

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to become

?

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

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

First Congregational Church
United Church of Christ
New Baltimore, Michigan

Pastor – ¾ time

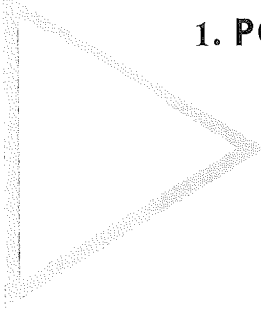
Michigan Conference UCC, Eastern Association

[Validation Date]

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
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*“God is able to provide you with every blessing, so that
having all sufficiency in all things at all times,
you may abound in every good work.”
(2 Corinthians 9:8)*



1. POSITION POSTING

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

1 a. LISTING INFORMATION

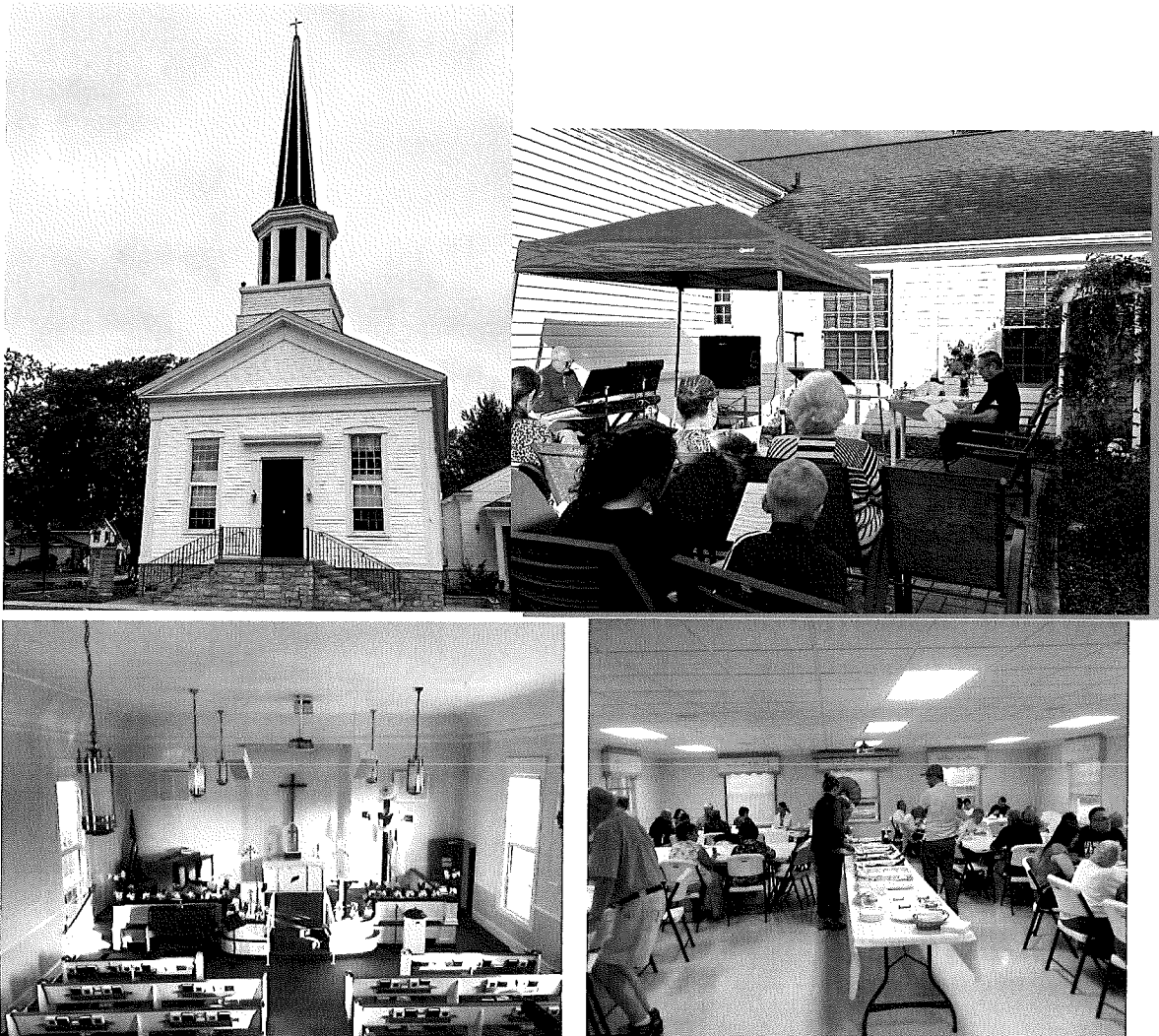
Church name: **First Congregational Church UCC**
Street address: **36223 Alfred Street, New Baltimore, MI 48047**
Supplemental web links: **1stcongregationalchurch.org**
fccnb@att.net

Conference: **Michigan Conference UCC**
Association: **Eastern Association UCC**
UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):
Rev. Cheryl Burke, Associate Conference Minister
(517)332-3511 Ext. 210
cheryl@michucc.org

Summary Ministry Description:

We are seeking an enthusiastic, energetic, and experienced pastor to lead us, while inspiring our older congregants to continue to excel and thrive. In addition, we strive to bring in new, younger members to help carry on our current ministries and develop new ministries. Our future at First Congregational Church UCC in New Baltimore is bright—we are a financially sound church that should allow us to make a valuable impact within our church and the community beyond.

Photographs:



What we value about living in our area?

New Baltimore is located about 30 miles northeast of the City of Detroit. We are nestled on the shores of Lake St. Clair and we enjoy the atmosphere of a vibrant, small town. Because of our proximity to Detroit, we are able to enjoy the best of both worlds—the amenities of a large city and all it has to offer in terms of major events, both cultural and sporting, while still enjoying the closeness of community that a small town has to offer. The lake and our environment is the cornerstone of our community.

Current size of membership: 84

Languages used in ministry (*other than English*): N/A

Position Title: **Pastor**

Position Duration

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

Compensation Level

¾ Time

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

1b. SCOPE OF WORK

- . **Lead the Congregation in worship services on Sunday, Holy days, and other designated services.**
- . **Provide quality sermons in the teaching of the Bible and Christian way of life. In conjunction with the Diaconate use various styles of services.**
- . **Schedule and perform baptisms, weddings and funerals for the church members and relatives and friends of the church.**
- . **Participate in community ecumenical functions and gatherings.**
- . **Work in conjunction with the Religious Education team to develop and schedule confirmation classes for our church youth. Support children's ministry with a children's moment during worship and support Sunday School and Vacation Bible School. Also develop, direct, and/or lead Bible classes.**
- . **Demonstrate fiscal responsibility associated with the position of minister/pastor working with the Board of Trustees.**
- . **Participate in church activities (i.e. potlucks, picnics, gatherings, coffee hours, and meetings)**
- . **Visitations to members and friends of the church who are ill, recovering and/or elderly as well as those in need of a personal visit. Contact may require travel throughout the metropolitan area and Port Huron.**
- . **Develop growth and interest in the United Church of Christ.**
- . **Work with the church office personnel.**
- . **Establish regular church office hours.**
- . **Participate in Eastern Association and Michigan Conference.**
- . **The minister will serve on the church council and be an ex-officeo member of all boards and teams in accordance with church by-laws.**
- . **A written report shall be prepared and submitted for the annual meeting.**

Core Competencies:

Empathetic, outgoing, and down- to- earth

1c. COMPENSATION AND SUPPORT

Salary Basis: **\$40,000 to \$50,000**

Benefits: **Salary plus Benefits**

What is the expected living situation for your next minister? **Housing allowance**

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: **With the exception of Sunday we will work with any adjustments needed.**

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

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

We are searching for a pastor to encourage church leadership and the congregation to strengthen our church by growing our membership using the teaching of Jesus. Someone who will assist us in the development of a creative plan to reach out and connect our church to our community. We need a pastor who fosters fellowship, Christian education, and the needs of our senior congregants.

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

A strong leader who can share their insights from past experiences/congregations/ with us. A person that is confident and outgoing to participate with us and/or create new opportunities in our community.

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

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

1. Engaging Sacred Stories & Traditions

- . **Bringing life to sacred stories and traditions**
- . **Bible based sermons**
- . **Sermons that apply to everyday challenges**

2. Caring for all creation

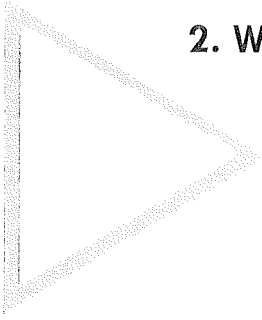
- . **Nurturing care and compassion for God's creation**
 - . **We are a lake community dependent on a healthy ecosystem**
- . **Stewarding the resources of the Church**
 - . **Promote positive community outreach**

3. Strengthening Inter-Intra Personal Assets

- . **Good communication skills**
- . **Ability to interact positively with various age groups**
- . **Develop ecumenical ties in the community**

4. Building Transformational Leadership skills

- . **Guide in the development of a 5-10 year strategic plan for the church**
- . **Work collaboratively with boards and teams**



2. WHO IS GOD CALLING US TO BECOME?

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

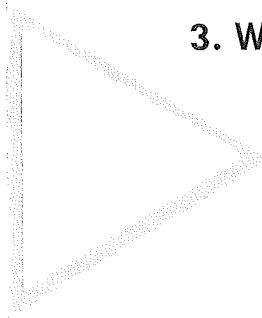
Our congregation is called to grow its membership so that we can reach beyond our doors and be a presence in the community. Our community has several retirement communities, assisted living facilities, and shut-ins that could be reached through the live streaming of our Sunday morning worship service. With the assistance of a new pastor we need to develop a multi-year program, particularly as it relates to community and stewardship opportunities to identify and fill unserved needs in our community.

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

With the challenges of the last several years our congregation has used our resources to create worship experiences that can be accessible to as many congregants as possible. We have initiated streaming of our 10:00 a.m. service on Sunday mornings for those unable to attend in person. We also hold an outdoor service (weather permitting) from Memorial Day through Labor Day at 8:30 am.

For several years our church has hosted a Wednesday evening meal and worship service led by the pastor. This has been part of our community outreach. We provide a meal and fellowship for those who are alone, as well as providing an alternative worship for those that cannot worship with us on Sunday or prefer a mid-week get together.

In order to bring God’s word to those who may not have a church family we hosted a meal and a showing of The Chosen (Season 1). While this was well attended we were limited in providing discussion due to the health issues of our Pastor.



3. WHO ARE WE NOW?

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

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

Mission Statement: “Welcoming any and all, we join together in the love of Jesus reaching out to the community and beyond.”

We believe the Holy Spirit works through us to encourage everyone to participate, as they are able, in our church family and community outreach.

Describe several strengths or positive qualities of your congregation.

Our congregation is known for its “extravagant welcome”. We provide a safe and accepting environment for all. We have an active congregation with about 84 members. Most of our members are involved in some capacity.

Our music program is an important part of the worship service. We have a very talented musician playing our organ, the piano, and the recently purchased Clavinova. We have a talented choir led by our longtime choir director and supplement by having guest musicians from the community throughout the year which adds diversity to our music program.

Describe what worship is like when your congregation gathers.

We are a place of worship that is family and friend oriented. It is a loving, supportive and non-judgmental environment. We appreciate sermons that are thought provoking, challenge us, and remind us we are loved. We have a dedicated group of lay people that serve as readers during the service. They do the opening announcements and read the scripture for that day.

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

We consider ourselves to be a faithful congregation, led by the Holy Spirit and the discernment of the people within our congregation.

We have not had an active youth program for several years. We do co-sponsor a Vacation Bible School program with our neighbor church, St. John's Lutheran Church. With the guidance of a new pastor we hope once again to develop a Sunday School and youth program.

We have an active Women's Bible study group that has been meeting for the past 5 years. We do at least two studies a year on a variety of topics regarding books, people and places in the bible. Most recently we completed a study on the life of the apostle Paul and plan to study the Book of Daniel in the fall.

We provided a community wide Bible Study and meal on the first season of The Chosen series.

Our church provides an environment in which all are free to develop programs to encourage and educate our congregation and community to grow in faith. We encourage members to follow their spiritual passion and provide support for them to do so.

Describe how your congregation is organized for ministry and mission.

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

We are organized as a Congregational Church that covenants with the UCC. We follow our constitution and by-laws. The decision-making teams spend about four hours each month on church matters.

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

Over the last several years our church, as others, have dealt with COVID. Our Diaconate and officers developed a plan that allowed us to continue worship that was safe and meaningful for our congregation.

- Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? **Yes**

3b. 11-YEAR REPORT



United Church of Christ
OF CHRIST

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

Church#:	321910	Schedule:	0	First Congregational Church UCC	New Baltimore	MI	48047	Assoc:	404
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	92	79	10	0	10	6	5	8	3
2012	96	59	5	4	5	4	3	2	4
2013	100	96	7	0	17	2	2	13	4
2014	104	96	7	0	17	2	2	13	4
2015	110	88	8	1	5	4	2	2	6
2016	110	77	5	0	5	0	2	3	0
2017	110	71	5	0	0	0	0	0	0
2018	105	73	3	0	2	0	2	5	-5
2019	93	75	4	0	3	2	1	16	-12
2020	93	75	4	0	0	0	0	0	0
2021	88	47	8	0	9	0	3	11	-5

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	\$114,642	\$0	\$595	\$783	\$1,378	\$1,706	\$3,084	0.52	\$117,726	\$81,989
2012	\$122,939	\$0	\$1,249	\$2,028	\$3,277	\$4,919	\$8,196	1.02	\$131,135	\$107,997
2013	\$169,483	\$0	\$1,821	\$2,767	\$4,588	\$8,704	\$13,282	1.07	\$182,775	\$121,306
2014	\$169,483	\$0	\$2,023	\$1,682	\$3,705	\$8,704	\$12,409	1.19	\$181,892	\$121,306
2015	\$219,469	\$0	\$5,419	\$2,296	\$7,715	\$5,808	\$13,523	2.47	\$232,992	\$125,003
2016	\$173,531	\$0	\$1,560	\$2,799	\$4,359	\$9,204	\$13,563	0.90	\$187,094	\$126,958
2017	\$164,237	\$10,069	\$1,758	\$1,323	\$3,081	\$7,638	\$10,719	1.07	\$174,956	\$106,101
2018	\$193,654	\$0	\$2,502	\$1,447	\$3,949	\$8,354	\$12,303	1.29	\$205,957	\$126,586
2019	\$187,574	\$15,967	\$4,521	\$2,832	\$7,353	\$7,281	\$14,634	2.41	\$202,208	\$128,321
2020	\$187,574	\$0	\$4,821	\$65	\$4,886	\$0	\$4,886	2.57	\$192,460	\$0
2021	\$183,370	\$19,036	\$4,247	\$1,652	\$5,899	\$6,172	\$12,071	2.32	\$195,441	\$150,733
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	TOTAL CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE		
2016-2021	-20.00	-38.96	60.00	80.00	180.00	5.67	35.33	4.46		
2011-2021	-4.35	-40.51	-20.00	-43.75	7.69	59.95	328.08	66.01		

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.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	84	X
Number of active non-members:	12	X
Total of church participants (sum of the numbers above):	96	X

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	85	X
Less than 10, more than 5 years:	10	X
Less than 5 years:	5	X

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
5	5	3	4	9	6	17	20	30	X

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	5	X
Households with minors:	10	X
Single adults age 35-65:	15	X
Joint households with no minors:	25	X
Single adults over 65:	30	X

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>

High school:	60	X
College:	30	X
Graduate School:	5	X
Specialty Training:	5	X
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	40	X
Adults who are retired:	55	X
Adults who are not fully employed:	5	X

Describe the range of occupations of working adults in the congregation: **Professional, skilled trades, service industry, medical field.**

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context? **Our congregation is not racially diverse, however, we welcome any and all to worship with us. Our church is diverse economically, politically, and educationally.**

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise: **No**

3d. PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	25	Lay Leaders
Baptisms <i>(number last year)</i>	10	Pastor
Children's Groups or Classes	5	Bible Study – Lay Leaders
Christmas Eve and Easter Worship	105	Worship Team
Church-wide Meals	40	Lay Leaders
Choirs and Music Groups	12	Director of Music
Church-based Bible Study	10	Lay Leader
Communion <i>(served how often?)</i>	1x monthly	Pastor
Community Meals	35	Weekly except during summer
Confirmation <i>(number confirmed last year)</i>	0	
Drama or Dance Program	0	
Funerals <i>(number last year)</i>	1	Pastor
Intergenerational Groups	0	
Outdoor Worship	15	Summer only – 8:30 Service
Prayer or Meditation Groups	0	
Public Advocacy Work	0	
Retreats	5	Women of MI UCC Conference
Bible Programs in the Community	30	Lay Leader
Weddings	1	Pastor

Worship (time slot: 8:30)	17	Pastor
Worship (timeslot: 10:00)	41	Pastor
Young Adult Groups or Classes	0	
Youth Groups or Classes	0	
Other	0	

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Office Manager	N	Part time	Trustees	36 yrs.
Asst. Office Manager	N	Part time	Trustees	5 yrs.
Custodian	N	Part time	Trustees	7 yrs.
Director of Music	N	Part time	Music Team	50+ yrs
Organist	N	Part time	Music Team	11 yrs.

REFLECTION

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

Our congregation has strong lay leadership even though we are an older congregation. We are generous with our time, talent, and treasures. We are welcoming and mission oriented. We are open to new activities and would like to find new ways to serve our congregation and the community.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$100,813.13
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$-0-
Fundraising Events – Pasty Ministry	\$74,557.25
Gifts Designated for a Specific Purpose	\$22,041.24
Grants	\$-0-
Rentals of Church Building	\$6,560.00
Rentals of Church Parsonage	\$11,160.00
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$-0-
Transfers from Special Accounts	\$
Other (specify):	\$
Other (specify):	\$
TOTAL	\$ 215,131.62

Current annual expenses (dollars budgeted for most recent fiscal year): \$199,492.00

2023 PROPOSED BUDGET

2023 Projected Receipts – Because no pledges were requested this year, all projected receipts are based on 2022 end of year numbers

Collections:			
General Fund & Loose Offerings	\$	94,000.00	
Easter Offerings		378.00	
Thanksgiving Offerings		130.00	
Christmas Offerings		1,500.00	
Initial Offerings		602.00	\$ 96,610.00
 Other Sources:			
Church & Hall Rental		6,240.00	
Parsonage Rent		11,160.00	17,400.00
 Special Events:			
Pasties		70,724.00	
Miscellaneous Fundraisers		3,800.00	74,524.00
 TOTAL PROJECTED RECEIPTS FOR 2023:			\$ 188,534.00
Projected Receipts without Pasties			117,810.00

2023 Projected Disbursements

Office Expense:			
Payroll Expense (2 employees)	\$	22,178.00	
Social Security Taxes – Employer		1,800.00	
Supplies/Miscellaneous		1,700.00	
Clerk Supplies		0	
Postage		1,185.00	
Machine Repair/Expense		1,400.00	
Computer Software Support		4510.00	
Internet		580.00	\$ 29,293.00
 Music:			
Payroll Expense (Organist & Choir Director)		23,200.00	
Wednesday Evening Service prep		2,400.00	
Social Security Taxes – Employer		2,000.00	
Substitute Organists		400.00	
Organ Maintenance/Repair Contract		600.00	
Miscellaneous Expense		1,300.00	
Special Music Stipend		1,000.00	\$ 30,900.00

(Continued)

Ministerial Package:		
Salary	54,414.00	
Health Insurance	3,024.00	
Dental Insurance	531.00	
Vision	100.00	
Longevity Bonus	2,000.00	
Professional Enrichment	<u>1,000.00</u>	\$ 61,069.00
Utilities:		
Electric	2,900.00	
Gas	2,700.00	
Telephone	700.00	
Water, Sewer & Refuse	<u>1,400.00</u>	\$ 7,700.00
Maintenance:		
Payroll Expense	10,000.00	
Social Security Taxes – Employer	764.00	
Janitorial Supplies	800.00	
Lawn Care	3,236.00	
Snow Removal and Salt	5,200.00	
Property Maintenance & Improvement	<u>5,000.00</u>	\$ 25,000.00
Committees and Boards:		
Diaconate	6,000.00	
Religious Education	700.00	
Missions	400.00	
Decorating	1,000.00	
Stewardship	260.00	
A/V Team	<u>2,400.00</u>	\$ 10,760.00
Other Expenses:		
UCC Eastern Association Dues	300.00	
Insurances	12,000.00	
Pasty Outreach (subject to membership approval)	19,870.00 – 20%	
Local Outreach	1,000.00	
General Fund Miscellaneous	1,000.00	
Giving Envelope Expense	150.00	
VANCO Electronic Giving fees	<u>450.00</u>	\$ 34,770.00
TOTAL PROJECTED DISBURSEMENTS FOR 2023:		\$ 199,492.00
TOTAL PROJECTED INCOME	\$ 188,534.00	
TOTAL PROJECTED EXPENSES	<u>(199,492.00)</u>	
2023 Budget Deficit:	(\$ 10,958.00)	

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **38%**

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

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (*indicate those included during the most recent fiscal year*)

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

Y One Great Hour of Sharing

N Strengthen the Church

Y Neighbors in Need

Y Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? Individual pledges

What is the church's current indebtedness?

Total amount of loan debt: -0-

Reason for debt: -0-

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

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

Does your church have an endowment? **Yes**

What is the market value of the assets? **\$2,327,325.98**

Are funds drawn as needed, regularly, or under certain circumstances? **Under specific circumstances in accordance with Special Gifts By-Laws.**

What is the percentage rate of draw (last year, compared to 5 years ago)? **0%**

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: **None**

Other Assets

Reserves (savings): **\$ 23,928.01**

Investments (other than endowment): **\$268,573.38**

Does your church have a parsonage? **Yes**

Fair market rental value of the parsonage:

How is the parsonage used? **Rented**

Street / City / State / Zip: **51129 Base St. New Baltimore, MI 48047**

Finished square footage: **1200**

Number of Bedrooms, Number of Bathrooms: **3/1 Bath**

Assessed real estate value: **\$195,000.00**

Available for minister residence: **N**

Expected minister residence: **N**

Condition of structure, systems and appliances **Good**

Entity in the church responsible for review and needed repairs **Board of Trustees**

Describe all buildings owned by the church:

Our historic church was built in 1860 and dedicated on June 20, 1861. During the Civil War the bell was brought by wagon from Ohio and installed in our steeple. The dining hall was added in 1953. The Robinson Wing was added in 1983 and Freedom's Gate, which connects all the additions to the church, was added in 2002. The church also has a parsonage across the street that is currently rental property.

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

Which spaces are accessible to wheelchairs? **All church spaces are accessible except for church balcony and basement.**

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?

Our church is looking to the future for growth and outreach. Working with the congregation through the various boards and teams we will be able to engage productively with our community and beyond.

3f. HISTORICAL INFORMATION

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

Our church is known as the “Pasty Church”. For over twenty years we have had a “pasty ministry”. Twice a year we make and sell pasties. A portion of our proceeds are donated back to the community.

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

The COVID pandemic had a significant impact on our congregation. The majority of our congregation is older so we had to find ways to continue worship that would work for our members. During this time our pastor became very ill, so we needed to not only provide safe worship but also needed lay leaders to lead worship sometimes with no notice.

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

As with almost any church we have had conflict. For the most part we have been able to resolve these conflicts by using the guidelines outlined in our constitution. These guidelines are a Pastoral Relations meeting is called between Moderator and chairpersons of the Diaconate and the Trustees and three at large members of the Pastor’s choosing. If the issue is not resolved the next step is a congregational meeting which is called by a petition from a minimum of 15% of the membership. (At the time of this conflict only 5% of the membership was required.)

Thirteen years ago, however, we had a conflict where these measures were not working. The issue primarily was caused by our Pastor at the time insisting on complete control over all matters of the church. This escalated to the point where the Pastor was not speaking to many members of the congregations.

After attempts to resolve the issues by a Pastoral Relations meeting some members attempted to mediate all the problems, the Pastor would not cooperate. A petition was submitted requesting a congregational meeting. The Pastor resigned prior to the meeting. His resignation was accepted by the Trustees. A group of his supporters requested another congregational meeting to rescind his resignation. Members of the MI UCC Conference attended. After a lengthy discussion a vote was taken, and the resignation was accepted.

This was a challenging time for the church. By following our constitution and bylaws and using the resources available to us through the conference, we have come out a much stronger church and we are much closer because of it.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Henry Brinker	13	Y
Rev. Matthew Jackson	7	Y
Rev. W. DeWitt	13	Y

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

Our church has a strong congregational background, so we look to our ministers for spiritual guidance while working in partnership with him/her in Christian ministry. Through our constitution and by-laws, we have appropriate channels for both the pastor and members to resolve any misunderstandings or conflicts.

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

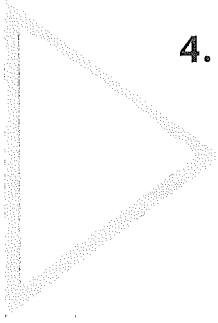
Ask us

Has your church been involved in a Situational Support Consultation?

N

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

N



4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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

Our church has been a part of New Baltimore for more than 160 years. Throughout the years its members have been instrumental in the evolution of our town from a shipping port in the 1800’s to the beautiful community today. For the 160th anniversary of our church we celebrated our presence with a community wide dinner.

Every year New Baltimore has their annual “Fish Fly Festival”. It includes rides, games, music, parade, and fireworks. We have a team of volunteers that park cars in our parking lot for that event. The money raised from this event is then used to support a charitable cause. This year the money raised was used to support a Little League Baseball team. This helps the team and with our church name displayed on their uniforms a way to show our involvement in the community.

Through our Mission Team we have or are currently supporting the following outreach projects:

- . Local food pantry
- . Backpack by the Bay
- . Christmas giving tree
- . Subsidized school lunches
- . School supply drive
- . Christmas gift wrapping for foster families

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

We have a member who serves on a board within the Eastern Association. We have several women that participate in the UCC Women's Conference including a member that will be this year's keynote speaker at the UCC Women's Conference.

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

Our church has developed strong ties with St. John Lutheran Church which is located near our church. We partner with them for Vacation Bible School. We work with St. John's to prepare lunches for McRest periodically. Members of their congregation join us for Wednesday meals and worship. Our church hosts the Interfaith Choir which includes members of several of the local churches.

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

Our mission statement describes our actions as a welcoming community of faith that reaches out whenever possible to the community. We spend many hours on various projects, activities and actively engaging everyone that we meet.

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

Community outreach is important to our congregation so the time would be allotted as necessary for any activities the church decides to pursue.

4b. MISSION InSite

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

How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

We reflect the community in that we are not a diverse congregation. Our congregation has a higher percentage of members with college or professional degrees than the community. Our congregation is somewhat older than the surrounding communities.

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

While we are an older congregation that does not necessarily shape our ministry other than no longer physically able to volunteer for hands-on outreach projects.

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

We are known throughout the community for our pasties and being a welcoming congregation. Part of our community outreach includes opening our doors to AA and NA for meetings.

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

- . **New people are impressed with the warm accepting welcome they receive.**
- . **Our music program incorporated into every service.**
- . **Our beautiful historic building built in 1860.**

5. REFERENCES

REFERENCE 1

Rev. Roger Facione/ Retired Pastor

586-725-6801

historicsaintjohns@outlook.com

REFERENCE 2

Patricia Gendernalik / Retired Funeral Director

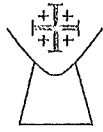
586-918-5282

REFERENCE 3

William Russell/ Musician

586-929-9053

Billrussell4564@yahoo.com



St. John's Lutheran Church of
New Baltimore

51161 Maria Street, New Baltimore, Michigan 48047
586.725.6801 – Email: historicsaintjohns@outlook.com
Website: stjohnsnewbaltimore.org

August 10, 2023

To Whom It May Concern,

On behalf of St. John's Lutheran Church, thank you – First Congregational Church of New Baltimore – for inviting me to write a reference letter documenting how closely our two churches work together in service to our good and gracious God and our community.

First Congregational Church of New Baltimore has a long and outstanding tradition of collaboration not only with our church but the many community partners that exist throughout the Anchor Bay Area. Allow me then to list some of the many ways in which our two churches collaborate. This includes, but is not limited to:

1. Vacation Bible School that we do using volunteers and the facilities of both churches for our children and families as well as the broader community.
2. Weekly Wednesday Dinner and Worship that your church hosts and members of our church attend that enriches our spiritual and social lives together.
3. Monthly Spaghetti Dinners that our church hosts and your members attend that further strengthens our partnership.
4. The Community Pasty Sale that your church does each year which our church members and the entire community is so appreciative of and greatly enjoys.
5. Periodic Bible Studies that our two churches have hosted and invited each other's members to participate in.

6. Special Worship Services in which the pastors of both our churches, our two church choirs, and lay volunteers have led.

As can be seen with the above examples, our two churches have a rich and wonderful history of collaboration that I pray will continue into the future.

Blessings,

A handwritten signature in cursive script that reads "Rev Roger Facione". The signature is written in black ink and is positioned to the right of the word "Blessings,".

Rev. Roger Facione

August 9, 2023

To Whom It May Concern:

My name is Patricia Gendernalik and I and my parents owned Gendernalik Funeral Home in New Baltimore for 72 years and have known and worked closely with the members and clergy at First Congregational Church in New Baltimore for all those years.

We have always had a very, very good relationship with the members of the Congregation, all the way back to when we were growing up and going to school.

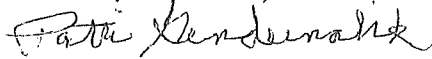
The members of the church have always been very kind and supportive of the families we served whether they were members or not.

When I needed help for a family or myself the Pastor and members were always there for us.

They are active in the community and caring.

Please contact me at 586 918-5282 if you need any further information.

Sincerely in Christ,



Patricia L. Gendernalik

Bill Russell

586 929-9053

Billrussell4564@yahoo.com

Traveling musician

Dear Pastoral Candidate,

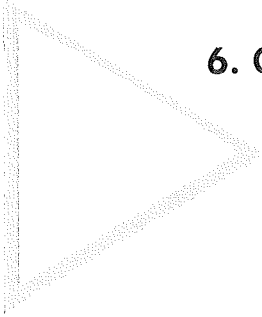
I have been playing special music at The First Congregational Church of New Baltimore for more than 15 years and they have become like family to me. I play four or five times per year, and I am always welcomed with a smile and kind words. From my prospective, they all seem to get along and have become a close-knit loving congregation.

When I play, I arrive 45 minutes before the first service to setup my sound equipment. I always find the church open and ready for me. They are a well-organized group and share together the responsibility of opening the church, turning on the lights and heat, setting up the kitchen for coffee hour, and putting the items in order for the service.

I absolutely love the people at The First Congregational Church and along with my wife we are praying that God gives them the perfect spiritual leader. Please feel free to call me at any time, I am happy to help in any way I can.

Sincerely,

Bill Russell



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

Shine Jesus Shine
By Graham Kendrick

Shine, Jesus, Shine
Fill this land with the Father's glory
Blaze, Spirit, Blaze
Set our hearts on fire
Flow river, flow
Refrain:

Flood the nations with grace and mercy
Send forth your word
Lord, and let there be light!

Verse 1:
Lord the light of your love is shining
In the midst of the darkness, shining
Jesus, Light of the world, shine upon us
Set us free by the truth you now bring us
Shine on me, shine on me

Refrain:
Shine, Jesus, Shine

Verse 2:
Lord, I come to your awesome presence
From the shadows into your radiance

By the blood I may enter your brightness
Search me, try me, consume all my darkness
Shine on me, shine on me
Refrain:
Shine, Jesus, Shine.....

Verse 3:
As we gaze on your kingly brightness
So our faces display your likeness
Ever changing from glory to glory
Mirrored here may our lives tell your story
Shine on me, shine on me

Refrain:
Shine, Jesus, Shine....

6b. STATEMENT OF CONSENT

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

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile?

Search Team consisting of Board Chairs and at large members selected by the Church Council.

2. Additional comments for interpreting the profile:

The Search Team also used input from the congregation which was provided through a questionnaire.

Signed:

Shirley A. Hawk / Moderator / Date: September 12, 2023

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:

Name / Title:

Email:

Phone:

Date:

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: Yes

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

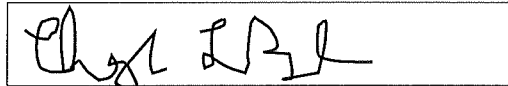
Staff Comment: Yes

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

Staff Comment: Yes

My signature below attests to the above three items.

Signature:



Name / Title: Associate Conference Minister

Email: cheryl@michucc.org

Phone: 517332-3511 x210 cell: 517-449-3424

Date: 7/15/2023

