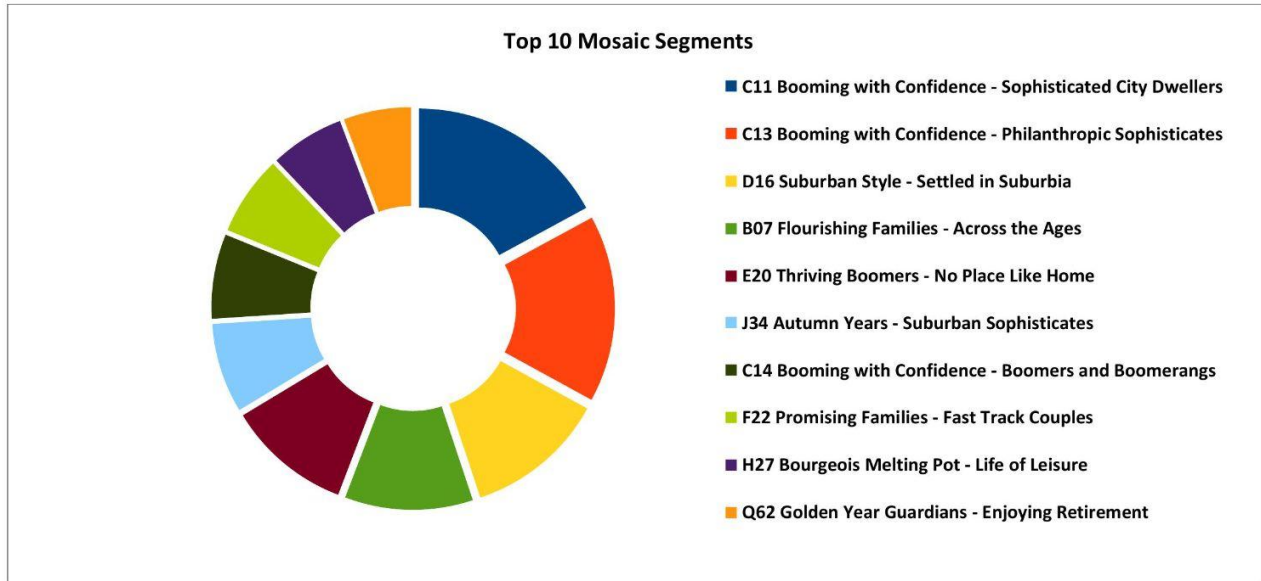
Sources: US Census Bureau, Synergos Technologies Inc., Experian

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Community Diversity Theme

Mosaic Lifestyle Segmentation Types

Mosaic Lifestyle Types provides insight into the behaviors, attitudes and preferences of the households within the Study Area. The result is a fuller multidimensional understanding of a community, neighborhood, zip code or other geography.



Mosaic	Study Area		State		Comparative Index
C11 Booming with Confidence - Sophisticated City Dwellers	1,288	13.0%	107,656	4.0%	326
C13 Booming with Confidence - Philanthropic Sophisticates	1,200	12.1%	169,750	6.3%	193
D16 Suburban Style - Settled in Suburbia	899	9.1%	104,284	3.9%	235
B07 Flourishing Families - Across the Ages	821	8.3%	63,831	2.4%	351
E20 Thriving Boomers - No Place Like Home	797	8.1%	127,367	4.7%	171
J34 Autumn Years - Suburban Sophisticates	575	5.8%	122,737	4.5%	128
C14 Booming with Confidence - Boomers and Boomerangs	543	5.5%	62,049	2.3%	239
F22 Promising Families - Fast Track Couples	512	5.2%	69,399	2.6%	201
H27 Bourgeois Melting Pot - Life of Leisure	475	4.8%	37,469	1.4%	346
Q62 Golden Year Guardians - Enjoying Retirement	433	4.4%	59,229	2.2%	199
	7,543		923,771		

Learn about your Mosaic Households

To access Mosaic Portrait data click on:

[Mosaic USA E-Handbook by Experian](#) (To open in a new Tab hold Control key when you click on the link)

Handbook includes Mosaic Overview and two graphic pages for each of the 19 Groups and 71 Segments.

[How to Read and Understand a Mosaic Portrait - Video](#)

[Understanding Mosaic Portraits for Mission Planning - Video](#)

Faith based clients: To access the Mosaic application guide click on:

[Mission Impact Mosaic Application Guide by Bandy](#) (To open in a new Tab hold Control key when you click on the link)

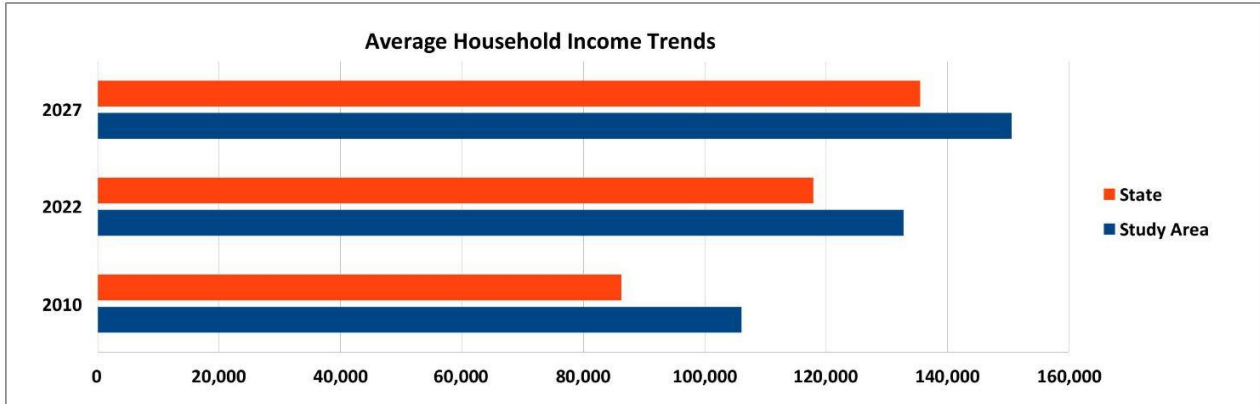
Sources: US Census Bureau, Synergos Technologies Inc., Experian

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Financial Resources Theme

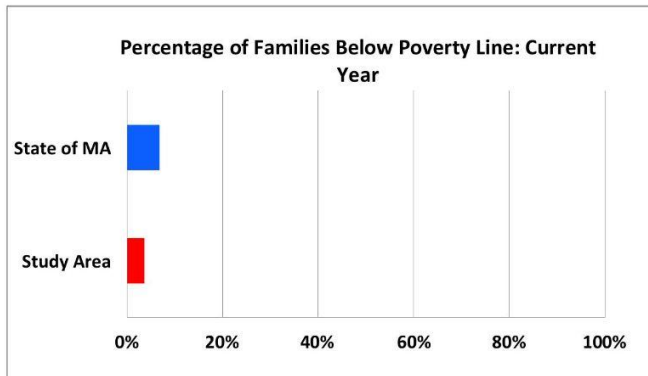
Financial resources available is an indicator of community opportunity or distress. Three variables are presented in this category: 1) Household Income, 2) Family Income and 3) Poverty.

Household Income



Income Trends: Households and Families				
	2010	2022	2027	2010 to 2027 Change
Average Household Income	106,094	132,750	150,575	44,481
Median Household Income	85,401	110,764	126,289	40,888
Per Capita Income	40,214	50,454	57,237	17,024
Median Family Income		134,405	133,914	491

Poverty



Poverty Level	Pop	Area % Pop	MA % Pop
Above poverty level	7,056	96.4%	93.2%
Below poverty level	267	3.6%	6.8%
Total	7,323	100.0%	100.0%

Supporting Information

Correlating the StoryView and DetailView Reports

The Detail View Report presents the important demographic detail behind the Demographic Indicators found on the QuickView page. It is organized around six themes.

DetailView Themes	StoryView Number	DetailView Themes	StoryView Number
1. Population, Households & Families	1 & 3	4. Community Diversity	5 & 9
2. Age	2	5. Financial Resources	6 & 7
3. Education/Career Status	4 & 8		

Interpreting the Report

The QuickInsite report is formatted to help you interpret data at a glance.

Change over time: Several trend tables have a column indicating a change over time. Generally these tables begin with the last census, include the current year estimate, a five year projection and if available, a 10 year forecast. The data in each cell represents a percentage change up or down.

Color Coding: Both the "Change over Time" and "Comparative Indexes" columns are color coded to easily spot any change and the direction of that change.

Change:	Increasing	Stable	Declining
Index:	Above Ave	Ave	Below Ave

Variable Definitions

Full variable definitions can be found in the MI Demographic Reference Guide. Download it free from the Help/Documents menu located on the map screen of your study area on the MissionInsite website.

[Click to download the QuickInsite Worksheet. To open it in a new tab, press Ctrl when you click.](#)

Indexes: Some variables will have a column called "Comparative Index." An index is an easy way to compare a study area with a larger area. For this report, all comparisons are with the state or states within which the study area falls. The indexes can be interpreted as follows.

- Indexes of 100 mean the study area variable is the same as its base area.
- Indexes greater than 100 mean the study area variable is above the base area. The higher the number, the greater it is above the base.
- Indexes less than 100 mean the study area variable is below the base area. The lower the number, the greater it is below the base.

Support

If you need support with this report, please email MissionInsite at misupport@missioninsite.com.