

COMMUNITY CHURCH OF VERO BEACH

UCC CHURCH PROFILE - 2023



THE COMMUNITY CHURCH
OF VERO BEACH

COURAGEOUS • CURIOUS • CREATIVE • COMPASSIONATE

TABLE OF CONTENTS

WELCOME	3
CANDIDATE POSTING	4
LISTING INFORMATION	4
POSITION SUMMARY	5
CORE COMPETENCIES, EDUCATION & EXPERIENCE	5
REPORTING RELATIONSHIPS	6
GOALS AND EXPECTATIONS	6
PERSONAL ATTRIBUTES	6
MARKS OF FAITHFUL AND EFFECTIVE MINISTRY	7
COMPENSATION & BENEFITS	8
THEOLOGICAL BELIEF	9
WHAT WE BELIEVE	9
OUR CHURCH	11
CHURCH HISTORY	11
COMMUNITY CHURCH	12
BY THE NUMBERS	12
CONGREGATIONAL DEMOGRAPHICS	13
MUSIC & FINE ARTS	14
MISSION WORK	15
MINISTRY PROGRAMMING	16
FAMILY AND COMMUNITY LIFE	16
CONFIRMATION AND YOUTH MINISTRIES	16
ADULT MINISTRIES	17
SMALL GROUP OPPORTUNITIES	17
COMMUNITY PRESCHOOL	18
PRIORITIES FOR THE FUTURE	19
PARTICIPATION & STAFFING	21
ORDAINED, LICENSED, OR COMMISSIONED MINISTERS	21
CURRENT STAFF	22
VERO BEACH	24
VERO BEACH OVERVIEW	24
VERO BEACH DEMOGRAPHICS	25
VERO BEACH EDUCATION, COMMERCE, & CLEVELAND CLINIC INDIAN RIVER MEDICAL CENTER	25
CLOSING DOCUMENTS	26
CLOSING PRAYER	26
STATEMENT OF CONSENT	27
VALIDATION BY CONFERENCE/ASSOCIATION	28

WELCOME

For nearly years, Community Church has welcomed worshipers and followed the way of Jesus Christ. Our powerful calling in 1924, "There is more that binds us together than separates us in the worship of God," applies today. Members and visitors are welcomed from all religious backgrounds and traditions to our Vero Beach campus. Over 1,400 members and active participants from over 50 denominational backgrounds make our church their regular place of worship. We are covenanted with the United Church of Christ in mission and service and polity, retaining a unique character in organization and vision.

Community Church is prayerfully seeking the one whom God has called to provide exceptional leadership for this church. Through thoughtful prayer and by God's grace, we seek an Executive Minister to uphold the mission and vision of this church and to collaborate with our Senior Minister Rev. Dr. Anna V. Copeland, the ministry team, church staff and lay leaders to embody Christ's light and love to all.



CANDIDATE POSTING

LISTING INFORMATION

Church name:	Community Church of Vero Beach
Title:	Executive Minister
Street address:	1901 23 rd St Vero Beach, FL 32960
Web link:	ccovb.org
Weekly Attendance:	800 (Jan-Apr); 600 (shoulder seasons); 400 (summer)
Conference:	Florida Conference of the United Church of Christ
Association:	None
UCC Contact Person:	Rev. LaTrell Harrison ; Associate Conference Minister lharrison@uccfla.org 404-734-4986
Moderator	Jeannie Saver Jeannies1771@yahoo.com

POSITION SUMMARY

The Executive Minister serves as a key leader within the church, working closely with the Senior Minister and other church leaders to fulfill the church's mission and vision. They provide strategic planning, oversee ministry operations, manage staff and ministry teams, and offer spiritual guidance and pastoral care to the congregation.

One of the primary responsibilities of an Executive Minister is to collaborate closely with the senior pastor in developing and implementing the church's vision and direction. This generally involves working together to discern God's leading for the church and translating that into practical goals and strategies.

The Executive Minister supports the Senior Minister by providing input, doing research, and offering insight into various ministries. This collaborative relationship ensures alignment and unity within the leadership team, thus fostering a shared vision and purpose.

Overall, the Executive Minister plays a critical role in supporting the overall leadership and functioning of the church. By embracing their responsibilities, utilizing their skills, and nurturing strong relationships, Executive Ministers contribute to the growth, health, and impact of the church community they serve.



The Executive Minister: Inspired and vibrant follower of Christ, highly organized and motivated leader to support and collaborate with the Senior Minister to lead 1400-member church on the mid-Atlantic coast of Florida. Will oversee ministries of the church, and support the Senior Minister, ministry team and church council to fulfill the mission and vision of the church.

Additional areas of leadership in collaboration with the senior minister include: membership development; staff development, supervision, and training of staff and lay leaders; preaching, teaching and pastoral care. The candidate will support generosity/stewardship with the senior minister for members and friends of the church.

CORE COMPETENCIES

- Inspired preaching and teaching.
- Strong biblical foundation.
- Ability to engage people from all walks of life.
- Organizational leadership for effective congregational and staff growth.
- Collaborative management style.

EDUCATION & EXPERIENCE

- The ideal candidate will hold, at minimum, a Master of Divinity degree from an accredited seminary, a Doctorate in a theological field of study is preferred, or relevance professional training and experience in a related field.
- The ideal candidate will have at least 5 years of relevant experience.

REPORTING RELATIONSHIPS

Reports to: The Church Council of Community Church (Representatives from each ministry, three members at large, and church officers).

Supervises: Selected staff of CCOVB: 5 direct reports

Supervised by: The Senior Minister

Relates to: Congregation of CCOVB; Mission Ministry, Deacons Ministry, Fellowship Ministry, Called to Care lay caregivers, C2 Worship, Trustees

PERSONAL ATTRIBUTES AND EXPECTATIONS

Spiritual and emotional maturity; missional and forward thinking; seasoned organizational leadership; effective teacher, preacher and pastoral care; experienced and solution-focused people developer and team builder; excellent communication and social skills; and proficiency in social media.

- Demonstrates a high level of integrity, guided by a sound set of ethical principles
- Possesses high relational skills and an infectious love for people
- Is a team player and team builder who focuses on the good of the entire organization and inspires others to work together to achieve organizational excellence
- Is a strong communicator who listens well and is comfortable and effective at all levels of the organization; one who thrives on providing the necessary support for others to succeed
- Shows compassion and empathy toward people in need, both inside and outside the congregation
- Embodies the flexibility and adaptability to lead in the face of unexpected challenges in our world today.



MARKS OF FAITHFUL AND EFFECTIVE MINISTRY

The United Church of Christ encourages churches searching for a new minister to consider five key indicators a successful candidate would embody. Below are three of the five that Community Church hopes to find in a successful candidate.

EXHIBIT A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE

- Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship.
- Praying actively and nurturing spiritual practices.
- Being called to ordained ministry by God and the Church.
- Continuing discernment of one's call in community.
- Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.
- Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.

ENGAGE SACRED STORIES AND TRADITIONS

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



PARTICIPATE IN THEOLOGICAL PRAXIS

- Practicing theological reflection and engagement as part of one's sense of ministerial identity.
- Integrating theological reflection in teaching, preaching, and ecclesial and community leadership.
- Articulating a theology and practice of ministry consistent with the UCC Manual on Ministry.
- Demonstrating an appreciation for and participation in the ecumenical and interfaith partnerships of the UCC.
- Experiencing and appreciating a variety of theological perspectives.
- Embodying the UCC Ministerial Code.

COMPENSATION & BENEFITS

- Competitive compensation package negotiable, including housing allowance designated by minister
- Choice of Medical PPO (employee contribution)
- Dental Plan (employee paid)
- Vision Plan (employee paid)
- Life/AD & D (employer paid)
- Long term disability (employer paid), Short Term disability available through AFLAC (employee paid)
- Retirement through UCC pension plan or 401K; to be negotiated. Voluntary participation in retirement (matched up to four percent, vested after one year)
- PTO 4 weeks plus holidays
- Contribution toward minister's Self-Employed Social Security/Medicare tax: 7.65% of Salary Basis (salary plus housing allowance)
- Professional expenses, books, resources
- Mileage reimbursement
- Continuing education allowance
- Sabbaticals
- Cellphone allowance
- Reimbursement for the move of the successful candidate's household goods and furniture to the Vero Beach, Florida area.
- Costs associated with a house-hunting trip for the candidate and spouse.





THEOLOGICAL BELIEF

WHAT WE BELIEVE

We welcome into full membership and participation in all aspects of our church life, persons of every race, language, national origin, age, sex, sexual orientation, gender identity or expression, physical or mental ability, economic or marital status and faith background, and we officiate and celebrate all loving and committed relationships.

CHRISTIAN UNITY

As Christ prayed “that they may all be one” (John 17:21), so we work to heal divisions in the Body of Christ. Regardless of the labels society may place upon us, all are welcomed into fellowship. The unity we seek in church membership is a gift of God, undergirded by the love of our fellow members and of God. We accept the historic understanding of Christian fellowship which states: In essentials unity, in non-essentials diversity, in all things love.

DOCTRINAL FREEDOM

We value the historic creeds of the church but do not demand specific expressions of acceptance of these creeds. We acknowledge our responsibility for rethinking, claiming, and bearing witness to our beliefs as God’s Word continues to unfold among us.

AUTHORITY OF SCRIPTURES

The Bible is our ultimate rule of faith and practice. It is our primary source for understanding the good news we know through Christ. At Community Church, we use the tools of modern biblical scholarship to seek more light and truth from the Scriptures, which are a living witness to faith. We take the Bible seriously, approach the text eagerly, and seek to discern together the meaning of God’s message for our lives today.

SERVICE

As individuals, we are urged to act in accordance with our understanding of God's will for our lives. As a community of faith, guided by the Holy Spirit, we also work together to establish God's realm of justice, love, and peace. Our work together includes helping those in need, building up, reconciling, healing, supporting, and teaching.

SACRAMENTS

We recognize two sacraments as instituted by Christ: baptism (through which we are joined in faith to Jesus Christ and welcomed into fellowship of the church) and Communion (the meal of broken bread and shared cup, taken in remembrance of Christ's life, death, and resurrection, and with the promise of Christ's return.) All are welcomed to share in the sacrament of Communion.



GROWTH IN FAITH

With the freedom we claim in Christ, comes the responsibility to continue to grow in faithfulness. We offer many opportunities for growth including varied styles of worship, Bible studies, Wednesday evening educational sessions, experiences of historic spiritual practices, small group fellowship, and periodic guest lecturers. In addition, we actively support seminary students in their pursuit of theological education.





OUR CHURCH

CHURCH HISTORY

In 1924, the village of Vero was experiencing a land boom. A number of residents were hopeful that a church might be established to meet their religious needs and support their spiritual lives. They invited a retired Congregational minister, Dr. C.H. Pettibone, to relocate to Vero and organize their non-denominational church. Unanimously adopted in 1924 by 83 charter members, the organizing church charter for Community Church of Vero, Florida was very simple. It included a statement pertaining to membership which read: "We welcome into fellowship with us, all of whatever name or creed, who are trying to know and to do the will of God the Heavenly Father and his Son, our Savior, the Lord Jesus Christ, and who seek the guiding influence of the Holy Spirit in their lives."

In 1975, we affiliated with the United Church of Christ. Today God calls us to navigate the cultural challenges of our time as curious, compassionate, creative and courageous followers of the Way of Jesus. In this our centennial year, we continue to navigate ministry as a purple church in an increasingly red and blue world.

SIGNIFICANT CHURCH HAPPENINGS OVER THE YEARS

- Founded in 1924 as an interdenominational Christian Church, Community Church has been affiliated with the United Church of Christ since 1975 offering a wide welcome to all.
- In 2009, the Commotion (Community In-Motion) and Fellowship Hall Building was constructed for Youth programming, Fellowship events, and our Contemporary Sunday Service called C2.
- A \$13 million building campaign included a major Sanctuary renovation and installation of the 4,083 pipe Lively-Fulcher Sanctuary Organ.
- Retired \$5.6 million of remaining mortgage debt in 2017
- A strategic vision and plan were approved by the congregation in 2019, called Vision 2020, to establish priorities and anticipate new leadership and trends in the 21st century.
- In a testament to the strength of our congregation we weathered a sudden death or the retirements of four long term and beloved pastors in the past few decades.
- Six weeks after the end of a 16-year pastorate and the arrival of our interim minister, the worldwide COVID-19 pandemic arrived in Vero Beach. We successfully pivoted to virtual worship and programming in March 2020. Limited in-person worship was revived in the fall with carefully considered safety precautions in place.
- In fall, 2021, we called our new Senior Minister, the Rev. Dr. Anna V. Copeland.

COMMUNITY CHURCH

BY THE NUMBERS

Calling of **1924**

|
*"There is more that binds us together
than separates us in the worship of
God".*

8

GIANT HD SCREENS

|
*The Community Hall boasts a state-of-
the-art amplification and media
technology that serves our
contemporary worship practices
during our Sunday C2 Service, as well
as community fellowship
presentations, lectures, and activities
throughout the week.*

Vision **2020**

|
*To be a community of God's people,
who follow Christ's way,
worship in Christ's name,
welcome and love all,
serve widely and joyfully,
to transform our lives and world
by reflecting God's living spirit.*

4,083

PIPES

|
*Music and worship have been
inextricably linked for as long as
humankind can remember. Our
custom Lively-Fulcher Pipe Organ that
is heard every Sunday in our
traditional sanctuary has 35 stops, 49
ranks, and 4,083 pipes.*

29

STAINED GLASS INSERTS

|
*Our 160 seat Grace Chapel inspires
faithfulness and liturgical traditions
for our early morning Sunday Service
and other devoted gatherings.*

500+

WEEKLY LIVESTREAM VIEWERS

|
*We already offered livestreaming of
our services, but since the COVID
pandemic began, our state-of-the-art
audio/visual systems have allowed us
to present virtual worship viewed by
folks throughout the U.S. and in 7
different countries. We are
connected!*

1,423

MEMBERS

|
*During the winter high season, we
have 700 adults worshipping with us
at 3 Sunday services. Attendance
gradually decreases each summer.*

50+

DENOMINATIONAL
BACKGROUNDS

|
*We have people from 50+ different
denominational backgrounds making
CCOVb a unique place of worship
where all are welcome.*

30+

LOCAL MISSIONS

|
*Community Church is a leader and
role model for initiating, building and
supporting local mission opportunities*

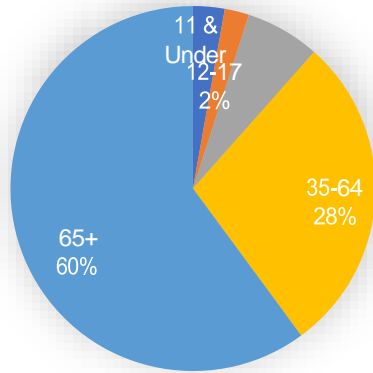
120

PRESCHOOLERS

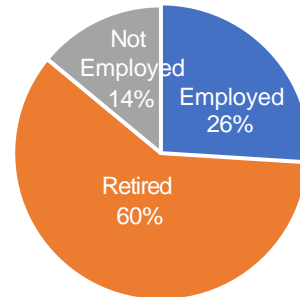
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*Education is a hallmark and a priority
of our congregation. The award-
winning, nationally certified
Community Preschool has been part
of our campus for over 40 years!*

CONGREGATIONAL DEMOGRAPHICS

Congregation By Age
(Mirrors Vero Beach Population)



Congregation by Employment



The members of Community Church are primarily Caucasian and English-speaking. They represent all walks of life. A significant segment comprises retirees or seasonal visitors, yet we are an active, involved group. We draw from all over Indian River County. On the wall of our building and visible as one approaches is a quote taken from our founding documents which reflects one of our congregation's key values: "Founded in 1924 in the belief that there is more that binds us together than separates us in the worship of God". Diversity in our current context means diversity in these areas:

- Faith traditions and backgrounds (50 or more represented)
- Age
- Education
- Sexual orientation
- Economic opportunities
- Talents, gifts and occupations
- Political views across the spectrum



MUSIC & THE FINE ARTS

Music and the fine arts are at the core of Community Church's celebration of God and its spiritual life. Both reflect the order, beauty and diversity of God's creation. Music and art confirm that the gospel message is as relevant today as it was centuries ago.

In our area the music and arts scene is vibrant, and Community Church is known for its excellent offerings to the community and in worship settings. Different voices, instruments, musical styles and arrangements are blended by our staff, volunteer and professional vocal choirs, handbells, and other musicians into a living reflection of God's work. The 75-member



Chancel Choir leads the congregational singing in our traditional services and offers mass choral works during high holidays. The magnificent Lively-Fulcher organ is a worthy accompaniment. Our sanctuary is one of the best concert venues in the area and sought after by international symphonies. We have state of the art sound and lighting there to complement performances and offer livestreaming of all services and select events. Grace Chapel is perfect for more intimate concerts and recitals. The Community Hall is outfitted with 8 large HD screens and a stage for our professional contemporary worship band. Our Narthex gallery showcases local and regional artists' work in all mediums. At Lent and Advent, a popular Music and Poetry series is offered.

We livestream, record, and share through social media the worship and musical events of the church. We affirm that music and the fine arts express our love and devotion to God, and inspire our faith and service in the world.



MISSION WORK

Serving our community has long been at the heart of Community Church. It has been our tradition to dedicate at least 11% of our total contributions to mission work and community outreach. We regularly support, both financially and through volunteer efforts, at least 30 local organizations and ministries, as well as ministries based in Haiti and Thailand. The 12-member Mission Ministry serves as a liaison with local agencies to better understand their effectiveness in serving our community, the challenges they face, and assess how we as a church can best support their efforts. A portion of our budget also goes to supporting UCC's Wider Mission, administered through the UCC. In addition, we routinely conduct special fundraising efforts to support humanitarian and re-building in communities that have been devastated by hurricanes. Most recently, we have provided additional support to non-profits most affected by COVID.

Some recent highlights of our mission work include:

- Participating in the Circle of Faith with other local churches to build homes with Habitat for Humanity.
- Participating in the annual Soup Bowl to support the Samaritan Center by making and selling nearly 200 quarts of soup.
- Conducting an annual Food Drive to support the Indian River County Food Pantry, raising over \$8,500 and collecting over 1,900 lbs. of food.
- Supplying nearly 350 Christmas gifts to needy children through our annual Christmas Wish Tree effort.
- Providing over \$65,000 in relief after Hurricanes Florence and Michael in 2018 and over \$55,000 in relief after Hurricane Dorian in 2019.
- Supporting annual youth mission trips.
- Raising over \$13,000 with our annual Rummage Sale in 2020 to go towards Missions Programs.



MINISTRY PROGRAMMING

FAMILY AND COMMUNITY LIFE

We offer a variety of meaningful and creative ways to introduce children to God, Jesus and the Christian way of life. Our approach to family ministry encourages parents to partner with ministers and lay leaders to build a foundation of faith that will enrich and sustain children, youth and families on a lifelong faith journey.

A sampling of our programs for families and children includes:

- Sunday school, using Godly PLAY
- Parenting small groups
- C3 summer camp
- Creative family events offered throughout the year
- Nationally accredited (NAEYC) preschool, which also includes summer camp for preschoolers



CONFIRMATION AND YOUTH MINISTRIES

- Small group opportunities for high school boys and girls, focused on faith formation and community building
- Confirmation
- Annual youth mission and camping trips
- Local mission activities
- Youth activities in Commotion, a space on our campus created for youth programming



ADULT MINISTRIES

To meet the needs of our large congregation with diverse interests, we offer a variety of educational opportunities for adults. Our programs include:

- Two different Bible study groups for men and women who gather weekly to deepen their understanding of the Scriptures, which we study through the lens of current scholarship, shared insights and mutual support to live out our faith.
- A year-long, adult confirmation class for those who wish to strengthen their knowledge of Scripture and deepen their understanding of our faith.
- Wednesday evenings are an opportunity to engage a topic through lecture, film, or interviews, followed by discussion facilitated by clergy and lay leaders.
- The Annual Ella Dodd Distinguished Lecture Series invites nationally recognized scholars and authors to open our minds and hearts to new faith perspectives. Past speakers included John Dominic Crossan, Diana Butler Bass, Bart Ehrman and Rev. Dr. Allen Hilton who introduced us to the principles of Courageous Conversations. He and Dr. David Anderson Hooker also led us in a 2-part series of conversations about race.
- Adult retreats designed to foster spiritual growth and friendships, occur annually. The Men's Retreat is an annual event. The Women's Retreat is held twice a year.



SMALL GROUP OPPORTUNITIES

We offer a variety of short and long-term small group opportunities around a variety of topics designed to deepen our spiritual lives, build friendships and provide encouragement as we seek to walk in the way of Christ.





COMMUNITY PRESCHOOL

Established over 40 years ago on the Community Church campus, the Community Preschool has a long-standing reputation for providing a well-rounded, high-quality program for young children. Nationally accredited and State of Florida Gold Seal designated, Community Preschool strives to provide an



exceptional preschool experience for all children that is grounded in current research and proven best-practices for early learners. Our program places a great emphasis on an individualized, developmentally appropriate curriculum for ages 3-5 with a strong foundation of skills and learning experiences. Through this approach, we provide a safe and nurturing environment, while promoting each child's physical, social, emotional and intellectual development. Community Preschool is not faith-based and attracts children from a diverse cross-section of our area. Enrollment typically is about 130-140 students. The church supports the school as a benevolence and a ministry to children through education.



PRIORITIES FOR THE FUTURE

In 2018 the congregation undertook a yearlong visioning and planning process to formulate a strategic plan. This had not been done in 20 years. In light of our coming centennial celebration in 2024 and the anticipated change in pastoral leadership we engaged an outside consultant to help us discern God's purpose for us in this time and to outline the church's needs and priorities going forward while recognizing best practices for the 21st century. The final plan was adopted at the Annual Meeting in January 2019, and work on the implementation began straight away. The 2022 Annual Report can be viewed on the church's website (ccovb.org), under the GIVE menu tab and the Vision 2020 Plan can be viewed under the ABOUT menu tab. Below is a summary of the Vision 2020 Plan.

Five major goal areas were identified with several key strategies to work on within each area.

SUPPORT AND NURTURE OUR CHURCH FAMILY: This means everyone including staff, but particular emphasis is desired in renewed children and family programming, pastoral care and small groups growth. All of us need nurture in this time of transition and uncertainty.

COMMUNICATE OUR WARM WELCOME AND ACCEPTANCE OF ALL: We wish to embrace diversity, encourage growth in participation and membership, focus on accurate messaging and branding in marketing and communications. This goal describes a hallmark of our congregation and denomination.

ENSURE CONSISTENT EXPRESSION OF OUR CHRISTIAN THEOLOGY: Continue centering on excellence in worship and the sacraments, music, the arts and education. We do worship well but wish to be certain all our activity and ministry accurately reflects our theology.

PROTECT INSTITUTIONAL INFRASTRUCTURE: The focus here is on calling an Executive Minister; governance and how to encourage laity participation; providing and maintaining our facilities for congregational and wider uses; ensuring fiscal longevity through stewardship; revisiting staffing models to attract inspiring clergy and provide appropriate program support. We are blessed with assets and resources which require tending.

REACHING OUT TO AND AIDING OTHERS IN NEED: This addresses collective mission programs as well as individual service in the broader community. Our congregation is a model and a leader in the community where new ideas, needs, and opportunities are always present.

VISION 2020

The Trustee Ministry and others tackled the financial improvements discussed in the plan. The Church Council reviewed possible changes to the governance structure and we updated our by-laws according to the new vision in 2021. Excellence in worship continues with expanded livestreaming and social media post CoVid. Zoom meetings bless us with the opportunity to stay connected with seasonal members and friends. We courageously discuss the social and political unrest of our time and seek new ways to understand all our brothers and sisters. Regular communication to the congregation has become paramount, and we are experimenting with multiple methods to reach everyone.



PARTICIPATION & STAFFING

ORDAINED, LICENSED, OR COMMISSIONED MINISTERS

Rev. Dr. Anna V. Copeland	Senior Minister
Vacancy	Executive Minister
Vacancy	Minister for Congregational Care, Children and Families

ORDAINED, LICENSED, OR COMMISSIONED MINISTERS FROM THE CONGREGATION

- Rev. Craig Hoffman, ret. RCA (choir member, Board of Music & Fine Arts)
- Rev. Jan Hoffman, ret. RCA (choir member)
- Rev. Robert Inhoff, ret. American Baptist (Chair, Board of Trustees)
- Rev. Maryann Ronan-Lamson, ret. UCC
- Rev. Frank L. Lamson (currently serving at Crossroads UCC in Melbourne, FL)
- Rev. John Langfitt, ret. Disciples of Christ (Deacon, mentor in youth programs, chaperone on mission trips)
- Rev. Gary Moore, ret. Presbyterian (former pastoral care minister at Community Church, choir member)
- Rev. James O'Brien, ret. UCC (choir member)
- Rev. Cindy Schneider, ret. Methodist
- Rev. Don Stoner, ret. UCC (Council Member at Large, occasional teacher in Adult Ed programs)
- Rev. Carol Trax, ret. UCC (inactive)
- Rev. Bruce Turner, ret. UCC (inactive)
- Neal Watkins, UCC (employed by Florida Conference as Minister of Faith Formation)
- Rev. Donald White, ret. UCC (offers private counseling to members)
- Rev. Alfred W. Wishart, ret. Presbyterian
- Rev. Beverly Zell, ret. UCC (Search Committee member, occasional teacher in Adult Ed programs)

CURRENT STAFF

Staff Position	Compensation (full time, part-time, volunteer)	Supervised by	Tenure for current person in this position
Senior Minister	F/T	Moderator	4 yrs.
Executive Minister	F/T	Senior Minister	Vacant
Minister for Congregational Care, Children and Family Life	F/T	Executive Minister	Vacant
Minister for Youth and C2 Worship for Emerging Generations	F/T	Executive Minister	2 yrs
Director of Music and Fine Arts	F/T	Senior Minister	6 yrs
Director of Preschool	F/T	Senior Minister	18 yrs
Business Administrator	F/T	Senior Minister	9 yrs
Ministry Associate for Spiritual Formation	P/T	Executive Minister	8 yrs
Associate Director of Music/Organist	F/T	Director of Music & Fine Arts	5 yrs
Accounting Supervisor	F/T	Business Administrator	10 yrs
Manager of Facilities	F/T	Business Administrator	15 yrs
Assistant Facilities Manager	F/T	Manager of Facilities	11 yrs
Technical Arts Director	F/T	Executive Minister	2 yrs
Executive Assistant to Senior Minister + Admin. Assist for Family and Youth Ministers	F/T	Senior Minister	7 yrs
Admin. Assistant for Missions and Adult Education	F/T	Executive Assistant	24 yrs
Admin. Assistant for Music and Worship	F/T	Executive Assistant	7 yrs
	F/T		
Communication Coordinator + Emerging Generations Team Leader	P/T	Business Administrator	7 yrs

C2 Musicians, Choir Section Leaders (Includes 6 C2 musicians/singers, 5 section leaders)	P/T	Executive Minister / Director of Music	various
Various temporary 1099 contractors (Approx. 5 people assisting with technology needs in worship)	P/T	Technical Arts Director	various
Night Facilities crew (2 people)	P/T	Manager of Facilities	16 yrs
Sunday School Director	P/T	Minister for Congregational Care, Children and Family	2 years
Preschool teachers and staff	6 F/T 15 P/T	Director of Preschool	1-23 years
Sunday Nursery staff (2 people)	P/T	Sunday School Director	various
	P/T		

CONFLICT RESOLUTION

CCOVB follows the congregational model in which major issues are brought before the congregation for discussion and resolution. For other issues, the Church Council and appropriate Church Boards resolve conflicts. An example was the decision by the Board of Deacons to serve grape juice rather than wine with Communion.

CHALLENGES

To serve the larger winter congregation, it is necessary to carry a large staff year-round. Second, congregations nationwide have less volunteer help available to them than past generations. Therefore, they either hire more staff or cut back on ministry. Currently, Community Church has the financial resources to hire staff to do what volunteers might have done in the past.





VERO BEACH

VERO BEACH OVERVIEW

In many ways, Vero Beach is considered the gem of the east coast of Florida. With lovely winter weather and an abundance of cultural and outdoor offerings, we are the winter home of many affluent retirees as well as a vibrant year-around population. Voted “one of America’s happiest seaside towns” by Coastal Living magazine, Vero Beach is a small city (population 17,000) in a small county (population 155,000). Residents lean conservative politically, crime and traffic are low, and one motto is “sunrises, no high rises.”

Vero Beach offers a world class art museum, performing arts theatres, cinema, fine dining and opera. Historic downtown Vero features at least a dozen fabulous art galleries and a First Friday Gallery Stroll. One of Vero’s most lushly wondrous outdoor spaces is McKee Botanical Gardens, which National Geographic listed as one of the 22 Most Soothing Places of Surprise and Sanctuary in North America.

In addition to weather and lifestyle, it’s worth noting that Florida has no state income tax and no inheritance tax. Vero Beach is about two hours’ drive from Orlando or Palm Beach, and about three hours from Miami and Ft. Lauderdale. Community Church of Vero Beach is the largest UCC church in the state.



VERO BEACH DEMOGRAPHICS

Demographics of the City of Vero Beach:

City of Vero Beach: population 16,070

Median age 54.1 years

- 53% Married
- 22% Families with children under age 18
- 90% Speaks English, 8% Speaks Spanish
- 87% Caucasian
- 10% Hispanic or Latino
- 4% African-American
- 1% Asian

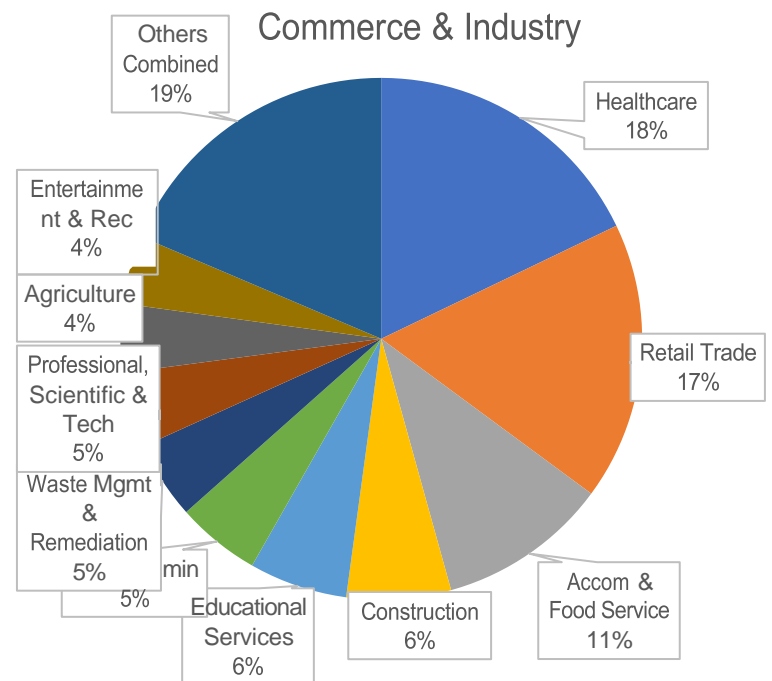


Indian River County: Population estimated at 160,000.

INDIAN RIVER COUNTY EDUCATION, COMMERCE, & CLEVELAND CLINIC INDIAN RIVER MEDICAL CENTER

Indian River County offers three public high schools (Vero Beach High School, Indian River Charter High School and Sebastian River High School), a Freshman Learning Center, three middle schools (Gifford Middle, Olso Middle, and Sebastian River Middle), and 13 elementary schools, which include 3 magnet schools. A variety of charter schools as well as several highly regarded private schools provide all levels of education.

In addition, Vero Beach is home to one of Indian River State College's 5 campuses. IRSC ranked 3rd most affordable U.S. College, and offers over 100 programs leading to Bachelor's Degrees, Associate Degrees, Technical Certificates and Applied Technology diplomas. After being named a top 10 national finalist for the prestigious Aspen Prize for Community College Excellence for the third time, IRSC was the winner in 2019.



In 2018 the Indian River Medical Center, a 332-bed hospital offering comprehensive medical services to the community, joined the Cleveland Clinic health system, which promised to bring at least \$250 million to IRMC over the next 10 years. IRMC's award winning Welsh Heart Center and the Scully-Welsh Cancer Center are affiliated with Duke Health, offering full-service programs and a multidisciplinary approach.

CLOSING DOCUMENTS

CLOSING PRAYER

Prayer of Discernment

Gracious God,

Your spirit has guided Community Church of Vero Beach for nearly 100 years. By your grace, we are witnesses of your faithfulness and love in this community.

May we be guided now by your wisdom as we seek a new Executive Minister. Throughout our history, you answered our prayers sending ministers to inspire, challenge and guide us. Please hear our prayers again and send us the one whose name you already know. The one who will lead us as we continue to seek your will and purpose in a challenging world.

We pray as well for faith to sustain us as we move forward, confident of your abiding presence in our discernment. Might we listen to one another, knowing that the wisdom we seek resides not in one alone, but in a community of faith seeking your will and your way.

Guide the one who, like us, is discerning your call. Speak to their heart and mind even as you prepare us for the change that ultimately comes by your hand.

In the name of Christ we pray,

Amen.



STATEMENT OF CONSENT

September 1, 2023

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 moderator charged with collaborating with the Senior Minister to identify potential candidates, we share this profile with you. We understand that as a candidate, you may wish to secure further knowledge, information and opinions about our church. We encourage you 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.

Most sincerely,

Jeannie Saver, Moderator



VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

Yes, this congregation is in good standing of the Florida Conference.

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

Staff Comment:

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

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

Staff Comment:

I was informed that “the suggested financial data” was intentionally not included in the profile since the church’s “2022 Annual Report, which includes all of our Financial Statements and statistics is available on our Web Site.”

My signature below attests to the above three items.

Signature: Rev. LaTrell Harrison

Rev. LaTrell Harrison

Name / Title: Rev. LaTrell Harrison

Associate Conference Minister
Florida Conference, UCC

Date: August 18, 2023