

# **Rehoboth Congregational Church**

“The Church in the Village”



No matter who you are, or where you are on  
life's journey, you are welcome here.

**Rehoboth Congregational Church**  
**United Church of Christ**

139 Bay State Road

Rehoboth, MA 02769

[www.rehobothcongregational.org](http://www.rehobothcongregational.org)

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## 1. POSITION POSTING

### 1a. LISTING INFORMATION

**Church Name:** Rehoboth Congregational Church

**Street Address:** 139 Bay State Road, Rehoboth, MA 02769

**Telephone:** 508-252-4545

**Website:** <https://www.rehobothcongregational.org>

**Conference:** Southern New England, United Church of Christ

**Association:** Old Colony

**UCC Conference or Association Staff Contact Person:** Reverend Patty Kogut  
Area Conference Minister  
(508) 244-4416  
[kogutp@sneucc.org](mailto:kogutp@sneucc.org)

### **Summary Ministry Description:**

Rehoboth Congregational Church (RCC), located close to Providence, Rhode Island, is blessed to be a truly intergenerational faith community. We value every person at every age and stage of life, and believe we are made more whole when we come together. We desire a pastor who relates to all ages, and who will help increase our connections to each other and our understanding of each other. We are a community with a compassionate heart, eager to serve our wider community. Through the work of a very active Missions Committee, we reach out in many ways. We hope for an inspirational preacher and caring pastor who can help us in our faith walk, both as individuals and as a faith community. We yearn for someone who will partner with us and help us find courage and strength for the challenges of these days. In changing times, every church needs to adapt and change, and ours is no exception. We hope for someone who will honor our traditions while encouraging us to try new things. We have leadership and staff ready to work well with our new settled pastor. Might this be you?

**What we value about living in our area:**

We value the natural beauty and open spaces of Rehoboth, as well as the close proximity to Providence, which offers educational, cultural, and recreational opportunities. We are 15 minutes from Providence, RI, about an hour to Boston, one hour to Cape Cod, 45 minutes to Newport, and the nearest beach is 20 minutes away.

Rehoboth is largely a rural/suburban community. Many families have lived here for generations. At the same time, the town has experienced rapid growth in the past decade. Despite the growth and influx of new families, and despite the large geographic area of the town, Rehoboth is a very close-knit community. If someone is sick or in need, people (often members of RCC but also local organizations) are there to assist in any way possible. This is a reflection of the values of the church, but also a reflection of the ethos of the town.

**Current size of membership:** approximately 200 active members

**Languages used in ministry (other than English):** none

**Position Title:** Pastor

**Position Duration:** Settled

**Compensation Level:** Full Time

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



## **1b. SCOPE OF WORK**

### **Core Competencies:**

We need a pastor who leads with warmth and wisdom, a person who is approachable and grounded in their faith.

### **We see our priorities for working together with the pastor to be:**

1. Forming a connection with all church members, embracing all and encouraging an environment that deepens bonds between church members.
2. Helping RCC prioritize children and youth, primarily through education and mission. We are open to working with other churches in this and would welcome future mission trips.
3. Developing a stronger culture of giving. Stewardship and pledging need to be emphasized so our ministries can continue and flourish. We need a leader who will inspire us to give and also encourage more transparency of communication about church finances.



## **1c. COMPENSATION AND SUPPORT**

**Salary Basis (Total Package):** \$110,000-130,000

### **Benefits:**

- Salary plus Benefits: Housing Allowance, Medical Coverage, Pension, Social Security Offset, and Professional Expense Allowance
- Additional benefits may be negotiated as part of the contract.
- If there's a 5th Sunday in a given month, there is a lay-lead service so that the pastor has the weekend off.

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

Our next minister will be provided a housing allowance and is expected to find accommodations within commuting distance to the church.

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

Pastors in the Old Colony Association are encouraged to become part of a "Community of Practice." There is also clergy coaching made available through the Southern New England Conference of the United Church of Christ. The pastor would be invited to take part in the Attleboro Area Interfaith Collaborative, which holds a monthly meeting and engages in various activities.



### **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:**

God calls our church and pastor to serve the needs of a multi-generation congregation that celebrates long-held traditions yet is willing to accept new ways of doing things. Like many churches, we seek a pastor who will work with us to grow our congregation. While we want our pastor to relate and show personal care to everyone, we would also hope their presence will help facilitate connections between congregants.

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

Our congregation's many contributions to the community are well known and appreciated. RCC has worked closely with Boy Scouts and Girl Scouts, local Lions Clubs, the American Legions, the Food Bank and several other charitable organizations. We envision a pastor who will help support our mission of being an integral part of the community, as we have been for 300 years. We don't just exist for ourselves. RCC's pastor will be called upon to perform baptisms, weddings and funerals for non-church members. In addition, our pastor is frequently made aware of a need in the community that may be shared in confidence. The pastor will facilitate assistance while maintaining confidentiality. Our pastor has a role in encouraging and supporting good works in the community. Our pastor will help make our good work known.

We would like to do more collaborative work with other congregations. This might be recreational, or the sharing of musical talents, or a joint mission project to respond to local or international needs. We envision an active pastor who, at times, takes the initiative. Our previous pastor said "I often have ideas, and when I share them, people enthusiastically jump on board." During our interim time, we have had some new traditions introduced – an outdoor service on Labor Day weekend, and an All-Saints celebration. Going forward such services could be opportunities for reaching out to invite new people in.

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

While we do have people from different cultures and nationalities, we presently have no particular language requirements for our incoming pastor.

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

1. Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice  
We need a pastor who "walks the walk" and can share spiritual insights and practices with us. We want our pastor to make worship planning and preparation a high priority.
2. Engaging Sacred Stories and Traditions  
In particular, we feel our pastor needs to help lead faith formation across the generations - delighting in being a spiritual resource to the very young, the very old, and those in between. We seek a preacher who grounds the sermon in the Word, and makes it come alive for today. We love a good story, and we love to laugh!
3. Caring for All Creation  
Because many of us live close to nature and have a high regard for the natural world, we need to work together to care for creation. We want our pastor to help us steward the various resources of the church so that we call forth the gifts of many. We also want our pastor to attend to their own spiritual and physical well-being, because only then can they take care of others.
4. Strengthening Inter- and Intra-Personal Assets  
Our pastor should model a healthy sense of self, be of strong moral character and personal integrity, and respect the dignity of all God's people. He or she should have excellent communication skills and help our congregation and staff become more effective in our communication.



## **2. WHO IS GOD CALLING US TO BECOME?**

### **Who is God calling you to become as a congregation?**

God is calling us to continue serving the community's needs. Members of the church want to maintain the many activities that sustain our members and reflect the will of God. In our church survey, members mentioned the spiritual support of Bible study and the WKB (a long-established women's group). We may need to form some new small groups for nurture and support to address the spiritual needs of the whole congregation. While the congregation is enthusiastic with its support of the Missions committee, we are open to discovering new opportunities for ministry and service.

Our survey also revealed that many would like to expand youth involvement in church life, missions, and activities. For many decades, our church has known a strong youth program. We now need help and guidance to find new ways of keeping young people involved in meaningful ways in our church.

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

Despite the relative affluence of our town, we know there is hidden poverty. We feel it is part of Christ's call to reach out to this group. In an on-going effort to support the local food bank, the church recently supplied backpacks filled with school supplies for younger children. The Missions Committee has on-going drives collecting supplies for homeless women and children, as well as Thanksgiving baskets, a holiday gift drive, and heating oil assistance. One of our newer projects was collecting kitchen and bathroom kits for refugee families who recently moved into the area. We look forward to new opportunities to minister to the emerging needs of our community.

While many of our members have lived in Rehoboth for a long time, we recognize there are new people moving into our community as a kind of "bedroom community" and who, while relatively affluent, may yet be desiring a deeper sense of community and spiritual nurture. We would look to our pastor to help us find ways to reach out to this demographic.

### 3. WHO ARE WE NOW?

#### 3a. CONGREGATIONAL REFLECTIONS

##### **Describe your congregation's life of faith:**

Rehoboth Congregational Church is a spirited multi-generational congregation with a social conscience called by God to serve the needs of the local and wider community. We are committed to the UCC statement, "No matter who you are, or where you are on life's journey, you are welcome here." We work together to serve God in a way that reflects the teachings of Jesus. Many different approaches to God and what it means to live a life of faith are reflected and supported in our congregation.

##### **Describe several strengths or positive qualities of your congregation:**

Our survey overwhelmingly described our church as being a "family." We have a connected community of faith, where our church family really cares and helps each other through life's journey. People share prayers of concern and celebrations daily on our closed church facebook group, as well as on Sunday mornings during worship. Our commitment to following up on expressed concerns enhances our deep connection to one another. We also really enjoy time spent together during fellowship events and other social activities.

Through Missions work, we have provided food for the homeless, Christmas gifts for families in need of support, as well as opening our church to all members of the Rehoboth community. Being known as "the Church in the Village" is not just about our location, it is about being central to the core of our community, staying in touch with the needs of our neighbors, and serving as both a gathering place and a beacon of light and hope.



**Describe what worship is like when your congregation gathers:**

Our congregation was established in 1721, and we worship in a classic New England sanctuary built in 1839. Our church gathering is vibrant and happy. All who are in the sanctuary are welcoming each other, renewing friendships, planning activities, and sharing all that we do as a congregation. During our service our lay leader, usually one of the deacons, leads through an opening prayer sequence and reads the scripture for the day. The choir sings thoughtful hymns and inspirational anthems. Our music is accompanied by both the piano and the pipe organ, and occasionally other instruments. We have a weekly children's sermon, which gathers children around the minister at the altar. The congregation celebrates the presence of children and takes great joy in hearing their voices. We offer a time to share celebrations and concerns which can be personal or about the state of our world. We occasionally mark events with a blast of confetti popping into the air as part of special days, such as Rally Day/Gathering Sunday. While our building and our order of service is fairly traditional, the feel of our worship service is relaxed and more casual.

We consider baptism as a means of grace, and an incorporation into the body of Christ. We welcome to the font families who may not have a church home but who wish to have their child baptized. We hope our pastor will have a visit with the parents to have a discussion about baptism. We present the parents with a children's Bible and a member of the congregation provides the family with a handmade wooden cup which holds the water. We gather at the communion table early in the service so that children and youth may participate before they are dismissed to church school.



**Describe the educational program/faith formation vision of your church:**

We have a church school ranging in age from preschool to high school that is presently separated into three age groups, with the middle school and high school being joined together to ensure a critical mass. Our church school incorporates active learning into the curriculum - for example, cards are sent to church members going through difficult times. Our interim has led two book discussions, on *Ask Me For A Blessing* and *The Way of Love*. We have weekly adult Bible study which presently focuses on the scripture to be preached on the following Sunday. During Covid, in an effort to stay spiritually connected, we would have nightly prayers on Facebook. This has continued to be offered two nights a week. We have recently begun a grief support group which is currently meeting twice a month. A key part of faith formation is a confirmation experience, which is led by the pastor, with mentor relationships being an important part. We believe we are all on a faith journey our whole lives long.

**Describe how your congregation is organized for ministry and mission:**

Our church governance was restructured in 2017, with the creation of the Executive Board.. Its purpose is to make decisions by the church committees and boards more unified and transparent. We no longer have a separate Board of Trustees. There are representatives from all of the committees on the Executive Board as well as the church CFO. There is a Chair who serves a two year term and a Vice-Chair who serves a two year term and succeeds the outgoing Chair. The Minister is an ex-officio member of the board, which meets once each month.

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

Executive Board - Monthly, 90 minutes

Deacons - Monthly, 90 minutes

Missions - Monthly, generally after Sunday worship, 90 minutes

Music - Every other month, 90 minutes

Other - When the need arises, we often gather leadership to reflect in advance of an Executive Board meeting. For instance, while we don't have a stewardship committee, we do have meetings to plan our approach for a given year.

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


Our congregation is proud of the way we dealt with the COVID pandemic. We improved our technology so that we could live-stream services. We conducted drive-thru communion services, and on Ash Wednesday had “ashes to go.” Our annual Star Sunday service was adapted with stars hanging on clotheslines on the front of the church. Church members displayed encouraging lawn signs identifying RCC saying “Peace Be With You.” Our annual Missions Soup Supper fundraiser was adapted to be online take-out orders. We had to continually find new ways to maintain our faith community given the ever-changing realities of the pandemic, and we did so by working together.

On a less positive note, the abrupt departure of our former pastor had a limited number of church leaders “in the know” and we lived with an unfortunate period of secrecy. When people learned more, they felt the whole gamut of emotions: sadness, grief, a feeling of betrayal and anger. We had a bridge interim for four months, and have had an interim pastor with us since March 2023. During the interim period, the church has continued to maintain our faith commitments and our many outreach efforts continue unabated. However, there are still very real feelings under the surface. We have had some recent staff changes and are currently working to reassess our staffing needs going forward. Through all this, leadership is striving to help everyone experience a sense of renewed stability and confidence that God is at work with us. Just as we got through Covid, we will get through this.

**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?**

We are happy to provide copies of the 2023 Annual Report as well as our current bylaws and organizational structure to interested candidates.

### 3b. 11-YEAR REPORT

UNITED CHURCH OF CHRIST ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS											
<i>God is still speaking,</i> <b>UNITED CHURCH OF CHRIST</b>											
											
<b>Church#:</b>	782033										
<b>Assoc:</b>	940	<b>Schedule:</b>	0	Rehoboth Congregational Church			Rehoboth		MA	02769	
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED		
2012	251	100	99	0	0	0	0	0	0		
2013	216	125	75	4	0	0	8	31	-35		
2014	246	150	66	11	20	4	5	0	30		
2015	249	150	80	9	0	2	8	0	3		
2016	255	111	55	6	8	3	11	0	6		
2017	264	138	110	0	14	8	13	0	9		
2018	272	141	110	4	14	5	15	0	8		
2019	274	131	87	0	13	0	11	0	2		
2020	274	131	87	0	0	0	0	0	0		
2021	274	131	87	0	0	0	0	0	0		
2022	274	131	87	0	0	0	0	0	0		
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS	
2012	\$159,493	\$0	\$5,500	\$874	\$6,374	\$0	\$6,374	3.45	\$165,867	\$0	
2013	\$208,793	\$0	\$5,500	\$5,410	\$10,910	\$9,589	\$20,499	2.63	\$229,292	\$123,424	
2014	\$208,000	\$0	\$5,500	\$3,845	\$9,345	\$10,500	\$19,845	2.64	\$227,845	\$160,000	
2015	\$200,000	\$65,000	\$5,500	\$4,452	\$9,952	\$13,000	\$22,952	2.75	\$287,952	\$165,000	
2016	\$225,000	\$34,152	\$5,500	\$10,119	\$15,619	\$22,000	\$37,619	2.44	\$296,771	\$144,000	
2017	\$222,094	\$10,000	\$5,500	\$5,500	\$11,000	\$59,786	\$70,786	2.48	\$292,880	\$157,754	
2018	\$226,504	\$17,111	\$5,500	\$5,750	\$11,250	\$58,209	\$69,459	2.43	\$295,963	\$162,929	
2019	\$253,524	\$9,850	\$5,500	\$5,500	\$11,000	\$5,848	\$16,848	2.17	\$270,372	\$198,568	
2020	\$253,524	\$0	\$10,940	\$0	\$10,940	\$0	\$10,940	4.32	\$264,464	\$0	
2021	\$253,524	\$0	\$10,940	\$0	\$10,940	\$0	\$10,940	4.32	\$264,464	\$0	
2022	\$253,524	\$0	\$15,940	\$0	\$15,940	\$0	\$15,940	6.29	\$269,464	\$0	
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE			
2017-2022	3.79	-5.07	-20.91	-100.00	-100.00	14.15	44.91	-8.00			
2012-2022	9.16	31.00	-12.12	0.00	0.00	58.96	150.08	62.46			



### **3c. CONGREGATIONAL DEMOGRAPHICS**

In measuring the participation of church members, we look at all types of involvement including Sunday service, committee membership, fundraising activities, as well as volunteer undertakings such as food drives and mission projects. Looking at all of these gives a much better understanding of the wide range of age groups that are involved. We are a church family that not only attends worship on Sunday, but also participates in a variety of other ways.

Therefore, our demographic is not easily identified. In a survey conducted this summer for this profile, we had 75 respondents. Many of these were seniors over 65. However, we see all age groups from seniors to children actively involved in our many varied church activities like preparing Thanksgiving baskets for needy families and other social and charitable projects.

#### **Describe those who participate in your church:**

		Is this number an estimate?
Number of active members	200	yes
Number of active non-members	25	yes
Total of church participants	225	yes

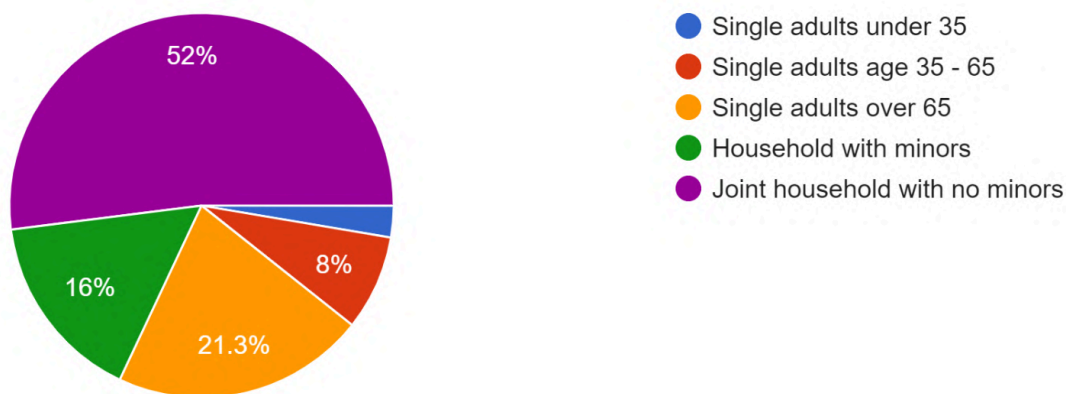
#### **Percentage of total participants who have been in the church:**

		Is this number an estimate?
More than 10 years	65%	yes
Less than 10, more than 5 years	18%	yes
Less than 5 years	17%	yes

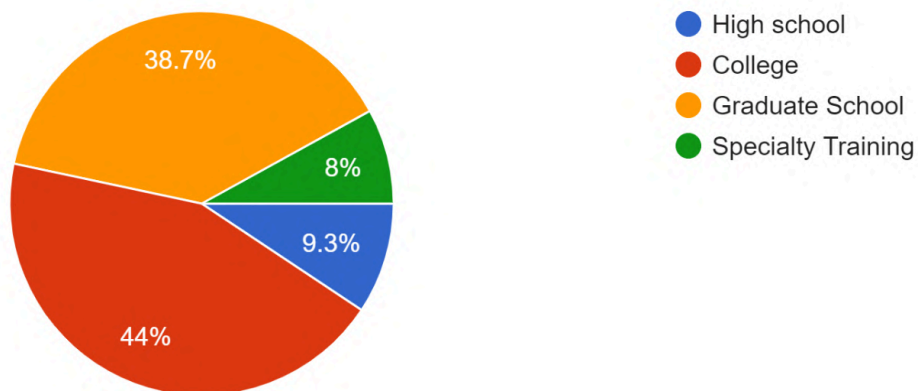
**Number of total participants by age:**

0-11	12-17	18-34	35-54	55-64	65-74	75+	Are these numbers an estimate?
20	12	20	30	30	30	25	yes

**Percentage of adults in various household types:**

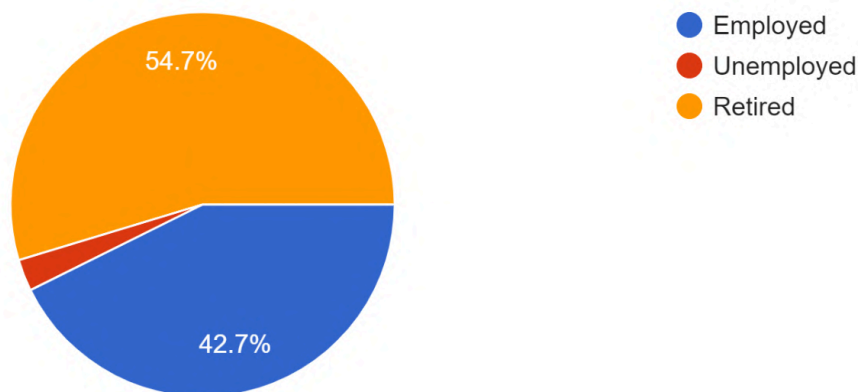


**Education level of adult participants by percentage:**





**Percentage of adults in various employment types:**



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

We have a wide range of occupations represented, from physicians and nurses to teachers to business owners to construction workers.

**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?**

RCC is a reflection of our community, and therefore, we are not particularly ethnically diverse.

**Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future (perhaps using, for example, the Welcoming Diversity Inventory)?**

We are willing to approach this after we call a settled pastor.

### 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	7 & 20	Presently a Grief Group and WKB (Women's Group)
Baptisms ( <i>number last year</i> )	6	Pastor
Children's Groups or Classes	20	CE Director
Christmas Eve and Easter Worship	313	Christmas Eve - 128 Easter - 185
Church-wide Meals	50-150	Various
Choirs and Music Groups	6-10	Music Director
Church-based Bible Study	5-8	Led by the pastor
Communion ( <i>served how often?</i> )	70-85	Served on the first Sunday of each month
Community Meals	100-200	Various
Confirmation ( <i>number confirmed last year</i> )	2021: 6	Pastor
Drama or Dance Program	N/A	
Funerals ( <i>number last year</i> )	2022: 25	Our pastor did a lot of "wider Rehoboth community" funerals
Intergenerational Activities	10-40	Various/CE Director
Outdoor Worship	3x per year	Memorial Day and Labor Day (Deacons), Easter Sunrise Service (Pastor)

Prayer or Meditation Groups	2x per week	Lay led via Facebook Live
Public Advocacy Work	N/A	
Retreats	women 1x year	A working committee of WKB (women's fellowship)
Theology or Bible Programs in the Community	N/A	
Weddings ( <i>number last year</i> )	2022: 1 2023: 0	Pastor
Worship (time slot: 10 AM_)	80	Pastor/Deacons
Worship (time slot: _____)	N/A	
Young Adult Groups or Classes	N/A	
Youth Groups or Classes	6	Parents/lay-lead
Other	N/A	

**List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers:**

We currently do not have any regular participants who are ordained, licensed, or commissioned ministers.



**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 Administrator		PT	Pastor	Hired Jan. 2024
Music Director		PT	Pastor	Hired Aug. 2023
Christian Education		FT	Pastor	10 Years
Nursery Aide		PT	CE	5 Years
Sexton		PT	Building and Grounds	Currently open
Technology Director		PT	Pastor	2 Years
Interim Minister	Yes	FT	Exec. Board	Since March 2023
Custodian		PT	Building and Grounds	1 Year



**3e. CHURCH FINANCES**

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

Source	Amount
Annual Offerings and Pledged Giving	\$ 84,000
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$ 75,000
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$ N/A
Fundraising Events	\$ 15,000
Gifts Designated for a Specific Purpose	\$ 1,200
Grants	\$ N/A
Rentals of Church Building	\$ 1,450
Rentals of Church Parsonage	\$ N/A
Support from Related Organizations ( <i>e.g. Women's Group</i> )	\$ N/A
Transfers from Special Accounts	\$ N/A
Other (specify):	\$ N/A
Other (specify):	\$ N/A
<b>TOTAL</b>	<b>\$ 176,650</b>

**Current annual expenses (dollars budgeted for most recent fiscal year):** \$277,491

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

We are happy to provide copies of the 2024 Budget to interested candidates.

**Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?** 45%

**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)**

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%)**

Endowment - \$5,000 flat amount

**What is the church's current indebtedness?** None

**Total amount of loan debt:** N/A

**Reason for debt:** N/A

**Are capital and other payments current?** N/A

**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:**

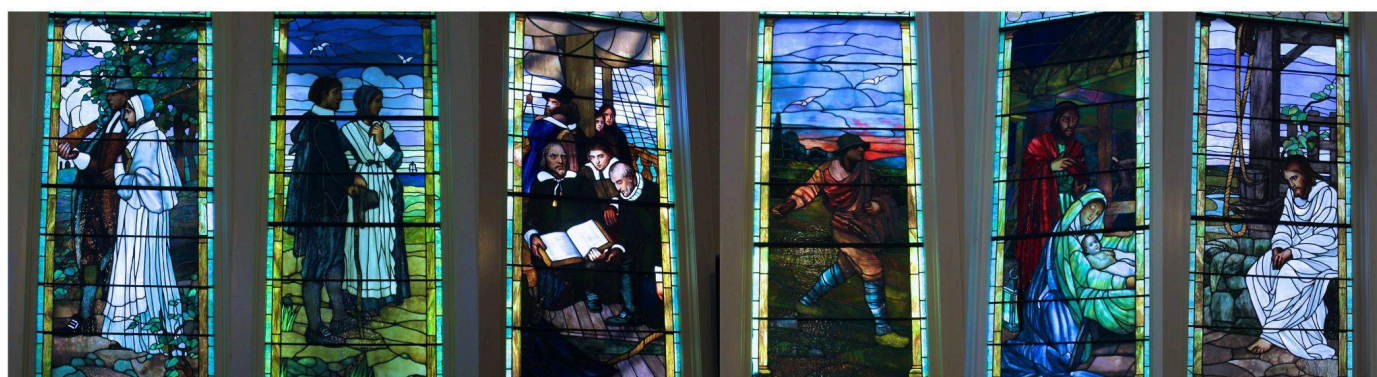
Kitchen Remodel - currently in the budget for 2024

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

Year(s)	Purpose	Goal	Result
2015	Stained Glass Windows	\$10,000	\$20,471

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

Our historic stained glass windows are one of the treasures of our sanctuary. In the late 20th century a plexiglass sheet was installed on the outside of each window to protect it from weather and debris. They had become cloudy and in some places were cracking. It was determined that we should clean each window professionally, and replace the plexiglass with a more durable material. This capital campaign successfully utilized a number of fundraising activities to complete the project.



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

**What is the market value of the assets?** \$2,400,000

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

Annually, funds are requested according to the following minimum percentages:  
Christian growth - 40%; scholarships - 10%; capital improvements - 10%

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

We don't draw on principle. The following numbers represent interest:  
2022 = 4.6%, 2018 = 4%

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

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

It is our intention that our endowment fund will last in perpetuity.

**Please comment on the above calculations or estimates:**

The endowments are managed to keep the principal intact while using income to support the needs of the church.

**Other Assets:**

We have two separate funds which can be drawn upon. The Gurland Fund which is specifically delegated for "special music." Our Music Committee can recommend to the Executive Board options for using this for specific activities such as our annual Christmas Cantata. The second fund is the Memorial Account which has several components. Some of the funds are designated by someone who makes the donation that the money, or part of it, be spent for a particular purpose. Other funds in that account are not designated and can be used for church operating expenses. All requests must be approved by the Executive Board.

The church owns one additional plot of land, approximately two acres, on Pond Street.



**Does your church have a parsonage?** no

**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 space, restrooms. We have an elevator. Pulpit could be adapted.

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

Our assets are well endowed and we have no debt. At present we are in the middle of our Stewardship Drive and are anticipating similar income from our congregation. Although some contributions have declined over the past year, our finances are stable.



### **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.**

In many ways, we used COVID to our advantage. We kept our traditions, and expanded our reach. Nightly prayers sessions were hosted on Facebook Live. When we said the Lord's Prayer all together, it was a peaceful way to end the evening. For many of us, this was our lifeline during the stressful days of the pandemic.

The most important event in the last ten years was the arrival and departure of our former pastor. Our former pastor brought needed energy and new ideas. She was a fine preacher. She did a great job of helping us navigate Covid together. Under her leadership we experienced a sense of stability and the reality of numerical growth, particularly with young families. Her years of ministry and her departure both have served to reunite us.

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

While we have had a long-standing tradition of strong youth groups, this is not presently the case. We don't have a lot of high school age kids, but we do have middle school aged children in greater numbers. There have been middle school youth groups in the past, and we believe this is where our energies need to be focused in order to build a stronger program.

We will admit that we do have some nostalgia about youth groups of the past. For instance, every year we had a Homeless Awareness Weekend with great participation. In these last few years, this has been adjusted to be more modest. We know that the "glory days" of youth ministry are likely not returning. What is possible now? How can we help the youth we do have to feel they are an important part of our church life? We are asking the questions – and we are currently reformulating our approach so that it is lay-led rather than led by a staff youth director.

**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.**

Like other families, we have withstood many conflicts, and have loved each other through the challenges. As a congregation, we tend to see conflict as uncomfortable but unavoidable. We cope by keeping our focus on the mission of the church, putting our energy toward carrying out our work in the community. While this can be helpful and understood as resilience, we are coming to realize and are addressing the importance of communication and transparency, for both staff and the congregation. Staff issues will now be handled by a named Personnel Committee, rather than by the Executive Board as a whole. We recognize the importance of good process, and appropriate confidentiality, when it is time to handle unforeseen issues. We are open to learning new conflict resolution skills.

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

Staff Member’s Name	Years of Service	UCC Standing (Y/N)?
William Hamilton	1989 - 1994	Y
Scott Spencer	1997 - 2009	Y
Sarah Weaver	2011 - 2022	N

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

We tend to thrive with a pastor who is accessible and people-centered. We believe we’ve helped the ministers who have worked with us to grow. We value teamwork. We appreciate sermons that are scriptural and relevant to people’s lives. Our last two pastors, in particular, offered us authentic leadership and stability. While each had their own strengths and weaknesses, we were blessed. In the past, we let our pastor-parish relations committee become dormant, perhaps because we thought everything was going well. We hope for that restored committee to be a strong and helpful group going forward.

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

**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? yes**



## 4. WHO IS OUR NEIGHBOR?

### 4a. COMMUNITY VISION

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

In the past we have had some cultural exchange happen (with Chile), and church members also traveled to New Orleans for home rebuilding following Hurricane Katrina. Recently, our mission work is typically more local and tends to take the form of financial assistance to other helping agencies.

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

There has been attendance at SNE UCC Annual Meetings, but right now our participation is limited.

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

- |  |  |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A)                 | <input type="checkbox"/> Global Mission Church                 |
| <input type="checkbox"/> Creation Justice                        | <input type="checkbox"/> Open and Affirming (ONA)              |
| <input type="checkbox"/> Economic Justice                        | <input type="checkbox"/> WISE Congregation for Mental Health   |
| <input type="checkbox"/> Faithful and Welcoming                  | <input type="checkbox"/> Other UCC designations:               |
| <input checked="" type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Border and Immigrant Justice            | <input type="checkbox"/> None                                  |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M)       |  |
| <input type="checkbox"/> Just Peace                              |  |

**Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?**

There has been interest expressed in exploring the WISE program. The Search Committee determined that our task was to search for a candidate and leave the ONA discussions for the time after the new settled pastor arrives and is established.

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

Part of our confirmation experience is to have our youth worship in a congregation that is very different from ours. A synagogue service has been attended, as well as a service in the Southern Baptist tradition.

There is an ecumenical service for men that happens on Palm Sunday. All churches in the area are invited, and RCC hosted in 2022. There are also opportunities through the Attleboro Interfaith Association.

**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 is "Building Community in God's love and serving as the Body of Christ within and beyond our congregation through worship, education, outreach, and mutual support." We believe that God's love is meant for all. While we care for each other, we are called to care for those in the community.

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

We see the first priority of our pastor to be a shepherd to our congregation, but we do know that community involvement is important. Our former pastor was active in the UCC and regularly attended meetings. She did work in the area of social media/websites, offering a Super Saturday workshop. She also served as a mentor support to other clergy.

#### **4b. MISSION INSITE**

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

The population within the study area is growing somewhat faster than the statewide growth rate. While the study area is projected to grow by 3.0% in the next five years, the state is projected to remain stable at 0.7%. The average age of the study area has been rising for several years. It is projected to rise over the next five years.

##### **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?**

The MissionInsite report compares well with the internal demographics of our Church.

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

Sharing, welcoming and open to all; popular Christmas Bazaar; integral to Rehoboth history; very supportive of local charities.

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

Overwhelmingly people say they felt welcome here. There are many opportunities to be involved here. We don't have a belief litmus test in order to volunteer here. We really enjoy being together.



## 5. REFERENCES

### **REFERENCE #1: REV. BILL MCCOY**

**Name:** Rev. Bill McCoy

**Title:** Retired Pastor; formerly a pastor at three New England churches, then a grief counselor and advocate for survivors of homicide victims

**Telephone:** 508-245-1668 (cell)

**Email:** wrmccoy@comcast.net

**Relationship to RCC:** supply preacher

It has been my good pleasure to serve as a supply preacher at Rehoboth, UCC on a number of occasions, once for several consecutive Sundays. I was delighted, unexpectedly, to reunite with a college classmate after 50 years when first I appeared on the scene!

I have been repeatedly impressed by the church's commitment to youth ministry, which has included overnight outings, among other activities, with familiar, capable, and responsible leadership. Equally important have been its community engagement and mission ministries. I have found these to be more the exception than the rule, in many churches. Not so at Rehoboth.

Asked to suggest areas of ministry that need improvement, I believe, as with most of our UCC churches, that Rehoboth could introduce some innovative or more non-traditional forms of worship, while balancing these with conventional practices. This is no easy challenge, but the folks in Rehoboth appear to me to be open to newness in the interest of robust and faithful gatherings of God's people.

As to a significant experience in my time at Rehoboth, the warmth and hospitality that has welcomed me consistently, has been of no small significance. I have eagerly accepted invitations there, because I always feel "right at home" when I return. I'm confident that a settled pastor would be especially grateful for his or her calling to Rehoboth.

*Rev. William McCoy (retired), Plymouth*



**REFERENCE #2: REV. ANNE HOLLOWAY**

**Name:** Rev. Anne Holloway

**Title:** Associate Minister of the Wellesley Hills Congregational Church, Wellesley, Ma. (until December 24); as of January 2024, I will be serving as Senior Pastor of the Allin Congregational Church of Dedham.

**Telephone:** 508-404-0287 (cell)

**Email:** myfavoritefour@gmail.com

**Relationship to RCC:** supply preacher and Sabbatical Coverage Minister

Dear Pastor in Search,

When my young family and I were looking for a new home in the area, almost 15 years ago, one of the towns we considered in our search was Rehoboth. There was a warm and inviting country “feel” to the town that both my spouse and I were drawn to. We had also heard about a dynamic and inspiring little Congregational Church “in the village” located off of Bay State Road. In our research of this historic rural town, Rehoboth Congregational Church came up again and again. This little church in the village was engaged in supporting the lives of families and its community in impactful ways!

We were intrigued and impressed by the work of this small but mighty UCC Church in this beautiful rural community – and although we ended our search for a new home and local church in Norton (one town over), we indeed felt a spiritual connection to RCC and attended various family ministry offerings and worship services over the years. I was always impressed with the ways in which the congregation fully participated in worship, supported one another and its minister, wholeheartedly loved its community and was constantly showing up to be the hands and feet of Jesus in the world through a ministry of care and compassion.

Many years later, as a third year seminary student at Boston University School of Theology, I was asked to cover the seven week sabbatical period of RCC’s senior minister. I was both honored and humbled to be extended such a blessing! What a gift it was to lead worship and partner with a faithfully devoted community such as RCC!

This Church in the Village is one with heart and soul. It is my hope that the call of the Spirit will speak to the hearts of all those who encounter this passionate community. The Rehoboth Congregational Church is a community with a vibrant desire to love God and neighbor with all its heart, soul, mind and strength and this is evident in their prayerful support of their community, their wonderful worship services and their dedication to the ever changing world so in need of a community that is willing and able to share the good news of God's love!

*Rev. Anne Marie Holloway*  
*Wellesley Congregational Church*



**REFERENCE #3: ANDREW J. CORREIA**

**Name:** Andrew J. Correia

**Title:** President, J.H. Williams Funeral Home, East Providence, RI

**Telephone:** 401-742-2557

**Email:** jhwilliamsfuneralhome@yahoo.com

**Relationship to RCC:** Funeral Director

RCC holds a very special place in my heart, as you know.

Areas of Strength that I have witnessed:

Primarily, pastoral care, especially with funerals. The ministers of RCC have always been there for church families in their time of need, working in cooperation with the funeral director. It has been a wonderful team effort.

Areas of improvement:

RCC has one of the most magnificent pipe organs around. It is an absolute shame to see it rarely used. If that grand piano that takes up way too much room was removed and the pipe organ used for its original intended purpose, I should think the music ministry would be "kicked up a notch" and greatly improved.

Experience I have had with RCC's Ministry:

I have witnessed an active youth program and various outreach ministries "at work". RCC has a steadfast group of wonderful people who always step up to the plate to ensure their success. The church is warm, welcoming, and comfortable to newcomers, especially for funerals.

*Andrew J. Correia*

## 6. CLOSING THOUGHTS

### 6a. CLOSING PRAYER

Thank you, God, for being with us as we've written this profile. We had some challenges with our co-chairs having in one case a health challenge and in another a significant loss in her family. And yet we persevered, and you were with us.

As we move into the phase of actually meeting candidates we pray for your continued guidance.

Keep us working together and open to your Spirit. Amen.



## **6b. STATEMENT OF CONSENT**

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

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

### **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.)**

The Search Committee had conversations with many groups in the completion of this Profile, including our Executive Board, the Board of Deacons, Missions committee, our Women's Fellowship (WKB), Music Committee, and others in our congregation.

### **Signed:**

Raymond Medeiros  
*Search Committee Co-Chair*  
January 14, 2024

Deborah Burns  
*Search Committee Co-Chair*  
January 14, 2024

**6c. VALIDATION BY CONFERENCE/ASSOCIATION**

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

***My signature below attests to the above three items.***

**Signature:** *Rev. Dr. Patty Kogut*

**Title:** Area Conference Minister, Southeast Region, SNEUCC

**Email:** kogutp@sneucc.org

**Phone:** 508-244-4416

**Date:** February 6, 2024