

Amicable Congregational Church

United Church of Christ

Welcome to Our Local Church Profile



Amicable Congregational Church

3736 Main Road

Tiverton, Rhode Island 02878

401-624-4611

amicablechurch.org

[Validation Date]

1a. LISTING INFORMATION

Church name: Amicable Congregational Church

Street address: 3736 Main Road Tiverton, RI 02878

Supplemental web links: amicablechurch.org

We are seeking to call a settled full-time minister.

Southern New England United Church of Christ Conference

Contact: Rev. Patty Kogut, Area Conference Minister, Southeast Region,
508-244-4416, kogutp@sneucc.org

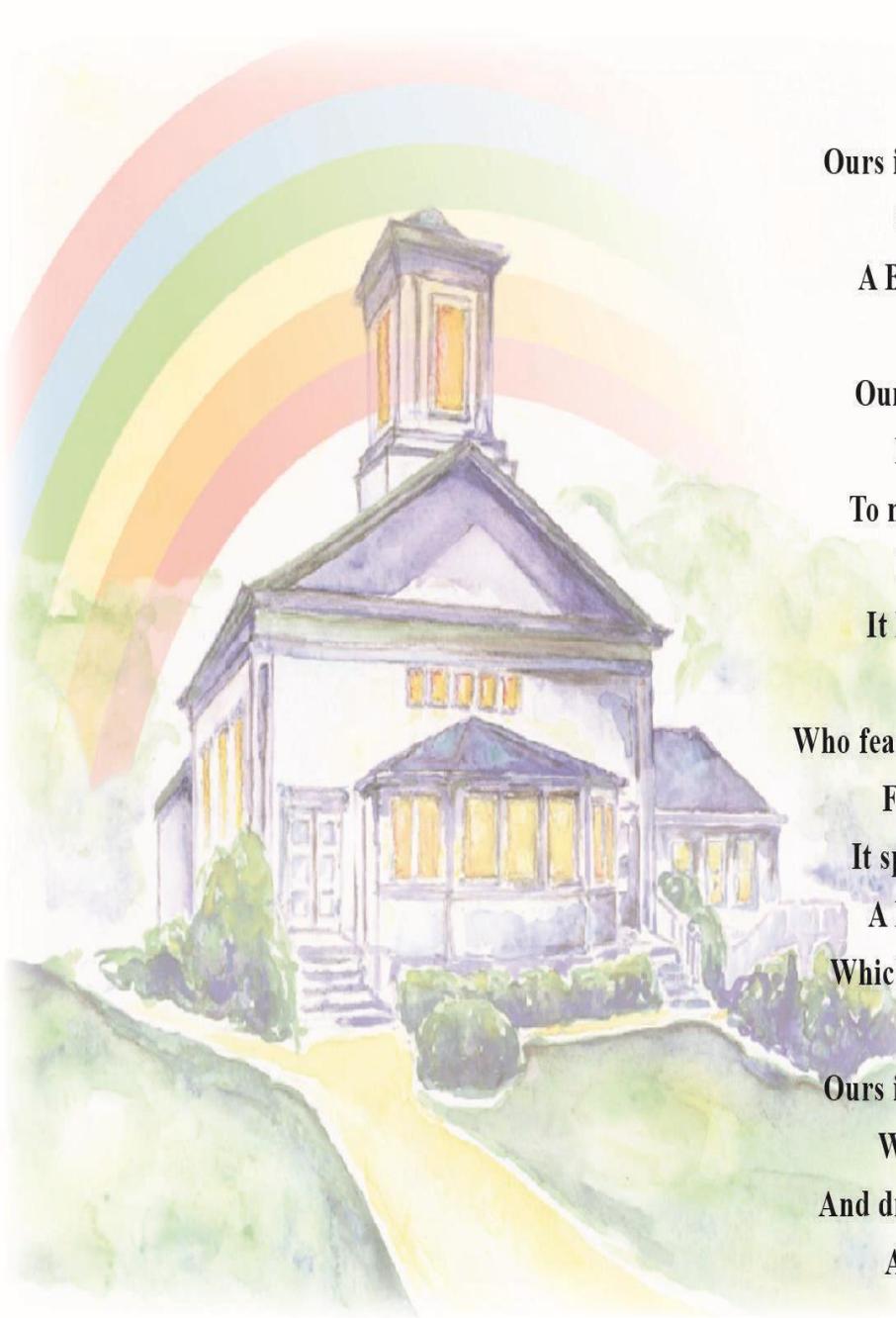
Summary Ministry Description:

We are looking for a minister to join us who has an open and imaginative mind, a grateful and faith-filled heart, new eyes, and ears to see and hear who we have been, are now, and hope to become, and a new voice to guide us in worship, mission, and our collective and individual faith journeys.

Worldwide Communion Sunday



Filling Thanksgiving Baskets



Our Church

By Rev. Sarah A. Dixon

Ours is a church by the side of the road

Set close in a carpet of grass;

A Beacon Light for the village folk

And all the people who pass.

Ours is a church for young and old

For men and women in need;

To minister, help and point the Way

Regardless of sect and creed.

It honors its founders of long ago

People of vision and might;

Who fearlessly worked and mightily prayed

For God and Christ and Right.

It speaks its Message to all of today

A Message straight from the sky;

Which helps them joy in the gift of life

and its triumph by and by.

Ours is a church by the side of the road

Which puts out its hand to you;

And draws you within for quiet and rest

And freshens your spirit anew.



Fogland Beach Service

What we value about living in our area:

Tiverton is a beautiful New England town blessed with coastal waters, farms, and open land assured in perpetuity by a land trust. We have the stone walls and iconic shingled homes visitors come to see. Within walking distance of our church are art galleries, unique New England restaurants, and a venue for music, art, film, and more. Each season brings something wonderful, and our position near coastal waters keeps temperatures cooler in the summer and warmer in the winter. We enjoy beautiful sunsets over the Sakonnet River year-round. In the north, well-kept homes nestle on smaller lots and small businesses abound. In the south, homes are more spread out. There are open spaces, town beaches, hiking trails, fishing, sailing, and kayaking, all to be enjoyed. Our small, natural-shingled town hall is humbly nestled among private homes, yet we have a 187,000 SF modern sports complex with activities for all ages. There are lines at an iconic clam shack on Nanaquaket Pond, yet we can enjoy a more upscale meal overlooking the Sakonnet River. We have a tiny historic library and a beautiful new library with room for books, computer access, public meetings, and programs for all ages. Our children have opportunities to play sports at school and at our Town Farm. There are local events year-round, including fairs and festivals, a 100-mile bike race, and musical performances. Tiverton is within one hour's drive of Boston,

Providence, and Newport; but with all there is to see, do, and enjoy locally, one can stay near home and never get bored. Come see.

www.tivertonfourcorners.com

www.farmcoast.com

Current size of membership:

72

Position Title:

Full-Time Settled Minister

Compensation Level:

Full-Time

Does the total support package meet conference compensation guidelines?

No, please refer to Section 1c on page 6 and the Endowment discussion on page 23.

1b. SCOPE OF WORK

- **Building community** within our church members and friends by planning ways to get to know the congregation through shared service, worship, discipleship, and time spent together, listening with an open mind and an open heart, and communicating effectively with the congregation and wider community
- **Community engagement** and leading the way for the church to be an ambassador of God's love, reaching out to build and strengthen community beyond our members and friends, sharing and exemplifying our welcoming spirit and support of diversity, and being active with church missions and events
- **Attracting new members** by developing creative plans to bring in new members and friends to expand our committed core and fill our Sunday School and youth group
- **Faith Formation** by engaging all generations
- **Sermon preparation and delivery**, developing and enthusiastically delivering engaging, Bible-based sermons relatable to life today that encourage and inspire continued spiritual growth
 - leading Sunday worship service and planning all elements that surround and support the theme of the service, including music, liturgy, and scripture study in coordination with the Worship Team
 - perform baptisms, confirmations, weddings, and funerals for members of the congregation and the wider community

- counseling, listening, and referral, visiting the sick and housebound bringing friendship, a listening ear and open heart, and providing moral and spiritual support and referral to those in crisis
- **faithful financial development and stewardship**
- **strategic planning for current and new directions in ministry** to energize us with new ideas while respecting our history and traditions
- enlivening and deepening spiritual connections and faith understandings in order to vision Amicable's future for the long haul
- **leadership development** by encouraging a new group of members and friends to serve in leadership positions
- attend meetings and give leadership as needed to church programs in collaboration with lay leadership
- participate in wider church activities such as conference and association meetings

Core Competencies:

Communicative, works well with children and youth, joyful, socially outgoing and outreaching, open-minded and open-hearted, a strong leader that is a relatable presence in the community.

1c. COMPENSATION AND SUPPORT

Total Compensation Package: \$111,637

In 2023 we budgeted \$111,637 for our Minister's salary, housing allowance, benefits, continuing education, and professional development. It is expected that the 2024 budget will offer a similar level of compensation and a standard benefit package as itemized below. Base salary will be negotiated commensurate with the candidate's professional experience.

Benefits, Vacation and Sick Leave:

Benefit highlights include a housing allowance, pension, life and disability insurance, Social Security offset, health, and dental insurance. The minister will receive one week of paid vacation time for every three months of pastoral service completed. Vacation time is to be taken in week allotments starting on Sunday and ending on Saturday. The minister will receive 10 days of paid sick time per calendar year. Requests for personal leave time will be negotiated with the Pastoral Support Group and approved by the Board of Trustees.

What is the expected living situation for your next minister (e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed)?

Amicable does not have a Parsonage, so we will provide a Housing Allowance whether living in the immediate area or living nearby.

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

A commute of less than 45 minutes is preferable.

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

Amicable has typically not provided retention bonuses.

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

The Rhode Island Association of the Southern New England Conference, UCC, (SNEUCC) has a RI Ministers' Association that meets monthly. Each gathering is hosted by an association minister at their church setting. Additionally, the RI Association gathers for meetings and social events. As a part of the SNEUCC, RI Association ministers have access to a rich array of professional development and wellness and support resources. These include opportunities for boundary and racial justice training, clergy affinity groups, and clergy renewal programs including pastoral care, self-care, retreat, mental health, and emergency funding resources. In light of the considerable stresses COVID has placed on clergy, the Conference encourages the use of these programs for overall wellness. A full description of these resources is available at the SNEUCC website: [Clergy Resources - Southern New England Conference of the UCC \(sneucc.org\)](https://www.sneucc.org).

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.

A minister who will rebuild, reconnect, and re-engage our intergenerational congregation to help us reinvent how we might grow into the future.

Every child who comes to Amicable learns quickly that they are loved and supported. Our children and youth know they can always be their true self at Amicable. We would welcome a minister with creative ideas, energy, and leadership who will attract young families and encourage youth to bond with each other and find fulfillment in daily life. Our creative Worship Team has shared the message of God's unconditional love each week in unique ways. This mission is anchored by our Minister and our Minister of Music, who carefully selects hymns and musical interludes to enhance each service. We seek a minister who will welcome the team effort required in crafting these services.

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

We are looking for a minister to join us as we continue to serve our community. Amicable Church is a very active congregation with deep roots in the greater Tiverton community. As followers of Jesus Christ, we have taken seriously God's call to serve the least among us.

Over the past several years, our Thanksgiving Basket Program has grown from offering "the fixings" for a full Thanksgiving dinner to about 35 families to over 125 families in the greater Tiverton community receiving these "baskets" last year.

For 20 years, our youth have raised awareness about and money for the homeless locally by finding sponsors for their annual Homeless Awareness Sleepout, which is held on the first Saturday evening in February. During worship the following morning, the youth share their thoughts and experience with the congregation.

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

Amicable Congregational Church has been an ONA church for a decade. Thus, the church's commitment to inclusion of the LGBTQIA2S community is longstanding. We, therefore, seek a minister who is familiar and comfortable with the nomenclature and culture of the Queer community. Furthermore, the congregation has a commitment to the use of inclusive language in our worship. A future minister should be prepared to work with the church's Worship Team to adapt traditional sacred texts, prayers, and music to language that envelops all people in the worship experience.

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.

Spiritual Practices-

- Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship
- Leading faith formation effectively across generations

All Are Welcome-

- Exhibiting a commitment to the core values of the UCC: continuing testament, extravagant welcome, and changing lives
- Demonstrating an appreciation for and participation in the ecumenical and interfaith partnership of the UCC
- Respecting the dignity of all God's people

- Practicing the radical hospitality of God

Missions-

- Nurturing care and compassion for God's creation
- Stewarding the resources of the Church

Engaging Sacred Stories-

- Bringing life to sacred stories and traditions in worship, proclamation, and witness

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?

Amicable will be a growing, committed, joyful, faith-filled, supportive church that has overcome the challenges of COVID's disruption and the retirement of a beloved minister of 33 years. Key to this revitalization will be our friendly, welcoming spirit, our commitment to God's command to love our neighbors as we love ourselves, and the leadership of a new, fully-invested minister who is able to energize us where we have become complacent, bring in new members and friends to expand our committed core, and encourage the desire in the broader membership and friends to serve enthusiastically and creatively as servants in leadership positions. We will grow together, minister and congregation, forging bonds of friendship and mutual respect, as we seek to become stronger and wiser disciples through shared service, worship, study, and experience.

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

At Amicable, we are known for our *acceptance* of everyone. Our *mission* focus is significant with our commitment to activities such as Homelessness Awareness and Thanksgiving Baskets. We strive for *inclusivity* in our worship services. *Community*, with each other and beyond the church, is our byword. We are not afraid to take *action* on issues of social justice. *Blessed* by our many gifts and talents, we seek to be *led* by God's spirit and *endeavor* to be a beacon light for all.

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.

Our History-

- In August of 1746, twelve men (nine of whom are members of United Congregational Church in Little Compton, RI) gather and draw up a Covenant for a new church.
- The original Meeting House on Lake Road is used as a hospital for wounded soldiers during the Revolutionary War.
- In 1805, Amicable receives the gift of a plot of land in the village of Four Corners about two miles from the meeting house. A new Meeting House is built on the gifted lot.
- Sunday worship alternated between the two meeting houses until 1833, when it was decided that the expense of the two meeting houses was foolish as finding funds to pay a minister was always problematic.
- In April of 1845, the new Meeting House burned to the ground.
- In February of 1846, the Meeting House at Four Corners was rebuilt. This is the heart of our current church building. The old original Meeting House was sold.
- After weeks of “substitute” ministers, Amicable extended a call to the Reverend Dr. Sarah Dixon, who started her pastorate in January of 1929.
- When the Hurricane of 1938 ravaged our seafaring town, Miss Dixon spent days and days with the grieving and performed funeral after funeral.
- During the 1950s and '60s, the Rev. Slade Innis was the spiritual leader of the Baby Boom generation. During those years, four young people of our church chose to become clergy.
- After 18 years of interim and settled ministers, the Rev. William (Bill) Sterrett answered the call to join us. He served from 1988 until 2021, the longest pastorate in our 277 years.

We Are a Beacon of Light-

- Our church is more than an organization—it is an organism through which flows the life of the living Christ.
- Our church offers helpful human service.
- Our church is a spiritual powerhouse that distributes energy through its members to serve the world.

am-i-cable

having a spirit of friendliness, good-natured, neighborly

We are Amicable-

- Our church invites all to share in the life, leadership, ministry, fellowship, worship, sacraments, responsibilities, blessings, and joys of our congregation, as we strive to build community, nurture hope, promote wholeness, and seek justice.
- Our church has a small but mighty congregation that supports one another and mixes work and fun. This is evident in our fundraising, be it the Summer Fair or our ACTS Thrift Store.

Describe what worship is like when your congregation gathers.

“Wherever you are on life’s journey, you are welcome here”

Worship is a brief respite from the chaos. It is music, prayer, silence, and wisdom words. It is the small child singing to us with unintelligible enthusiasm. And it’s the older child or youth who has developed not only into quite the performer but has, in the care and acceptance of this congregation, developed the confidence to not just sing but to be who they are and what they are. Worship is Christmas programs and prayer concerns and announcements of church happenings. We use inclusive language, and our theology is progressive. Usually, we meet in our sanctuary but also on the beach, at the farm, or under a tent. After all, the church isn’t the building, the church is the people.

From formal worship, we proceed to coffee hour in our spacious and sunlit Upper Hall where we continue worship by putting into practice the love and care for each other that the hour in the Sanctuary has settled on our hearts. It is not necessary to like someone to love them and care for their well-being. So we take what we learn in worship and coffee hour out into the world. We pray that what we have here will make a difference there.

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

In the past, we had a vibrant Sunday School and Youth Group. During the past four years, COVID profoundly affected the attendance of many of our families. We would like to re-engage our children and youth to be able to hold many of our past events such as Homeless Awareness Sleepout, which raised money for a shelter in a neighboring city. In 2022, we held our 21st sleepout that raised hundreds of dollars.

Our youth have attended National Youth Events and mission opportunities in New York City. Our Sunday School has participated in our vacation bible camps that also are offered to the wider community. A highlight each year was World Communion Sunday when our Sunday School and Youth participated in baking breads and serving our congregation.

Last year, we did an integrated Faith Formation, Worship, and community education program on Reconnect and Regenerate with our local ecosystems. Among the activities was the development of a native plant/pollinator/picnic garden on our church grounds for which we received a \$2,000 grant to build.

Most recently, the Faith Formation Program at Amicable is studying a new model for Intergenerational Ministry, based on the book *Engage All Generations: A Strategic Toolkit for Creating Intergenerational Faith Communities*. We hope this model, rather than the traditional multigenerational model, will enliven Amicable's Faith Formation across all ages. This Fall, we are holding a retreat for the entire congregation to introduce to them Intergenerational Ministry and initiate some of its components, including Messy Church.

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?

At the core of its history, Amicable is congregational in its polity. In other words, Amicable believes in the consensus process for its decision making, which includes the Church Council whose members are the chairs of the Trustees, Standing Committee, Faith Formation, and Nominating Committee, the Minister, the church officers (Moderator, Clerk, Treasurer) and three at-large members. In addition to the Church Council, the Trustees and the Standing Committee meet monthly to discuss the fiscal, organizational, and pastoral ministry of the church. The Minister regularly attends these meetings as well as the Worship Team, staff meetings, Stewardship, and subcommittee meetings.

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

In the early summer of 2021, the church was moving through the COVID crisis. The Church Council had devised a very clear COVID policy to protect its members when together, especially in a smaller sanctuary without an effective ventilation system. Earlier in the year, a member of the congregation died from the disease. Their family planned a memorial service in July, assuming that the COVID crisis would have concluded. As the time for the service approached, it was clear that the world was still in the midst of the pandemic. The family wanted to open the Sanctuary for a large memorial service during which guests would be singing and not required to wear masks. This was counter to the policy the Church Council had developed to protect its members. The family pushed back, resisting the advice of the Church Council. Over a period of a few days, the Church Council made the painful decision not to hold the memorial service in the sanctuary. It was a brave but extremely difficult move to protect those who were going to worship in the sanctuary. Not everyone agreed with the decision, but a consensus was reached by the Council to enforce its COVID policy.

•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

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



Church#: 794809 Schedule: 0 Antioch Congregational UCC Tiverton RI 02878

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER ADDS-REMOVED	NET MEMBS
2012	277	75	35	2	3	0	1	1	3
2013	279	68	35	3	4	0	4	1	2
2014	285	65	32	4	3	1	2	0	6
2015	281	58	34	0	0	3	7	0	-4
2016	281	56	46	5	1	0	6	0	0
2017	280	41	37	0	3	0	4	0	-1
2018	280	41	37	0	0	0	0	0	0
2019	158	51	22	0	0	10	5	127	-122
2020	167	70	25	3	8	0	2	0	9
2021	156	35	7	0	0	0	5	0	-5
2022	157	45	14	0	0	4	2	1	1

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2012	\$231,548	\$0	\$7,078	\$10,420	\$17,498	\$531	\$18,029	3.06	\$249,577	\$129,367
2013	\$212,741	\$0	\$6,901	\$9,143	\$15,044	\$2,189	\$17,233	3.24	\$229,974	\$128,134
2014	\$218,476	\$0	\$8,181	\$8,894	\$15,075	\$3,178	\$18,253	3.74	\$238,729	\$137,244
2015	\$217,562	\$52,910	\$8,005	\$3,300	\$11,305	\$2,669	\$13,974	3.68	\$284,446	\$321,690
2016	\$202,156	\$52,858	\$7,647	\$9,075	\$16,722	\$5,886	\$22,608	3.78	\$277,622	\$238,100
2017	\$199,167	\$270,434	\$7,341	\$3,805	\$11,146	\$5,265	\$16,411	3.69	\$215,578	\$215,108
2018	\$199,167	\$0	\$2,838	\$562	\$3,400	\$0	\$3,400	1.42	\$202,567	\$0
2019	\$205,941	\$14,492	\$8,258	\$712	\$8,970	\$6,069	\$15,039	4.01	\$220,980	\$156,577
2020	\$177,124	\$28,100	\$13,667	\$852	\$14,519	\$7,161	\$21,680	7.72	\$198,804	\$136,174
2021	\$167,295	\$214,429	\$10,838	\$12,830	\$23,668	\$9,201	\$32,869	6.48	\$200,164	\$127,558
2022	\$221,815	\$26,400	\$11,890	\$2,189	\$14,069	\$10,782	\$24,851	5.36	\$246,666	\$141,976

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2017-2022	-43.93	9.76	-62.16	33.33	-25.00	11.37	26.22	14.42
2012-2022	-43.32	-40.00	-60.00	-20.00	50.00	-4.20	-19.60	-1.17

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:	72	X
Number of active non-members:	36	X
Total of church participants (sum of the numbers above):	108	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:	74%	X
Less than 10, more than 5 years:	18%	X
Less than 5 years:	8%	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>
6	2	0	5	12	13	15	38	17	X

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	3%	X
Households with minors:	4%	X
Single adults age 35-65:	6%	X
Joint households with no minors:	38%	X
Single adults over 65:	10%	X

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	20%	X
College:	37%	X
Graduate School:	25%	X
Specialty Training:	15%	X
Other (please specify):	3%	X No High School Diploma

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:	51%	X
Adults who are not fully employed:	9%	X

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

Very wide range of occupations: doctors, artists, engineers, IT jobs, social services, blue collar workers, medical field specialists, nonprofit professionals, business professionals.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Ethnic heritages and racial make-up:

Diversity in our church comes from the wide range of ethnic heritages, such as Portuguese, Irish, German; socio-economic backgrounds, as well as sexual orientations and gender identities.

Has your congregation recently had a conversation about welcoming diversity?

The congregation had this conversation. We voted to be Open and Affirming a decade ago and became physically accessible at the redesign of the North end of the building. Recent conversations are leading us into more intergenerational education.

3d. PARTICIPATION AND STAFFING

Ways of Gathering	Estimated number of people involved in attendance 2019 Pre-Covid	Estimated number of people involved in attendance 2022	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	10	0	Minister
Baptisms (<i>number last year</i>)	4	1	Minister, Deacon
Children's Groups or Classes	15 weekly	8	Faith Formation
Christmas Eve and Easter Worship	155/74	55/56	Minister, Deacons, Minister of Music
Church-wide Meals	30	30	Hospitality
Choirs and Music Groups	20	15	Minister of Music
Church-based Bible Study	5	0	Minister
Communion (<i>served how often?</i>)	served monthly	served monthly	Minister/Deacons
Community Meals	0	0	
Confirmation (<i>number confirmed last year</i>)	0	0	
Drama or Dance Program	0	0	
Funerals (<i>number last year</i>)	7	2	Minister
Intergenerational Groups	0	0	
Outdoor Worship	40	15	Minister/Minister of Music
Prayer or Meditation Groups	0	0	
Public Advocacy Work	30	30	Minister

Retreats	0	0	
Theology or Bible Programs in the Community	0	0	
Weddings (<i>number last year</i>)	1	0	Minister
Worship (time slot: 10:00 AM)	48 avg	30 avg	Minister, Minister of Music, Deacons
Worship (time slot: _____)			
Young Adult Groups or Classes	0	0	
Youth Groups or Classes	6	0	Youth leader
Other			

List all members or regular participants in your congregation who are ordained, licensed, or commissioned minister

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rev. Dr. Nancy Hamlin Soukup	No	local church	Interim Minister	N
Rev. William Sterrett	No	no current Amicable participation past pledging: in observance of good boundaries	Our former local church pastor	Y
Rev. Dr. Leslie Simonson	No	local church plus		Y
Rev. Dr. Charles Simonson	No	local church plus		Y
Peggy Matteson	Yes	local church plus	Commissioned Minister with Health and Wellness focus	N

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

Amicable is fortunate to have three authorized ministers as part of their congregation (two retired and one serving the Conference). One retired clergy person has been the Clerk of the Church for seven years as well as Clerk of the Church Council. Furthermore, they participate in the choir and serve as a guest preacher and worship presider. They have also been involved with Faith Formation, as a confirmation mentor, and as a Lenten/Advent program designer. The other retired clergy person is the Chair of the church’s Stewardship Committee. The other authorized minister serves the Conference as a Commissioned Minister of Congregational Health. They just joined the church and spend time volunteering with Amicable’s ACTS Thrift Store.

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
Minister of Music and Arts Outreach	N/A	Half Time	Minister	15 years
Coordinator Church Administration and social media	N/A	25 hours/week	Minister, Treasurer, Trustee Chair	18 months

REFLECTION

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

In preparation for the Search and Call Process, Amicable’s Transition Team asked the Interim Minister to do an Engagement Survey of the congregation to determine how COVID had affected its members and to assess members’ commitment to Amicable’s life and mission. The results of these phone calls and meetings revealed that COVID had hit hard at this vibrant, tight-knit church with many members feeling isolated from each other, longing for their community, and yearning for in-person worship.

Additionally, the Interim Minister learned that there was a core group of members who had a solid commitment to the church. Yet, Amicable has experienced declining membership along with most churches today. Thus, more has been required of individuals within this core group. Members are wearing multiple hats, which can lead

to leadership burnout. This is a concern in many church organizations and will certainly need to be addressed by a new minister.

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year): 2022

Source	Amount
Annual Offerings and Pledged Giving	\$120,738
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$13,989
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$18,000
Fundraising Events	\$73,675
Gifts Designated for a Specific Purpose	\$15,482
Grants	\$2,000
Rentals of Church Building	\$3,150
Rentals of Church Parsonage	\$0
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$0
Transfers from Special Accounts	\$0
Other (specify): Previous Year's Surplus	\$41,461
Other (specify): Interest	\$92
TOTAL	\$286,587

Current annual expenses (dollars budgeted for most recent fiscal year): 2022

\$274,320

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

Budgets, for the succeeding year, are generated in the fall for the early November

Congregation's Business Meeting, where the budgets are discussed, questioned, amended as/if appropriate, and decided on via a congregational vote.

There are three Amicable Committees that have financial oversight responsibilities: Board of Trustees for the church's Operational Budget, Standing Committee (Diaconate) for the Benevolence (mission-based) Budget, and Faith Formation Committee for the Christian Education Budget.

The amounts of these committee's 2022 budgets were:

- Board of Trustees: \$256,536
- Standing Committee: \$15,000
- Faith Formation Committee: \$2,784
- Total: \$274,320

Considering total budgeted expenses for the year, compare total ministerial support.

What is the percentage? Using the 2022 budget package and including the total value of the minister's budgeted benefit package, then dividing by: 1. Operation Budget, 2. Operation plus Benevolence Budget, 3. Operation plus Benevolence plus Faith Formation budget:

1. 48.3% 2. 45.4% 3. 44.8%

Has the church ever failed to pay its financial obligations to a minister of the church?

No, at least not within the past 120 years.

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

- Our Church's Wider Mission (OCWM – Basic Support)
- One Great Hour of Sharing
- Strengthen the Church
- Neighbors in Need
- Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of the operating budget, what is that percentage? (recommended 10%)

Basic Support, both to SNEUCC and the RI Association, is part of the Benevolence Budget. Together they typically represent 81% of the Benevolence Budget, with SNEUCC being 90% of that amount.

What is the church's current indebtedness?

Total amount of loan debt: \$127,963

Reason for debt: Accessibility Project

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.

There is no building program underway or projected near-term.

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

Accessibility Project: This project removed the North entrance to the church building (1st floor and lower-basement); rebuilt the basement maintenance room and added a new basement maintenance room with new boilers and water purification system; rebuilt the 2 lower level restrooms one of which is now ADA compliant, rebuilt the interior North entry; moved the Minister and Church offices from the previous 2nd level to the new North entry level for ease of access for employees and visitors; added a new ADA compliant restroom to the main level; added a 3-level lift at the North entry; and generally upgraded those facilities and levels touched.

Year(s)	Purpose	Goal	Result	Impact
2014-18	Accessibility Project	\$800,000	\$591,511	Positive, Project initiated and completed
			\$	

If a capital campaign is underway or anticipated, describe:

A capital campaign is not underway.

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

Physical Accessibility to all, which allowed, enabled, and enhanced our spirituality and widened our welcome to the greater Tiverton community, especially those visitors and community groups which make use of our facilities.

Does your church have an endowment?

Yes

What is the market value of the assets?

\$791,338

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

5% of the Endowment Fund's value is withdrawn each year to help finance the operation of the Church and its standard yearly missions. Additional funds can be

withdrawn if there is an explicit need to do so, but is dependent on identification, discussion, and approval during the new year's budget presentation process at the Fall Business Meeting.

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

The actual withdrawal percentages were: 2022: 4.4% 2017: 9.7%

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

Budgeted withdrawal percentages:

2022: 4.3% 2021: 7.8% 2020: 3.5% 2019: 9.2% 2018: 11.8% 2017: 12.0%

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

The current worst-case estimate is 2030.

We quarterly reassess our planned Endowment Fund withdrawals, based on latest income and expenses versus our year's budgeted plan. Whenever possible a planned withdrawal is reduced and at times avoided. Over the past 5 years we have been able to avoid taking 12 of the 20 planned withdrawals. This quarterly reassessment will continue.

We have been doubling our monthly Accessibility Project Loan payment to shorten the life of the mortgage but in 2024 we will be reassessing the situation - Endowment Fund vs. Loan payoff - to determine a lower monthly loan payment amount to extend the Endowment Fund's life potential by several years.

Church Leadership is keenly aware of the church's financial future and efforts at fund raising continue as well as a more robust Stewardship initiative for 2024 is underway. Please refer to Appendix A for more information.

As part of the development of the Church Profile our congregation was surveyed and more than 70% of respondents were clear that they wanted a full-time minister at Amicable. Church Leadership is working hard to meet the congregation's spiritual needs and extend the life of our endowment.

Please comment on the above calculations or estimates:

The *current* estimate as noted above for the Endowment's life is based on the following:

- yearly draw from the Endowment continues based on current year's draw, as increased yearly by CPI growth
- 4.5% average yearly growth of the Endowment
- 2.5% average yearly CPI growth
- monthly Endowment withdrawals of \$2200 for Accessibility Loan payments until loan is paid off in June of 2029

Other Assets: None.

Reserves (savings): Checking and saving accounts are typically maintained in the \$20,000 to \$30,000 range to avoid any cash-flow complications.

Investments (other than endowment):

There are no other monetary investments.

Does your church have a parsonage?

No

Describe all buildings owned by the church:

Our church edifice is comprised of the Sanctuary which can seat 160 congregants, our Upper Hall which comfortably seats 123, six meeting or classrooms on our lower level, our Thrift Shop space, and our 2018 accessibility addition which brought the minister's office to ground level and added a wheelchair lift to allow easy access to second floor meeting areas.

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

None

Which spaces are accessible to wheelchairs? (worship space, pulpit, fellowship space, facilities, etc.)

Worship space, fellowship hall (the Upper Hall), main entry, lower level, two handicap-accessible bathrooms.

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

For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?

We have a standard budget process which has been in place since the 1990s. Rather than have a major budget change, special needs have been handled by initiating special fund or campaign drives. Besides the recent Accessibility Project campaign, other previous campaigns (much smaller than the Accessibility Project) were for: stabilizing the Bell Tower; purchasing a new Organ; clearing and building a 40 car parking lot on the South side.

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.

- Open and Affirming
- Inclusive Language
- Accessibility Project

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

Prior to the Accessibility Project, someone in a wheelchair would have to travel some distance to enter the lower level of our historic church. If they needed to go from the lower level to the upper level where the sanctuary is located, they would have to go outside, follow an uphill path to a wooden ramp to ascend the entry through a dark hallway door, then through another door into the Sanctuary. From there, they could not get to the library or Upper Hall social room because no doorway could accommodate a wheelchair. Imagine being handicapped, in the Sanctuary, and having to go to the bathroom. The door to the closest bathroom was too narrow to accommodate a wheelchair, so you'd have to go outside in all kinds of weather, down a wooden ramp that could be wet with rain or slippery with falling snow, around a winding pathway to the lower level, through the door, down the hall, and, finally, into a bathroom.

Now we have an entrance off a parking lot that is level with our new large, well-lit, attractive entry hall with benches for seating that are often used by members and friends dropping off donations of food or personal care items for our missions. Entry to the minister's new office is easily accessed from the entry hall, whereas it used to be up a dark, narrow stairway in a back hallway. From the entry hall, a disabled person can enter a lift and be carried to the upper level, which houses the administrative assistant's office (which used to adjoin the minister's office in "the attic,") and the Upper Hall, which has been beautifully painted in light but restrained colors appropriate to the history of our church. Off the Upper Hall, a small kitchenette, which is used to organize

food for social occasions, has been rethought. Also on this level is a bathroom, which can be accessed through the newly widened door to the sanctuary. One can also take the lift to the lower level where there are Sunday school rooms, meeting rooms, and ACTS Thrift Store, our immensely popular thrift store, which has taken over the area of a previous kitchen and dining hall.

Our accessibility upgrade was not accomplished without a price. We are still paying the mortgage from the project. Still, the result is a beautifully rethought, reorganized, and redecorated church building that is welcoming to everyone who enters its doors and is Accessible to All.

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.

We approach conflict the congregational way—we meet, discuss, and then come to consensus.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. William A. Sterrett	33 years	Yes
Rev. Dr. Nancy Hamlin Soukup, M.Div., M.A., D.Min.	2 years and 5 months	Yes

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

This question caused us to reflect upon our rather unique circumstances.

Most of our members have known only one settled minister. That minister provided spiritual leadership to our congregation for 33 years, retiring in February 2021. As we all know, the COVID pandemic started in early 2020. Our church began offering virtual services in March of 2020.

What this meant for our congregation was that for the last 11 months of our minister’s tenure our spiritual community lived in a virtual world. A world which was drastically limited, even for those of us who are technologically familiar and equipped. Rev. Bill Sterrett led his last worship service with us in front of an I-

phone camera, with his family in the front pew, recorded music, and an otherwise empty sanctuary. It was multiple layers of painful. That afternoon, the planning team offered a "drive through" the parking lot, roll down the windows, stay in your car, say thank you way more briefly than the occasion calls for, and move along so that the following car's passengers can do the same. Local police officers contributed traffic control for hours. Other long-distance videos were also submitted in generous scrapbook fashion, but this party-loving congregation learned that we would not have the opportunity to both celebrate this milestone and begin our grieving. No hugs allowed for months and months more.

With Rev. Bill's retirement, the congregation's leadership came together and continued to offer virtual services each Sunday for four months as we conducted our search for an Interim Minister.

In June 2021 we called our Interim Minister to assist us with the Search and Call Process. Rev. Nancy Soukup joined us when we were just opening our Sanctuary to Sunday services. The congregation that returned to in-person worship was a different one. We had fewer members and friends in the pews post COVID. Throughout her first year with us, Rev. Nancy worked to educate us about the Search and Call Process. Yet, two forces slowed our progress—the ongoing recovery from COVID and the understandable difficulty of transitioning from a 33-year pastorate to an interim ministry. We decided not to proceed with searching for a settled minister during 2022 because we still did not know who constituted our congregation as the pandemic began to wane. We wanted to see who in our congregation returned. Sadly, in September 2022, Rev. Nancy required emergency surgery. She returned to remote halftime ministry in January 2023 and full-time ministry in February 2023.

During this time, lay leadership rallied coordinating pulpit supply and for certain Sundays leading worship. In early 2023 with the return of Rev. Nancy from medical leave, the Search and Call work began, and we completed this Church Profile in October 2023.

It's been a journey, and we are now ready to call a settled minister.

We are, however, still learning that memories can run very deep, challenges can be very persistent, relationships can simultaneously be surprisingly strong and surprisingly tricky, important traditions are not the same ones for everybody, and prejudices we grew up with still try to claim our allegiance even when we know better and try harder. Each Sunday, we call ourselves together to share the Word, the music, the prayers, and the return of coffee hour. We remember to remind each other that hopefulness and forgiveness, community and joy are stronger than their opposites, and that God is still present ~ all the time, everywhere.

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

Yes, 40 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?

4a. COMMUNITY VISION

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

In April of 2016, the Amicable Church Thrift Shop (ACTS) opened its doors. The Thrift Shop is not only a financial contributor to Amicable's Operating budget but also a welcoming face to the community. Many who come in remark on the artfully presented merchandise and the engaging nature of the staff. We so appreciate those volunteers who have created an attractive, cleverly displayed space of a variety of clothing, jewelry, household goods, and unusual finds. Something wonderful and unanticipated has happened over the years in our Thrift Shop. Many of our customers have become family. They tell us about their lives, their joys and sorrows and challenges. They are glad for a listening ear and ask for prayers. One of our staff has chosen to send cards for birthdays, congratulations, and condolences. Several of our customers have joined us as volunteers and have found encouragement for the rough places in their lives in the casual conversation that accompanies our work. So have we.

But there is more....

Over a decade, we have assembled hundreds of Thanksgiving baskets and Christmas baskets. Now other churches participate in this mission that we started. We have provided much needed transportation for Family Pet Advocates. We participate in One Great Hour of Sharing, Neighbors in Need, Not by Bread Alone, and Bags of Hope, which supplies personalized duffle bags filled with age-appropriate, comfort items to children in foster care.

We provide food donations to the Old Stone Church Food Pantry. We offer emergency assistance for utility bills, rent relief, etc., to those in need in our community through TEAM (Tiverton Emergency Assistance Ministry). We donate money and goods from our Mitten Tree to the First Step Inn, a homeless shelter in Fall River, MA. All of the above is currently transformational in our church's engagement with neighbors. Our updated building provides a meeting place for Al-Anon, Girl Scouts, a community chorus, and a place to vote.

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

Members of the congregation, including clergy, have been involved with the association, conference, and national activities:

- TEAM (Tiverton Emergency Assistance Ministry)
- Historic RI Conference Board of Directors
- Historic RI Conference Committee on Ministry
- Haiti Mission
- NEAUCE
- New England Women's Celebration
- National Youth Event
- Intergenerational Ministry
- Regular attendance at association and conference meetings

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations.

Accessible to All (A2A)

Creation Justice

Economic Justice

Faithful and Welcoming

God Is Still Speaking (GISS)

Border and Immigrant Justice

Inter-cultural/Multi-racial (I'M)

Just Peace

Global Mission Church

Open and Affirming (ONA)

WISE Congregation for Mental Health

Other UCC designation

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

We provide food through our church Food Drive for the First Baptist Old Stone Church food pantry. We partner with other churches to make our Thanksgiving and Christmas food baskets a successful mission. Prior to COVID, we participated in the Friendship Breakfast at Mathewson Street United Methodist Church in Providence, Ash Wednesday Coffee and Ashes with Tiverton Episcopal Church, and Walk through Holy Week with area Catholic 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.

Amicable Congregational Church, United Church of Christ, led by God and the Holy Spirit, endeavors to follow Jesus Christ's example by serving as a beacon of light, bringing the world into a relationship with God. We welcome all to join our faith journey as we worship, work, and learn together, building community, nurturing hope, promoting wholeness, and seeking justice by sharing God's gifts of grace and love.

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?

Amicable Church values the time that the minister spends in community outreach and sees it as part of their Call.

4b. MISSION InSite

- Trends and opportunities: Church attendance overall in the area has declined. There is still plenty of opportunity with over 50% of the population being unchurched.
- How we compare: Our church is very comparable with other area churches in declining attendance. Catholic churches are a little less so with their strong worship traditions.
- How demographics shape ministry: Demographics are not greatly shaping ministry but provide plenty of opportunity.
- Talk to community leaders: We are a highly regarded church known for our mission projects, our rainbow doors, our inclusivity and Thrift Store, and a welcoming spirit.

5. REFERENCES

REFERENCE 1

Tiverton Library/Amicable Church Partnership



Tiverton Public Library - Amicable Church Partnership

The mission of Tiverton Public Library is to be an essential resource for personal growth and community enrichment. Our library programs, services, and collections serve the personal and professional needs and interests of individuals, groups, and organizations. In an effort to expand our services, we often partner with local organizations who share a similar mission. Tiverton Public Library and Amicable Church have collaborated on several programs that do just this.

On an annual basis Amicable Church has held their Thanksgiving food basket distribution event at the Library on the Saturday before Thanksgiving. We offer multiple meeting rooms for both registration leading up to the event and the basket distribution event itself. Additionally, we promote collecting donated non-perishable items for this event throughout the month of November. This collaboration between Amicable Church and the library underscores how pooling resources can amplify the impact of community-driven initiatives.

From September 2019 until March 2020, the Library partnered with Amicable to host a monthly 'Spirituality and Politics' Book Group to foster conversations about topics of faith and politics. The library provided the meeting space and copies of the book to be discussed; Amicable Church's then-pastor, Bill Sterrett, led the discussions. For those of a particular religion or faith - or none - this book group provided a forum for the community to engage in respectful and insightful conversations around spiritual and social topics.

In May and June of 2022, we partnered with Amicable Church, Movember Ground Farm, and the Tiverton Farmers Market to create a community-wide program series called "Regenerating Our Community's Ecosystems." Amicable Church hosted Sunday services and weekday discussions on the topic of actionable farming and gardening practices that can combat climate change. Tiverton Public Library hosted a screening and discussion of the film *Kiss the Ground* as well as book group discussions of *Nature's Best Hope* by Douglas W. Tallamy at both the main Tiverton Public Library and Union Public Library branch. Movement Ground Farm hosted a meal created from their organic farm products, produced using the practices that had been discussed over the month. This partnership allowed each organization the opportunity to reach community members we might not otherwise have been able to on our own, connecting residents to other organizations and each other to create an impact on the environmental health of the town.

In an era where community support is crucial, this partnership demonstrates how both organizations can join together to directly impact those we both serve.

Submitted by:

Deb Estrella, MLIS (Adult Services and Outreach Coordinator)

Catherine Damiani, MLIS, MPA (Library Director)

REFERENCE 2

Phoenix Property Management/ Amicable Church Partnership



Sandywoods Farm
43 Muse Way
Tiverton, RI 02878
(401) 816-0802

September 6, 2023

To Whom It May Concern,

Sandywoods Farms and Applecreek Apartments are low-income housing developments in Tiverton, RI. At times we have residents who have struggled with paying rent, for many reasons, we provide them with a list of local Churches and organizations who may be able to financially assist them. Amicable has been most helpful with a quick response and diligent with returning phone calls and obtaining the documentation required to help. As we all know asking for help can be very hard for some and Amicable has shown our residents empathy, compassion, and most of all respect. We in return offer our social service, for families, individuals, and youth to Amicable on a regular basis, they are about building a strong community here in Tiverton and Little Compton and are most appreciated.

We also love the inclusivity of your church and its representation within the Tiverton and Little Compton Communities.

Sincerely,

A handwritten signature in blue ink, appearing to read "Andrea Raposa", is written over a horizontal line.

Andrea Raposa
Property Manager
Sandywoods Farms
Applecreek Apartments

Reference 3:

Greater Tiverton Community Chorus



September 11, 2023

Dear Ms. MacNaught,

Jo-Ann Souza passed along your request for a letter from our group describing our long-standing affiliation with using your church's facilities.

For about thirty years, The Greater Tiverton Community Chorus has gratefully rehearsed in the Fellowship Hall of Amicable every Thursday night from approximately 6:30 to 9:30pm. We are required to rehearse on a Monday at least once or twice a year if a holiday falls on our Thursday rehearsal night.

When this hall is in use by other groups, we rehearse in your Sanctuary. We have also been grateful to be able to use your piano for our rehearsals when needed. We in turn contribute to the tuning and maintenance of said piano as required. A few disabled members also make use of the elevator to get to the rehearsal hall. In past years, we were also able to hold Board meetings in one of the rooms downstairs, although we now just hold them an hour earlier in the Hall upstairs.

We perform in two concerts each year during December and May. Each semester, we also host a New Member party in the hall where we welcome new singers and host a pot-luck dinner. We use the kitchen to do clean up and the waste/recycling barrels for our trash. We take care of disposing of our own waste after such events. At least six members of our chorus are Amicable members as well.

Amicable's location is very convenient and centrally located for our needs. We remain as flexible as possible when we are required to change where we park our cars, or what room is available for what, depending on the needs of Amicable. We are happy to accommodate whatever the church wants or needs us to do in order to continue to use your facilities.

Thank you so much for allowing our group to use your church. We remain very grateful and thankful, and hope to maintain our good relationship into the future.

Yours sincerely,

Kathleen Crowley-Gardner

GTCC Vice President

6. CLOSING THOUGHTS

We want to close our Local Church Profile with the founding Covenant of the congregation from 1746, which is remarkably forward thinking in its theology, and then another from 1974. We feel that these represent our theological stance and our historic continuity with our founders.

Covenant (1746)

We, unworthy yet called of God into a way of church communion,

Do covenant as follows:

We take God, the creator of all things, to cleave to Him as our chief Good.

We take the Lord Jesus Christ for our Head, Mediator, Advocate, Prophet, Priest and King.

And the Holy Ghost to be our Sanctifier, Guide and Comfort.

We do promise to further to our power the spiritual good of all members by instruction, reprehension, exhortation, consolation, and spiritual watchfulness.

We endeavor a true and thorough reformation of all evils and things amiss in ourselves and in our families.

In the interest of religion and advancement of the Redeemer's Kingdom: Amen

Covenant (1974)

We who have been baptized into the Christian faith

and who claim that faith as our own,

Do covenant one with another in this Church of Christ:

to share

in its worship and program,

to walk together

in love and faithfulness,

to work and pray

for the coming

of the kingdom of God,

and look with faith

toward the triumph of

righteousness

and eternal life.

6a. CLOSING HYMN

Instead of a prayer, we would like to offer the lyrics from this hymn, which we feels best exemplifies our congregation:

*Let us build a house
Where love can dwell
And all can safely live
A place where
Saints and children tell
How hearts learn to forgive*

*Built of hopes and dreams and visions
Rock of faith and vault of grace
Here the love of Christ shall end divisions*

*All are welcome, all are welcome
All are welcome in this place*

*Let us build a house where prophets speak
And words are strong and true
Where all God's children dare to seek
To dream God's reign anew*

*Here the cross shall stand as witness
And a symbol of God's grace
Here as one we claim the faith of Jesus*

*All are welcome, all are welcome
All are welcome in this place*

*Let us build a house where love is found
In water, wine and wheat
A banquet hall on holy ground
Where peace and justice meet*

*Here the love of God, through Jesus
Is revealed in time and space
As we share in Christ the feast that frees us*

*All are welcome, all are welcome
All are welcome in this place*

Songwriters: Paul Tate / Marty Haugen

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 ministers 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.)

Profile Committee, Transition Team, Interim Minister

2. Additional comments for interpreting the profile: We include our 2024 Stewardship Appeal Letter as Appendix A which supports our comments regarding the desire of the congregation for a full-time minister and the need for increased financial commitment on the part of the congregation.

Signed: John N. Zeiser

Name / Title / Date: John N. Zeiser, Church Moderator, 10/27/2023

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

My signature below attests to the above three items.

Signature: *Rev. Patty Kogut*

Name / Title: Rev. Patty Kogut, Area Conference Minister, Southeast Region, SNEUCC

Email: kogutp@sneucc.org

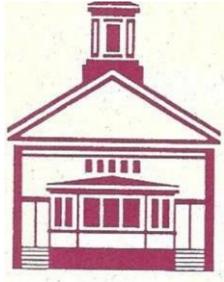
Phone: 508-244-4416

Date: 10/31/2023

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

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

Appendix A



Since 1746

A Beacon Light for All

Amicable Congregational Church

3736 Main Road
Tiverton, RI 02878
(401) 624-4611

October 16th, 2023

Dear Members and Friends,

We are issuing a special challenge to you, members and friends, for your support of next year's budget.

The Reason:

As part of our Church's preparation for the call of a new settled pastor, we have been asking people to share some of their hopes and visions for a new pastorate. An overwhelming majority of those asked said they hoped we would call a full-time pastor. But it is clear that in 2029 our present pattern of subsidizing our church budget with withdrawals from the Endowment will end and with it the possibility of paying for a full-time pastor will end. We cannot expect a prospective pastor to make a long-term commitment to a church with such uncertainty in the near future. We would like to honor the desire of most of us and seek a full-time pastor. SO.....

The Challenge:

This year we ask all members and friends to consider a 10% INCREASE in what you would pledge to the church. It has never been Amicable's custom to set such a challenge. We have usually asked for people to remember how blessed they are by a generous God. We usually ask givers to pray and reflect on how much they have been given. Then lastly, we usually ask members and friends to give whatever fraction, portion or percentage of what money they have to next year's ministries of Amicable. If we offered any numbers or percentages, then it was guidance for thinking. We hoped gratitude to God would be the driving force in what people chose to give. We depart from that custom this year knowing that this challenge may

mean sacrifice on your part. But we still trust that God will help us.

Think about this 10% challenge, pray for our future and then, fill out the sheet.

Please know that however much you decide to give in 2024, we accept it as a gift from your heart, and we ask that you pray with us that God will guide our church in all that we do in 2024 and the years to come.

We especially want you to join us in worship for Stewardship Sunday, November 5th, bringing your Pledge sheet with you to place in the offering plate that day. If you are not able to join us for worship then please send the Pledge in the attached letter to Amicable Church by the week before, so we can celebrate your intentions with all the others.

Faithfully yours, The Amicable Stewardship Team: Roger Gauthier, Jack Leandro, Mary Rinne, Charles Simonson, Rev. Nancy Soukup

