

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to become

?

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

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Newman Congregational Church, UCC
Rumford, RI

Lead Pastor

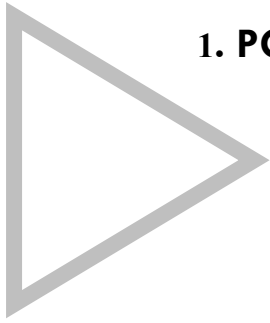
Southern New England Conference UCC, Rhode Island Association

January 28, 2024

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*“God is able to provide you with every blessing, so that
having all sufficiency in all things at all times,
you may abound in every good work.”
(2 Corinthians 9:8)*



1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: Newman Congregational Church, UCC
Street address: 100 Newman Avenue, Rumford, RI 02916
Supplemental web links: <http://www.newmanucc.org>

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):
Member, Rhode Island State Council of Churches
Conference: Southern New England Conference UCC

Association: Rhode Island Association

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):
The Rev. Dr. Patricia Kogut, Area Conference Minister, 508-244-4416, kogutp@sneucc.org

Summary Ministry Description:

In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?

Like many congregations across the country, we lost members during the Covid pandemic, for various reasons. One of our most important goals is to rebuild our church membership with new families, young and old. We envision a future devoted to growing the faith of our children and filling our Sunday school classrooms each week. We look forward to building on our very important missions programs, invigorated with the ideas and energy of new adult members. We welcome neighbors from surrounding communities to join us on our faith journey through joyful worship, compassionate service, and radical hospitality.

Photographs:

Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.







What we value about living in our area (2 – 3 sentences):

The state of Rhode Island has a small town feel to it. Providence has a well-known "foodie" scene, with many wonderful restaurants, historical architecture, and is home to Brown University, Providence College, Rhode Island School of Design, and the beautiful Roger Williams Park Zoo. East Providence has a brand-new state-of-the-art high school. Our church is just an hour's drive north to Boston, MA, with all that has to offer: the Red Sox, Celtics and New England Patriots sports teams, museums, historical sites and many colleges and universities. We are also an hour's drive east to Cape Cod and its scenic beaches; and just thirty minutes to the beaches of the MA South Shore. Rhode Island is home to many beautiful beaches of its own, and any part of this smallest state in the union can be reached in an hour or less. In addition, we are only a three hour's drive south to New York City and all the wonders it has to offer.

Current size of membership: 245

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

Position Title: Lead Pastor

Position Duration (*choose one, delete the other options listed*): Settled

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

Compensation Level (*choose one, delete the other options listed*): Full Time

Does the total support package meet conference compensation guidelines? Yes

1b. SCOPE OF WORK

(add here the Scope of Work developed by your church using the Call Agreement Workbook)

Core Competencies:

- Preparation and leadership of Sunday worship;
- strategic planning for current and new directions in ministry;
- pastoral care in collaboration with lay people.

1c. COMPENSATION AND SUPPORT

Salary Basis: \$120,000 (to be divided as desired between salary, benefits and housing)

Benefits: Salary includes Optional Benefits

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)?

A parsonage is available and optional.

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

Residence must be within reasonable commuting distance.

State any incentives: None

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

Resources are available within the leadership of the church as well as the RI Association and the SNECUCC.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: N/A

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

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

We are looking for a minister who will continue to build a community where all are valued, and people can find joy and meaning in embracing and following the teachings of Jesus Christ, to care for all creation.

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

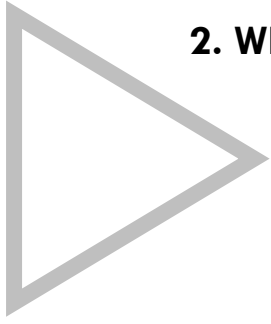
We are looking for a person who can help us develop new ministries, new ways of engaging the community, and new ways to spread the message that God's doors are open to all.

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

We require English language.

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.
2. Building transformational leadership skills.
3. Caring for all creation.
4. Working together for justice and mercy.



2. WHO IS GOD CALLING US TO BECOME?

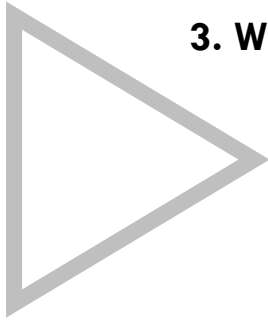
“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

We would like to be a congregation that can develop to better attract younger generations; that is welcoming to counteract the negative messages of exclusion that organized religion is increasingly associated with, so that new generations will continue to know the message of love and justice of Jesus Christ.

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

Our Racial Equity team has created a BIPOC scholarship for students in the area of the SNECUCC seeking further education, with a number of generous awards granted in the last two years. The team also leads a monthly book discussion (three meetings per month) on Zoom of a book with a racial equity theme, open for anyone to participate worldwide. They also provide a monthly film screening with a racial equity theme open to the public. Newman partners with neighboring churches to hold food pantry openings twice a month for the local community.



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.

For example, what beliefs and commitments are stated in your congregation’s purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

Our Purpose from our by-laws:

The avowed purpose of this Church shall be to worship God, to preach the gospel of Jesus Christ, and to celebrate the Sacraments, to realize Christian fellowship and unity within this Church and the Church Universal: to render loving service towards all people, and to strive for righteousness, justice, and peace.

Describe several strengths or positive qualities of your congregation.

We have a strong mission outreach focus demonstrated by our Haiti mission work, Food Pantry, and support for community service providers (local and distant), and our annual Christmas Bazaar from which all proceeds are donated to charitable causes. Our music program enhances our worship service and enriches the community with concerts and performances. We embrace diversity with our display of rainbow doors (which say God's Doors are Open to All) and Black Lives Matter banners in front of the church and by having a booth at the annual Pride Festival in Providence. Monthly, we read a Land Acknowledgement Statement regarding the long history of the Pokanoket Tribe in our community. During the pandemic, we cared for each other by not meeting in person until we could do so safely (i.e., vaccines were widely available, and we met first outdoors, then indoors only after air scrubbers had been purchased). We held online Zoom coffee hours and committee meetings during that time, and everyone received a check-in call from the Care team.

Describe what worship is like when your congregation gathers.

We gather in person in our 200-year-old sanctuary on Sunday morning, airing the service on YouTube and Facebook to our online community. Worship centers on music and hymns, prayer, scripture readings, a Heart to Heart moment, and a sermon. Once service has concluded, there is coffee and conversation for those worshipping in person. The sacrament of Communion is held monthly. The service lasts roughly an hour.

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

Our Faith Formation approach is from a progressive lens. Materials and curricula used come from sources such as The Salt Project, Sanctified Art, and Illustrated Ministry. Children who attend our Church School are encouraged to explore their spirituality through various modalities. While curriculum is utilized at times, lessons might also be built from books that explore an element or aspect of faith, racial equity, environmental justice, or social emotional learning. We also explore Holy Troublemakers using Watchfire Media materials by Daneen Akers. The Youth Group is based on the idea of an interfaith space that is open and affirming. Youth are encouraged to explore their beliefs in a space of respect while also having fun and building relationships with one another. Our Faith Based Discussion is an adult group where readings lead to thought-provoking discussions, provides an opportunity to be of support to one another, and encourages reaching out to help others. To build relationships across generations, intergenerational opportunities are created. One current program is Family Fun nights where the Faith Formation Team invites all households in the congregations to participate in a meal and fun activities where relationships can be forged and flourish. Our latest Advent Devotional was the Dawn Chorus from The Salt Project. We wove the devotional through various settings. The devotional was used to create Church School lessons, shape discussions with a Faith Based Discussion group of elder folks, bird inspired crafts at coffee hour, and an independent study module for our Confirmation class. The youth in Confirmation exhibited the most interaction with these materials. When asked to create a final project to exhibit what they considered throughout the Advent season, the students produced incredible projects. For example: one student wrote their own song and produced it while another used a collection of photos to create a photo journal piece.

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?

There are several boards and committees organized around different missions that meet monthly, roughly 10 hours in aggregate. The church follows a permission-giving model, allowing ad hoc groups to form to carry out the mission of the church. In 2016, after a task force convened to reform governance, the Church Council and Trustees began meeting together monthly to streamline decision making.

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

In 2016, a level 3 sex offender, who was not allowed to be around children, asked to attend worship services at Newman. We have a longstanding motto, "*No matter who you are or where you are on life's journey, you are welcome here.*" We needed to reconcile that with protecting the children in our congregation. The Church Council decided to ask the individual to hold off for a month while a covenant was drafted for their behavior and our Safe Spaces policy was updated for how to handle sex offenders. The pastor emailed the congregation informing them of the individual (left unnamed) and the actions being taken. Some people left because a sex offender was coming. Some people were angry because our welcome motto was being put on hold for a month. Ultimately, the individual did begin attending worship, joined the choir and the faith discussion group, and became a member of the church.

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

3b. 11-YEAR REPORT

(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite)

Church#: 782078

Assoc: 944 **Schedule:** 0 Newman Congregational UCC Rumford RI 02916

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	450	140	117	0	0	0	19	0	-19
2013	459	140	130	13	3	6	13	0	9
2014	402	126	121	0	0	11	3	65	-57
2015	407	113	136	0	0	19	14	0	5
2016	402	96	99	0	3	6	14	0	-5
2017	401	78	60	8	0	14	21	2	-1
2018	239	78	50	0	0	0	12	150	-162
2019	235	77	50	0	5	2	11	0	-4
2020	226	75	55	0	0	0	9	0	-9
2021	222	20	50	5	0	7	16	0	-4
2022	245	29	35	1	0	2	3	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	\$369,034	\$10,598	\$46,000	\$19,682	\$65,682	\$49,432	\$115,114	12.46	\$494,746	\$276,461
2013	\$361,620	\$9,902	\$46,000	\$13,489	\$59,489	\$52,582	\$112,071	12.72	\$483,593	\$241,527
2014	\$366,990	\$9,989	\$46,000	\$10,444	\$56,444	\$68,313	\$124,757	12.53	\$501,736	\$235,734
2015	\$382,691	\$8,760	\$41,763	\$14,561	\$56,324	\$52,352	\$108,676	10.91	\$500,127	\$199,327
2016	\$326,954	\$7,392	\$38,000	\$16,099	\$54,099	\$57,089	\$111,188	11.62	\$445,534	\$210,336
2017	\$353,938	\$8,753	\$33,000	\$19,457	\$52,457	\$53,676	\$106,133	9.32	\$460,071	\$183,151
2018	\$353,938	\$0	\$10,500	\$1,939	\$12,439	\$0	\$12,439	2.97	\$366,377	\$0
2019	\$404,813	\$10,262	\$34,760	\$15,914	\$50,674	\$55,180	\$105,854	8.59	\$510,667	\$170,434
2020	\$341,308	\$7,978	\$38,065	\$11,065	\$49,130	\$49,381	\$98,511	11.15	\$439,819	\$179,568
2021	\$369,597	\$1,404	\$35,000	\$11,622	\$46,622	\$68,166	\$114,788	9.47	\$484,385	\$156,823
2022	\$368,185	\$1,226	\$35,000	\$11,772	\$46,772	\$105,253	\$152,025	9.51	\$520,210	\$181,285

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2017-2022	-38.90	-62.82	-41.67	-86.36	-86.96	4.03	-10.84	13.07
2012-2022	-45.56	-79.29	-70.09	0.00	-84.21	-0.23	-28.79	5.15

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	245	
Number of active non-members:	68	
Total of church participants (sum of the numbers above):	303	

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%	
Less than 10, more than 5 years:	17%	
Less than 5 years:	9%	

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>
4	6	11	34	17	14	24	34	32	✓

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	6%	✓
Households with minors:	12%	✓
Single adults age 35-65:	18%	✓
Joint households with no minors:	41%	✓
Single adults over 65:	23%	✓

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	5%	✓
College:	65%	✓
Graduate School:	25%	✓
Specialty Training:	5%	✓
Other (please specify):		

Percentage of adults in various employment types:

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

Describe the range of occupations of working adults in the congregation:
 We don't have any data to base this response on.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

Our congregation is overwhelmingly White, reflecting the racial composition of East Providence, RI (77% White, 8% Hispanic, and 6% Black), and Seekonk, MA (90% White, 4% Hispanic and 3% Black).

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)? Please note the date. Comment after the exercise:

We recently had a meeting to discuss how and where we are displaying our Black Lives Matter banners, which are in our marquee on the front lawn. Some people felt the marquee should be used differently. Some felt the banners were inappropriate. Some wanted to maintain a strong display of support for BLM. A committee was formed to explore how (and what) signs should

be displayed in front of the church. A traditional sign was added along the front fence to indicate the name and day/time of worship to complement existing signage. No further updates from the sign committee are currently available, and the BLM banners are still in their original location.

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	Book Group 15 Widow's Mite 12	Racial Equity Team Members Pastor
Baptisms <i>(number last year)</i>	4	Pastor and Deacons
Children's Groups or Classes	5	Faith Formation
Christmas Eve and Easter Worship	100	Pastor and Deacons
Church-wide Meals	125	Sponsoring group or committee
Choirs and Music Groups	15	Music Minister
Church-based Bible Study	10	Faith Formation
Communion <i>(served how often?)</i>	50 monthly	Deacons and Pastor
Community Meals	None in 2023 due to kitchen renovation	
Confirmation <i>(number confirmed last year)</i>	1	Faith Formation
Drama or Dance Program	50	We had a community square dance planned by a member
Funerals <i>(number last year)</i>	3	Pastor
Intergenerational Groups	25	Faith Formation Team and FF

		Minister
Outdoor Worship	None held in 2023. We typically do so on Fathers' Day, weather permitting	Pastor and Deacons
Prayer or Meditation Groups	10	Faith Formation Team/FF Minister (Holy Hikes)
Public Advocacy Work		We support RI Organizing Project financially but don't attend meetings
Retreats	None in 2023	
Theology or Bible Programs in the Community	10	FF Minister
Weddings (<i>number last year</i>)	0	Pastor
Worship (time slot: 10 a.m.)	50	Pastor and Music Minister
Worship (time slot: ___N/A___)		
Young Adult Groups or Classes		
Youth Groups or Classes	6	Faith Formation Minister
Other	Community Carol Sing 50	Music Minister

Additional comments:

We have a program to distribute scholarships to church members pursuing higher education each year. In 2023 we awarded (11) \$5,000 scholarships. This is separate from the BIPOC Scholarship program.

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
George Peters	No	Newman Church	Pulpit Supply	Y
Linda Hartley	3	Baptist Church	Interim	N
Virginia Child	4		Interim	N
Helen Bodell	4	Dana Farber	Director of Spiritual Care	N
David Shire	No			Y
Christy Wynveen	No	Newman Church	Faith Formation Minister	N
Geoff Greene	No	Newman Church	Music Minister	N
Sean Amato	No	Newman Church	Student Minister	N
Nancy Sokup	3	FBC Bristol	Designated Term Pastor	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:

The Reverend David Shire worships with Newman online. The Reverend George Peters did not serve as settled pastor of Newman. He sings in the choir and is an active member of the congregation, occasionally filling in for sermons.

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
AV Specialist	N	\$7K/part time	Pastor	two years
Office Manager	N	\$40K/full time	Pastor	15 years
Sexton	N	\$22K/part time	Pastor	five years
Faith Formation Minister	N	\$13K/part time	Pastor	three years
Music Minister	N	\$33K/part time	Pastor	23 years
Nursery Coordinators (2)	N	\$750/part time	Pastor	11 years
Financial Secretaries (2)	N	\$2.5k/part time	Pastor	27 and 48 years
Soprano Section Leader	N	\$7K/part time	Music Minister	seven years
Alto Section Leader	N	\$7K/part time	Music Minister	20 years
Bass Section Leader	N	\$7K/part time	Music Minister	four years
Student Minister	N	\$15K/part time	Pastor	Less than one year

REFLECTION

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

There are two signs at the entrance and exit of our parking lot, "IN TO WORSHIP" and "OUT TO SERVE" respectively. Music is very important to our worship experience, and service to the community near and far is very important too, including working for social justice.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$98,922
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$153,930
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$28,000
Fundraising Events	\$7,596
Gifts Designated for a Specific Purpose	\$0
Grants	\$24,000
Rentals of Church Building	\$1,877
Rentals of Church Parsonage	\$18,062
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$0
Transfers from Special Accounts	\$2,333
Other (specify): (Cell Phone Tower income)	\$63,383
Other (specify): Special Collections	\$2,725
TOTAL	\$400,828

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

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.

See 2023 budget attached.

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

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*) Yes

- ✓ 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 operating budget, what is that percentage? (*recommended 10%*)

Start with a baseline of 10%, then adjust based on budget considerations.

What is the church’s current indebtedness?

Total amount of loan debt: \$19,325

Reason for debt: renovation of parsonage kitchen and painting of church exterior

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.

The renovation of the church kitchen began in October 2023 and is scheduled to be completed in March 2024. The budget is \$32,000, to be paid in part by a grant and the rest from savings (kitchen fund). The plan includes repainting walls, replacing the stove, island, dishwasher, and sinks, and plumbing and electrical upgrades.

There is also a project to upgrade the heating system that is awaiting a report from an advisory group to begin planning.

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

Year(s)	Purpose	Goal	Result	Impact
2016	Solar Panels	\$48k	\$24k	The panels were installed on the church roof, saving money on the church building’s electrical expenses.
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
	N/A	\$	\$	
		\$	\$	

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

The installation of the solar panels was spearheaded by the church's Green Team. They also hosted an information session for the congregation for installing their own residential panels, and several members did proceed to install panels at their homes. The mission was to be good environmental stewards and to promote adoption of renewable energy technologies in the community, and in that respect it was successful.

Does your church have an endowment? Yes

What is the market value of the assets? Available upon request.

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

What is the percentage rate of draw (last year, compared to 5 years ago)? 2018 = 9.82%; 2023 = 10.10%

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

Draw has been relatively consistent over a 5-year period, including Covid, to cover operating expenses and Covid related shutdowns.

At the current rate of draw, how long might the endowment last? 13 years

Please comment on the above calculations or estimates: Assume current rate of draw is constant and annual asset growth of 5%

Other Assets

Reserves (savings): \$138,057

Investments (other than endowment): \$850,000 Scholarship funds (restricted)

Does your church have a parsonage? Yes

Fair market rental value of the parsonage: \$2,500/month

How is the parsonage used? rental property

Street / City / State / Zip: 156 Barney Street, Rumford, RI 02916

Finished square footage: 2,225

Number of Bedrooms, Number of Bathrooms: 4, 2.5

Assessed real estate value: \$395,000

Available for minister residence: yes

Expected minister residence: no

Condition of structure, systems and appliances: good condition

Entity in the church responsible for review and needed repairs - Trustees

Describe all buildings owned by the church: Sanctuary with attached meeting hall and church school in basement, parsonage.

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, meeting hall, church school area.

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?

Newman has a strong track record of financial outreach locally, nationally, and globally.

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.

The arrival of our current Minister of Music, Geoff Greene, in 2001, had a great impact on our congregation's identity. Geoff has provided inspiring music programs throughout his tenure, and music is usually the first thing anyone says when asked what they love about our church. In the year of our 375th anniversary, Geoff developed an entire concert that told our story in words and music from the time of the Pokanoket Tribe forward. Geoff has forged connections with the tribe that continue to impact the congregation. The next significant happening was the opening of the Bread of Life Food Pantry in 2009. There was a need for a local food pantry and Newman partnered with local churches to open one on site. It is the primary local outreach program of the church. The third significant happening was the calling of the Rev. Timothy Sylvia as settled pastor in 2013. He identifies as a gay man, which animated our open and affirming policy as never before. Timothy introduced us to the annual Pride celebration in Providence, and when he and his husband held their wedding at Newman, it was the first gay wedding most of us had ever attended. Timothy introduced several new ministries to Newman, but the most important was the racial justice book discussions, still ongoing, and the formation of the Racial Equity Team to promote social justice in the community.

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

The most compelling change for Newman and all churches was the 2020 pandemic. Newman closed like most others, waiting until a safe and effective vaccine could be made available. Committees began meeting on Zoom, and the pastor recorded weekly services with the assistance of the Music and Faith Formation Ministers, the choir, and others in the congregation. The services were posted on Facebook and YouTube. A need was identified for an AV specialist; a search began, and an individual was hired. In the fall of 2021, it was decided that enough members of the congregation had been vaccinated that we could safely meet outdoors. At that time services began to be posted live on those two channels. Indoor worship didn't resume until December, after several air scrubbers had been purchased. The noise from the scrubbers depressed in person attendance, and the delay in reopening caused most of the families with children to leave the church for others that reopened sooner, and they didn't return.

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.

For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)

During Timothy's tenure, there was a period of significant conflict over several issues. To help us work through it, the pastor and moderator, along with a committee that was working on governance reform, drafted a new covenant for our interactions as an expression of our faith and as followers of the example and teaching of Jesus. The new covenant was presented in communications with the congregation (email and during worship), and open sessions were scheduled to allow the congregation to understand the purpose and influence the language of the covenant. Some changes were adopted as a result. The final wording was approved during a congregational meeting. Then, at any congregational meeting at which conflict was anticipated, the moderator began the meeting by reading the covenant aloud, or it was read by all in unison.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Campbell Lovett (Senior Pastor)	1996-2012	Y
Randy Mayer (Associate Pastor)	1994-1998	Y
Bernard Hinkley (Associate Pastor)	1998-1999	Y
Doug Horner (Associate Pastor)	1999-2003	Y
Jack Jones (Associate Pastor)	2005-2008	Y
Sharon Nordmeyer Hope (formerly Key) (Associate Pastor)	2009-2012	Y
Bruce Macleod (Interim Pastor)	2012-2013	Y
Timoth Sylvia (Pastor)	2013-2022	Y

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

We have a historical bias toward white male pastors. Calling a controversial pastor (i.e. gay) had a net negative effect on in-person attendance, from which we are still trying to recover, but provided many opportunities for personal growth for those who remained.

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

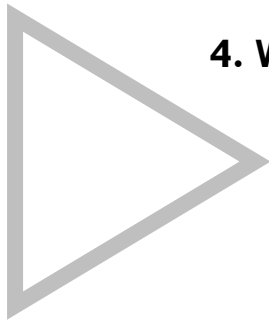
No

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?

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

a. COMMUNITY VISION

b. MISSION InSite

4a. COMMUNITY VISION

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

For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church’s engagement with neighbors near or far?

The congregation supports many mission programs, including the Church World Service kit and blanket programs, a medical clinic in Haiti, scholarships and food support in Haiti, the Bread of Life Food Pantry, attendance at Pride, our annual Missions Christmas Bazaar that supports various charitable groups, the special offerings of the UCC, and generous donations to OCWM. The blankets purchased from CWS go to a shelter for victims of domestic violence, as well as the homeless. We also donate new sheets to shelters and collect warm clothing for the homeless.

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

Delegates and members of Newman attend meetings held by the RI Association as well as those by the SNECUCC. Members serve in various capacities on both the RI Association and the SNE Conference. Delegates have attended Synod as well in past years. Online and in-person trainings are available and used in addition. As previously mentioned, proportional giving is provided to

both as well as to the national setting by the Conference from Newman's giving.

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.)

Check any statements below that apply to your UCC faith community:

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

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?

We haven't explored any of these aspects of witness but would be open to doing so in the future.

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

The Haiti Task Force is made up of members of various UCC churches and has worked with others in the SNECUCC as well as with other denominations to support a medical clinic, schools and orphanages, and provide scholarships for adult education students in Haiti. The work is done in partnership with some Baptist churches in Haiti. The Bread of Life Food Pantry has been a collaborative ecumenical effort of five East Providence Churches – Bethany Church of the Nazarene, Church of the Epiphany, Riverside Covenant Church, Newman Congregational Church, and St. Margaret Church since 2009, in response to the closing of the food pantry that had been housed in the former East Providence Community Center. The Pantry is located at Newman Congregational Church and is open to all those in need of food assistance regardless of religious belief or background. In a typical month, 160 households from East Providence and surrounding communities visit the Pantry. This translates into over 500 people receiving food assistance. Also, each month, 50 volunteers attend the pantry openings to serve the clients and another 35 volunteers work behind the scenes facilitating the delivery, inspection, sorting and stocking of the food. Support for the pantry, in the form of both monetary and food donations,

comes from the members of the pantry partner churches as well as from individuals and organizations in the wider community who learn about the pantry and want to be part of its important outreach. The pantry is also greatly sustained through its association with the Rhode Island Community Food Bank which provides food inventory at either no cost or at discounted prices. Additional food items are purchased at local supermarkets and are also received through donations. The Bread of Life Food Pantry is indeed a remarkable operation that has been successful in fulfilling its mission to serve as a resource for people experiencing food insecurity. It has also been successful in creating a true sense of community among its volunteers as they work alongside one another, and between the volunteers and the guests as support is given and received. Beginning in April 2024, this arrangement will transition into a satellite location of the Good Neighbors Food Pantry of East Providence. The new arrangement with Good Neighbors still engages support from the original Pantry partner churches in the form of donations and volunteer participation and is assuring that this important outreach in our community is sustained at the Newman Church site.

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 "We are an inclusive Christian community dedicated to living Jesus' message of love, peace and justice through joyful worship, compassionate service, radical hospitality and responsible stewardship." We spend a significant amount of time on the Food Pantry, gathering food, stocking the shelves, and opening for the guests. We collect donations for One Egg Haiti (which provides a daily boiled egg to children in Haiti) throughout the year. Much time is spent preparing for the annual Christmas Missions Bazaar, making items to sell, and collecting and sorting gently used items to sell. The Deacons, Faith Formation Minister and team, Music Minister, choir and the Pastor put in a great deal of time preparing for each worship service. The Church Council and Trustees spend hours each month attending to governance and stewardship. This church keeps many people busy making a difference in other people's lives.

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 expect our pastor to plan worship services, attend to pastoral care, and help with strategic and stewardship planning. We expect that they may take an active role in conference matters and an interest in community affairs, but we want them to balance their workload with their private lives.

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 is stable, slightly aging. There is a lack of affordable housing, which could present a new mission opportunity.

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

We are pretty closely aligned with the demographics of the surrounding area.

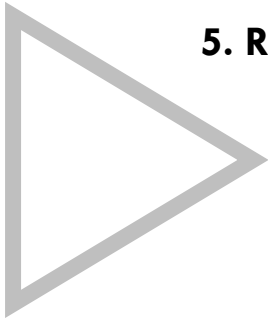
How are the demographics of the community currently shaping ministry, or not?
The Food Pantry was established because of a demonstrated need in the community.

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

We are known for our early historical records for the community, our Christmas Bazaar, May Breakfasts, concerts, Food Pantry, and racial justice initiatives.

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

People who have joined our congregation in the past few years say they were attracted to Newman because our signage outside indicates that we are an open and affirming community, welcoming all people. Once inside, newcomers feel the promised warmth, friendliness, and invitation to join us no matter where they are on life's journey.



5. REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

REFERENCE 1

Valerie Costa/Food Pantry and Racial Justice Book Group

401-829-8003/ valeriejcosta@gmail.com/pantry volunteer and book group participant

REFERENCE 2

Rev. Jennifer Zogg/ Rector/ Epiphany Episcopal Church

401-680-0155/ revjen@epiphanyep.org/ church neighbor and Food Pantry partner

REFERENCE 3

Chris Turner/ Musician

401-612-6331/ has collaborated with the Newman Music program on many projects

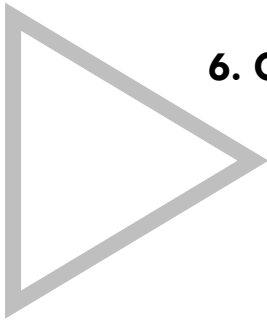
PROMPTS FOR REFERENCES

Describe some areas of strength in this church’s ministry.

Describe some areas for improvement in this church’s ministry.

Describe a significant experience you have had of this church’s ministry.

Anything else you wish to share.



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

Dear God,

We lift our hearts in gratitude for the journey we have embarked upon as a community seeking a settled pastor for Newman Congregational Church, United Church of Christ. We acknowledge your guidance and presence throughout this process, knowing that you are the ultimate shepherd of our souls.

Lord, we thank you for the gifts and talents you have bestowed upon our congregation, and we pray that you continue to unite us in faith and purpose. As we eagerly await the shepherd you have chosen for us, we ask for discernment, wisdom, and clarity in making this important decision.

We ask your blessings upon those individuals who feel called to become candidates for the position of Lead Pastor with us, and we seek your grace as we review profiles and determine which applicants we feel would be a good match for our congregation.

May the one called to lead us be filled with your Spirit, equipped with the love and compassion of Christ, and grounded in the truth of your Word. Grant them the strength to shepherd your flock with humility and grace, nurturing spiritual growth and fostering a sense of belonging within our church family.

We commit the future of our church into your hands, trusting that you have a plan for us and that you will guide us in the path of righteousness. Bless each member of our congregation, inspire us to serve one another in love, and let our unity be a testimony to your boundless grace.

We eagerly anticipate the new beginnings that you have in store for us. May your peace, which surpasses all understanding, guard our hearts and minds in Christ Jesus.

In Jesus' name, we pray. 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.

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.)*

Transition Team composed of members of Board of Missions and Trustees, Treasurer, Financial Secretary, and Office Manager.

2. Additional comments for interpreting the profile:
Section 4b was based on a Mission Insite Report for Rumford only, and not adjacent areas.

Signed:



Angela H. Kondon, Moderator
Chair, Search Committee

Date: Updated April 16, 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*

Name / Title: Rev. Dr. Patty Kogut, Area Conference Minister

Email: kogutp@sneucc.org

Date: April 16, 2024

**UNITED CHURCH
OF CHRIST**



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