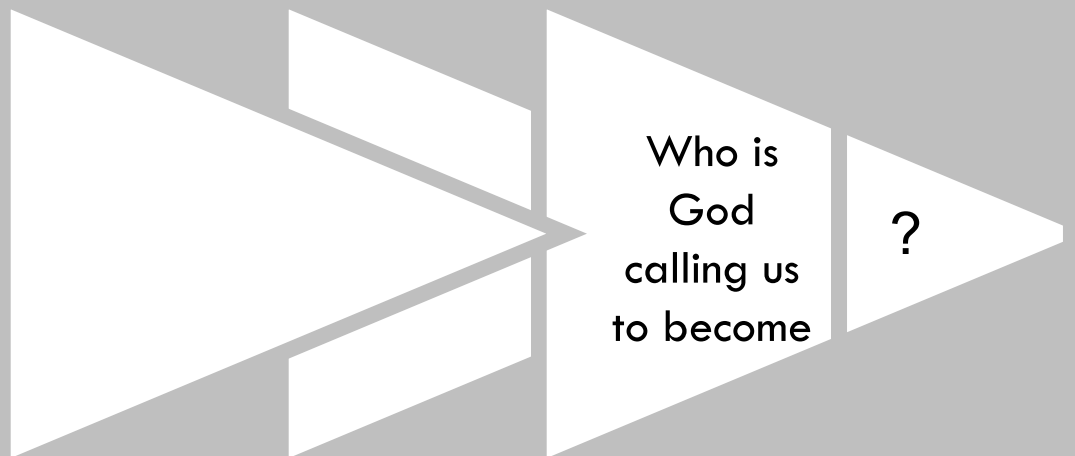


# INTRODUCING THE NEW LOCAL CHURCH PROFILE



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!

Rachel Hackenberg

**UNITED CHURCH  
OF CHRIST**



# **UNITED CHURCH OF CHRIST LOCAL CHURCH PROFILE**

**First Trinitarian Congregational Church  
381 Country Way  
Scituate, Massachusetts**

## **Pastor Search and Call**

**Southern New England Conference,  
Pilgrim Association**

**May 30, 2024**

## **LOCAL CHURCH PROFILE CONTENTS**

- ☐ **Position Posting**
- ☐ **Who Is God Calling Us To Become?**
- ☐ **Who Are We Now?**
- ☐ **Who Is Our Neighbor?**
- ☐ **References**
- ☐ **Consent and Validation**

***“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**

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**Church Name:**

First Trinitarian Congregational Church (FTCC)

**Street Address:**

381 Country Way, Scituate, Massachusetts 02066

**Supplemental web links:**

[ftccscituate.org/](http://ftccscituate.org/)

[instagram.com/firsttrinitarianchurchscituate](https://www.instagram.com/firsttrinitarianchurchscituate)

[facebook.com/FTCCScituate](https://www.facebook.com/FTCCScituate)

**Additional ecumenical affiliations (e.g. denominations, communions, fellowships):**

**Conference:** Southern New England Conference

**Association:** Pilgrim Association

**UCC Conference or Association Staff Contact Person:**

Reverend Dr. Patricia Kogut

Area Conference Minister Southeast

Region, Pilgrim Association

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?**



The leaders and members of First Trinitarian Congregational Church of Scituate, Massachusetts (FTCC) are embarking on a search for a full-time settled pastor. As we move forward in our search, we lean into our faith and trust that we are being guided by the Spirit. We look forward to welcoming our new pastor into a caring and committed church family and sharing our hope and vision for our future. Since our inception in 1634, sheltered with God's amazing grace, we have weathered many storms over the centuries. As God's people, we are still speaking loud and clear; and we are committed to bringing the vision for our church to fruition.

We strive to be the hands and heart of Christ in our community, throughout the world and wherever we are called. We envision and delight in a church without walls where all feel welcomed and loved; where our pews and faith formation classes overflow; where young and old connect, share stories and grow in faith. Ours will be a church sharing joy, comfort and refuge with the community and where the always present Spirit draws us personally and collectively.



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



We are blessed to live in a picturesque coastal Massachusetts town 25 miles south of Boston. We are an active, caring community with facilities including a new Senior Center and Library, both with full schedules of activities and services. Scituate also has a robust Recreation Center, several very active service groups such as Scituate Community Christmas and Scituate Food Pantry. Scituate has an excellent school system from which 85% of seniors go on to higher education. Our harbor area offers boutique shopping, upscale restaurants, art galleries and a scenic view of the town pier and the inlet harbor. Scituate's 17 mile coastline is filled year round with boaters, beach goers, paddle boarders, kayakers, and bikers all enjoying the very unique and charming landscape. Other recreational opportunities include golf, tennis/pickleball, biking, hiking and walking trails. Classes in art, yoga, exercise and more are available through the Senior Center and Recreation Department. There are yearly town wide events including Heritage Days, a summer music and artisan festival, and our famous St. Patrick's Day parade. Both events draw large crowds from surrounding towns. It is an engaged community with residents participating in local government and school volunteer groups. Scituate residents take full advantage and are very appreciative of the beautiful town we all share and love.

**Current size of membership:**

136

**Languages used in ministry (other than English):**

None

**Position Title:**

Full-Time Settled Pastor desired, but will be flexible

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

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 in line with conference compensation guidelines.

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

Yes

**1b. SCOPE OF WORK**

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**Core Competencies:**

We are drawn to an individual, whose sense of spirit and desire to share Christ's love is preeminent. The following core competencies are foundational in our next minister's relationship with the church:

- Prepare scripturally based sermons that are presented with relevance and humor
- Provide pastoral care, visitation, counseling and referral to those within and outside our congregation
- Work with the Christian Education Director to design and implement new programs for children, youth, confirmands and adults
- Participate in local interfaith community events
- Engage community through development and implementation of events
- Provide guidance to Church Council, lay and team leaders as we set new goals and envision new and fresh possibilities.

**1c. COMPENSATION AND SUPPORT**

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**Salary Basis (from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance):**

\$120k per year. Benefits to be determined.

**Benefits (choose one):**

Salary with optional benefits in accordance with UCC guidelines.

**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)?**

Living nearby with a housing allowance is preferred. We think it is very important that the pastor live relatively close to Scituate and become a familiar presence in the community. There are many fine locations throughout the South Shore of Massachusetts.

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

At this time, FTCC offers no additional monetary incentives for this position.

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

The town of Scituate has a clergy association with participation from many of the local churches. There are also opportunities through conference programming.

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

Since it is unlikely that a full time Pastor will engage in bi-vocational employment, this question is not relevant to FTCC. However, if a change occurs, we are open to a flexible schedule that accommodates everyone's needs.

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

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

We are seeking someone who will attract new members and families to our church while nurturing relationships with current members. We have seen our church school participation reduced by the Covid pandemic, and we are searching for someone with the energy and commitment to help regrow this vital program. Additionally, there is a growing senior community in Scituate, and recognizing and ministering to this demographic is also important.

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



We are looking for a minister with a fresh vision, energy and confidence to lead and focus the many talents of our congregation; someone with experience and a deep faith who will be a source of comfort, joy and guidance. Mission & Outreach is a key and vibrant ministry in our church and we are looking for a minister to enhance and support these important activities. These initiatives are within the local community, but also have far reaching impacts and include global initiatives.

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

There are no special needs in this area.

**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.**

Below are four "marks" from the list of eight that best reflects what we are searching for in a minister:

### 3. Building Transformational Leadership Skills

- Empowering the Church to be faithful to God's call, reflective of Christ's mission
- Open to the surprises of the Holy Spirit.
- Strategically creating the future of God's Church.
- Witnessing in the public square to God's redeeming power.
- Performing necessary and appropriate administrative tasks.
- Working collaboratively with intercultural awareness and sensitivity.
- Encouraging leadership development of self and others through continuing education and lifelong learning.

### 4. Engaging Sacred Stories and Traditions

- Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament.
- Maturing in effective proclamation and preaching.
- Understanding the history of the Christian Church, from biblical times forward.
- Bringing life to sacred stories and traditions in worship, proclamation, and witness.

- Leading faith formation effectively across generations.
- Holding the Holy with integrity especially as represented in the Sacraments.

#### 5. Caring For All Creation

- Nurturing care and compassion for God's creation.
- Maintaining a basic understanding of mental health and wellness.
- Practicing self-care and life balance.
- Providing hope and healing to a hurting world.
- Attending to one's own spiritual and pastoral care, including engagement in supervision as appropriate.
- Stewarding the resources of the Church.

#### 8. Strengthening Inter- and Intra- Personal Assets

- Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
- Living in relationships of covenantal accountability with God and the Church.
- Exhibiting strong moral character and personal integrity.
- Respecting the dignity of all God's people.
- Understanding and ministering to stages of human development across the lifespan.
- Demonstrating excellent communication skills.

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



This past year, First Trinitarian Congregational Church, hosted its second very successful fundraiser to raise money for medical backpacks to send to the front lines in Ukraine. This fundraiser drew more than 100 people from the community and raised over twelve thousand dollars (the first fundraiser was equally as successful!). Also for the past few years, FTCC has participated in Scituate Heritage Days, a very popular annual summer community event held in Scituate Harbor. Our booth was staffed by 12-15 volunteers from the church. Volunteers happily passed out marketing materials from the church and enthusiastically interacted with the community. A popular attraction in our booth was a prayer wall where visitors were invited to write the names of those we would lift up in prayer. The sweetest was a child writing “God-I Love You.” Last October, FTCC sponsored “Trunk or Treat” afternoon. This was a fun Halloween event open to the community where friends, families and children gathered together (in costume) beneath the town’s historic Lawson Tower to trick or treat from the back of our cars. FTCC members loaded the trunks of their cars with candy and other trinkets for everyone to share. Lawson Tower was opened up

for the event, and the highlight of the day was the climb to the top of the tower.

In 2022, our church adopted a multi-year vision plan that outlined our goals for 2024 and beyond. Listed below are the goals that we have achieved to date:

- Hired a Public Relations Specialist
- Increased community outreach and involvement
- Honored our traditions while also embracing change
- Made the church hall available for social gatherings
- Hosted events that generated money and membership

The following goals and dreams have yet to be realized, but we look forward to doing so with a new pastor.

- The return of young families with exciting and active youth programs
- Possible adoption of an immigrant family
- Taking a more active and visible stand in our community against climate change

Finally, in response to the question: “Who is God calling you to become as a congregation?” We lean into the words of Jesus: “The Kingdom of God is among you.” The Kingdom dwells among and within ourselves: we are connected -all of us together; and we are called and blessed to serve and embrace God’s truth: “As you did it to one of the least of these my brethren, you did it to me.”

### **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**

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##### **Describe your congregation’s life of faith.**

As stated in the FTCC mission statement: Since 1634, First Trinitarian Congregational Church has sought to nurture faith in Christ through adherence to truth, devotion to love, and promotion of justice. In the 21st Century, we seek to continue being faithful to Christ by:

- Worshiping God with a joyful blend of word, music and prayer
- Welcoming all and celebrating diversity
- Providing a safe haven for children, youth, and adults to learn and to grow in faith
- Actively seeking to know and support one another
- Responding to God’s love in a spirit of generosity
- Striving to be the hands and heart of Christ throughout the world.

In all things we wish to “Trust steadily in God, hope unswervingly and love extravagantly.” 1 Corinthians 13:13 - Eugene Peterson

We believe in the one Triune God, Creator, Resurrected Christ and Holy Spirit. The Spirit is alive in our midst through the spoken word, through beautiful music and through the love and care we share for one another, for our community and beyond. The Spirit comforts us always, sustains us and guides us into deeper communion with God, our Redeemer and with one another.

**Describe several strengths or positive qualities of your congregation.**



FTCC is an Open & Affirming Congregation that celebrates diversity and is blessed with an abundance of talent. Music is an integral part of worship, and our Music Ministry consists of a vocal choir, a chime choir, a director and an assistant director. Our music director, Bill Richter, is a talented and dynamic leader who plays the piano and organ during services. Since 1983 Bill has been a Choral Director and administrator in the Scituate Public Schools. Week after week, his music lifts our hearts and souls. We are thankful for strong, committed leadership and a faithful and dedicated congregation. Our Ministry Teams are active year round and include Diaconate, Music, Stewardship, Mission & Outreach, Fellowship, Open & Affirming Task Force, Properties, Investment, Seaside Christmas Fair, Parish Visitors, Welcoming, Flower Ministry, Memorial Garden Ministry, Coffee Hour Ministry and Prayer Shawl Ministry. We are enthusiastic and purposeful in every endeavor; and we are committed to sharing our gifts and talents within our community and with our wider world missions.

Last year we hired a professional Public Relations Manager who connects us to the wider community through a thoughtful and consistent social media presence ([instagram.com/firsttrinitarianchurchscituate](https://www.instagram.com/firsttrinitarianchurchscituate) / [facebook.com/FTCCScituate](https://www.facebook.com/FTCCScituate)). We are also blessed with a welcoming and efficient administrative assistant, as well as other members who are professionals in contracting, finance and fire and safety. These members lead our Properties Team, Finance Team and Church Council.

## Describe what worship is like when your congregation gathers.



“Whoever you are and wherever you are on life’s journey, you are welcome here.” These are the first words spoken at every worship service. They are words that guide us and encourage everyone to feel comfortable joining us. As per our Mission Statement, FTCC is a “joyful blend of Word, Music and Prayer.”

Music plays a very important and uplifting role each Sunday and we are very proud of our strong music program. The dynamic, talented, and experienced choir is a highlight each time we gather for services. We are blessed to have many

talented choir members who routinely participate in solos and well directed anthems that members practice and perfect during the week.

During worship, the goal is to make visitors and newcomers feel comfortable joining us. We reach out to these people at the doors when they walk in as well as at coffee hour after worship. We encourage all to join in our many Mission and Outreach activities and embrace and celebrate new and old members.

Baptisms are another particularly joyful event at our church. The pastor, parents, godparents and the congregation participate in welcoming the child into life in Christ’s church. After the sacrament, the pastor carries the child down and among the aisles introducing the child to his/her new church family. The congregation sings and rejoices as the Spirit hovers.

Another example that exemplifies our worship was on Pentecost Sunday. The choir sang “Joy in the Morning.” The pastor’s sermon, “Second Wind,” gripped our hearts. We prayed for our church - for all that is good and for that which required healing. We prayed for our weak and for our strong; for our past and for our future. The congregation swayed together to “Halle, Halle, Hallelujah” as the dappled sunlight danced on the unadorned cross above the altar. The very real and joyful presence of the living Spirit rested upon us. This is our church, and we are blessed to be a light that continues to shine and glorify God.

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



FTCC is in the process of rebuilding our Christian Education (CE) program and Youth Group Ministry. Our CE Director is working very hard to prepare the weekly lesson, as well as long term goals including building back our program post pandemic. Additionally CE volunteer teachers play an active role in planning and implementing both weekly church school lessons, as well as special events throughout the year. Sunday School children engage in each of the church's missions. For example, recently CE organized "Backpack Sunday," to be donated to Scituate Community Christmas, a local organization that supports families in need. The children loaded the

backpacks with supplies along with cards and hearts from each of them. The CE program also coordinated a Christmas ornament making Sunday and sold their ornaments at our annual holiday fair. Another strong and long tradition of our church is the Christmas Eve Pageant. Children and young adults participate in the pageant which is always well attended and draws many people from the community. We are working on reviving the youth group, and at this time we are reaching out to teens who would like to be a part of the group and seeking an energetic person to lead it.

## How do people continue to form their faith over a lifetime?

Exposing young children to the church family is an excellent beginning to a lifetime of growing in faith. Beginning with Baptism, the congregation promises to love, encourage and support the child and to share the Good News of the Gospel. Love and nurturing from the faith community can be a stepping stone to a long spiritual journey - not only for children but also for anyone of any age who seeks to know God. Faith continues to form through study of God's Word and sharing it with others. It continues to grow through prayer, in service to the church, and through our Mission and Outreach endeavors. "Speak up for those who cannot speak for themselves. Speak up and judge fairly, and defend the rights of the poor and needy." (Proverbs 31: 8-9). Faith grows through times of great joy and of great sorrow. It continues to grow through humility and gratitude for God's everlasting love and for the living Spirit within and among us.

Our church also engages in a book study group. The most recent book focused on a collection of poignant essays and stories related to our Christian faith. The book, entitled Eden Elsewhere- Essays with Directions Home, by Reverend Rick Giragosian, includes a study guide after each reading. This encouraged honest and open discussion among those in attendance and resulted in a fresh awareness on how to fully listen. It

built a circle of trust among friends. It brought sighs and laughter, and in the end everyone agreed that we are all connected and that God's love is the final story.

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

***Yes, we can 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.\* (see below)***

The pastor oversees the staff, while the Church Council oversees the pastor and other aspects of the church. The Council consists of the Moderator, Past Moderator, Moderator Elect and Chairpersons of the primary ministry Teams including Diaconate, Christian Education, Finance, Mission & Outreach, Properties, Fellowship and two at large members. The Council meets once a month (more if necessary), and team leaders give updated reports so as to keep communication clear and current. On matters including large expenditures, changes to the by-laws and other important issues, the Council calls a Congregational Meeting (in addition to the annual congregational meeting) where every member has a vote.

We are very fortunate that we have not had a crisis or disaster. We have had small emergencies such as having to replace the fire alarm system and other minor improvements to our historic building. Currently, Scituate first responders are evaluating public buildings, including churches, for emergency evacuation in the event of a crisis or disaster. A coordinated plan will evolve from this endeavor.

\* YES - To further explain the patterns of the church activity and governance, we will provide the next minister with a copy of an organization structure, bylaws and the most recent annual report.

## 3b. 11-YEAR REPORT

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



Church#: 784227

Assoc: 942

Schedule: 0

First Trinitarian Congregational Church UCC

Scituate

MA

02066

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	313	130	121	0	0	0	0	0	0
2013	313	130	121	0	0	0	0	0	0
2014	313	130	121	0	0	0	0	0	0
2015	313	130	121	0	0	0	0	0	0
2016	313	130	121	0	0	0	0	0	0
2017	249	97	89	6	0	1	9	62	-64
2018	249	97	89	0	0	0	0	0	0
2019	249	97	89	0	0	0	0	0	0
2020	249	97	89	0	0	0	0	0	0
2021	249	97	89	0	0	0	0	0	0
2022	249	97	89	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	\$335,788	\$0	\$15,929	\$250	\$16,179	\$0	\$16,179	4.74	\$351,967	\$0
2013	\$335,788	\$0	\$20,443	\$6,006	\$26,449	\$0	\$26,449	6.09	\$362,237	\$0
2014	\$335,788	\$0	\$16,614	\$5,901	\$22,515	\$0	\$22,515	4.95	\$358,303	\$0
2015	\$335,788	\$0	\$15,782	\$6,458	\$22,240	\$0	\$22,240	4.70	\$358,028	\$0
2016	\$335,788	\$0	\$14,490	\$5,806	\$20,296	\$0	\$20,296	4.32	\$356,084	\$0
2017	\$326,070	\$0	\$12,740	\$0	\$12,740	\$12,940	\$25,680	3.91	\$351,750	\$194,846
2018	\$326,070	\$0	\$13,725	\$0	\$13,725	\$0	\$13,725	4.21	\$339,795	\$0
2019	\$326,070	\$0	\$9,550	\$0	\$9,550	\$0	\$9,550	2.93	\$335,620	\$0
2020	\$326,070	\$0	\$20,632	\$1,258	\$21,890	\$0	\$21,890	6.33	\$347,960	\$0
2021	\$326,070	\$0	\$9,750	\$0	\$9,750	\$0	\$9,750	2.99	\$335,820	\$0
2022	\$326,070	\$0	\$9,565	\$0	\$9,565	\$0	\$9,565	2.93	\$335,635	\$0

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2017-2022	0.00	0.00	0.00	-100.00	-100.00	0.00	-24.92	-4.58
2012-2022	-20.45	-25.38	-26.45	0.00	0.00	-2.89	-40.88	-4.64

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

First Trinitarian Congregational Church, UCC, Scituate, MA

[ftccscituate.org/](http://ftccscituate.org/) / [instagram.com/firsttrinitarianchurchscituate](https://www.instagram.com/firsttrinitarianchurchscituate) / [facebook.com/FTCCScituate](https://www.facebook.com/FTCCScituate)

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
<b>Number of active members:</b>	<b>131</b>	<b>No</b>
<b>Number of active non-members:</b>	<b>5</b>	<b>No</b>
<b>Total of church participants (sum of the numbers above):</b>	<b>136</b>	<b>No</b>

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
<b>More than 10 years:</b>	<b>87%</b>	<b>No</b>
<b>Less than 10, more than 5 years:</b>	<b>7%</b>	
<b>Less than 5 years:</b>	<b>6%</b>	

Number of total participants by age:

<b>0-11</b>	<b>12-17</b>	<b>18-24</b>	<b>25-34</b>	<b>35-44</b>	<b>45-54</b>	<b>55-64</b>	<b>65-74</b>	<b>75+</b>	<b>Are these numbers an estimate? (check if yes)</b>
<b>3</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>6</b>	<b>17</b>	<b>30</b>	<b>25</b>	<b>49</b>	

Percentage of adults in various household types:

	<i>Is this number an estimate? (check if yes)</i>
<b>Single adults under 35:</b>	<b>5%</b> <b>Not estimates</b>
<b>Households with minors:</b>	<b>19%</b>
<b>Single adults age 35-65:</b>	<b>10%</b>

<b>Joint households with no minors:</b>	<b>35%</b>
<b>Single adults over 65:</b>	<b>30%</b>

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

		<i>Is this number an estimate? (check if yes)</i>
<b>High school:</b>	<b>100%</b>	<b>Yes</b>
<b>College:</b>	<b>87%</b>	
<b>Graduate School:</b>	<b>40%</b>	
<b>Specialty Training:</b>		
<b>Other (please specify):</b>		

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

		<i>Is this number an estimate? (check if yes)</i>
<b>Adults who are employed:</b>	<b>38%</b>	
<b>Adults who are retired:</b>	<b>58%</b>	
<b>Adults who are not fully employed:</b>	<b>4%</b>	

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



The range of occupations of working adults in the congregation include: teachers, fire fighters, nurses, artists, finance professionals, caterers, contractors, child care, self employed in technology, art director for a national company, lawyers, banking and executive in Boy Scouts of America.

**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?**

FTCC is primarily Caucasian including Irish, English, and Italian.

**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:**



FTCC went through the process of becoming an Open and Affirming Congregation. The Covenant of Welcome and Affirmation was adopted on June 16, 2013. Since then members of FTCC have formed the Open and Affirming Task Force (ONA) to re-affirm our commitment to the LGBTQ community. ONA provides education on LGBTQ issues and celebrates the LGBTQ community. FTCC participates in programming every year on MLK weekend in January. This has been in various forms from reading excerpts from MLK’s speeches to using music as a form of reflection on equal rights. FTCC has also invited

community leaders including the Scituate Public Schools Diversity, Equity and Inclusion Director to come and speak during worship. Through our social media outlets, FTCC stood firmly against injustice when issues arose in our town.

### 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	5-6	Knitting Group
Baptisms <i>(number last year)</i>	2	Pastor/Diaconate
Children’s Groups or Classes	2 - 4	CE Director, volunteer teachers

Christmas Eve and Easter Worship	<b>140</b>	<b>Pastor, Diaconate, CE &amp; Musicians</b>
Church-wide Meals-	<b>40 - 45</b>	<b>Fellowship Team</b>
Choirs and Music Groups	<b>10-12</b>	<b>Musicians</b>
Church-based Bible Study	<b>6</b>	<b>Pastor</b>
Communion ( <i>served how often?</i> )	<b>1 per month</b>	<b>Pastor/Diaconate</b>
Community Meals -2 <b>Fundraisers for Ukraine</b>	<b>100 - 120</b>	<b>Fellowship</b>
Confirmation ( <i>number confirmed last year</i> )	<b>0</b>	<b>Pastor, Lay Leader</b>
Drama or Dance Program		
Funerals ( <i>number last year</i> )	<b>7</b>	<b>Pastor, Musicians, Sexton, Office Assistant</b>
Intergenerational Groups	<b>9</b>	<b>Habitat For Humanity</b>
Outdoor Worship	<b>25-35</b>	<b>Pastor, Diaconate, Music Director</b>
Prayer or Meditation Groups		
Public Advocacy Work	<b>12</b>	<b>Mission &amp; Outreach</b>
Retreats		
Theology or Bible Programs in the Community		<b>Most Protestant churches in Scituate offer Bible Programs</b>
Weddings ( <i>number last year</i> )		
Worship (time slot: <b>10.00 am to 11:00 am</b> )	<b>50-60</b>	<b>Pastor, Musicians, Diaconate</b>
<b>Zoom Participants during worship</b>	<b>10-15</b>	
Young Adult Groups or Classes		
Youth Groups or Classes		

### Additional comments:



As with many churches, the pandemic had a major impact on overall attendance including Sunday School. Our church did pivot successfully to a zoom format during the pandemic and we have continued to offer services (including funerals) live streamed via zoom for anyone who is unable to attend. Our Thursday Luncheon Program (open to the community and always well attended) shut down during the pandemic and other church activities were curtailed. However, our doors remained open for Boy Scout Troop 7 (for which we hold the charter), AA, Choral Art Society of the South Shore, and a caterer who rents our kitchen.

Additionally, FTCC is fortunate to have a beautiful Memorial Garden on the property where we met for worship in the spring through early fall during the pandemic years. Through all of this, we persevered in faith and love for our church and for one another. We look to the future in hope and trust as we prayerfully search for our next Settled Pastor.

**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).**

**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:**

Name	Three- or Four-Way Covenant?	Ministry Setting	Type of Ministry Role	Retired? (Y or N)

<b>Earl Alger</b>	<b>No</b>			<b>Yes</b>
<b>Ann Aaberg</b>	<b>No</b>			<b>No</b>

**Reverend Earl Alger** is fully retired and is an esteemed and faithful member of FTCC who attends worship regularly and participates in church activities.

**Reverend Ann Aaberg** is a member of FTCC and has provided FTCC Pulpit Supply several times in the past. Her 3-Way Interim Ministry at North Community Church in Marshfield ended on 9/30/2023.

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

<b>Staff Position</b>	<b>Head of Staff?</b>	<b>Compensation (full time, part time, volunteer)</b>	<b>Supervised by</b>	<b>Length of Tenure for current person in this position</b>
<b>Interim Pastor</b>	<b>Interim Pastor</b>	<b>Part Time</b>	<b>Church Council</b>	<b>One Year</b>
<b>Music Director</b>		<b>Part Time</b>	<b>Pastor</b>	<b>17 Years</b>
<b>Asst. Music Director</b>		<b>Part Time</b>	<b>Pastor</b>	<b>3 Years</b>
<b>Sexton</b>		<b>Part Time</b>	<b>Pastor</b>	<b>19 years</b>
<b>Administrative Assistant</b>		<b>Part Time</b>	<b>Pastor</b>	<b>8 years</b>

## REFLECTION

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

After reflecting on FTCC demographics, we see a need to grow our church membership through reaching and inspiring our youth and younger families both within our church and beyond our walls. We are grateful for a talented, deeply committed and resilient church that is serving our community in profound ways. We are committed to building upon this strong base and we optimistically look forward to the future growth and direction of FTCC.

### **3e. CHURCH FINANCES**

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

Source	Amount
Annual Offerings and Pledged Giving	<b>\$152,318 (2023)</b>
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> ) <b>(3.5% per FTCC policy)</b>	<b>\$ 35,100</b>
Endowment Draw ( <i>beyond what is permitted by spending policy, “drawing down the principal”</i> )	<b>\$27,150</b>
Fundraising Events	<b>\$15,857</b>
Gifts Designated for a Specific Purpose	<b>\$0</b>
Grants	<b>\$0</b>
Rentals of Church Building	<b>\$84,900</b>
Rentals of Church Parsonage	<b>\$</b>
Support from Related Organizations ( <i>e.g. Women’s Group</i> )	<b>\$</b>
Transfers from Special Accounts	<b>\$</b>
Other (specify): Loose Offering	<b>\$25,241</b>
Other (specify):	<b>\$</b>
<b>TOTAL</b>	<b>\$315,325</b>

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

\$315,325

Annual Report Attached.

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

To Be Determined

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

FTCC has never failed to pay its financial obligations to a minister of the church.

**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

☒ We support disaster relief when needed internationally and domestically

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

Per FTCC by-laws, 10% of the annual budget is allocated to Mission and Outreach. A portion of these monies is directed during each fiscal quarter to the Southern New England Conference Proportional Giving. The remainder is budgeted to local, regional and some global agencies, organizations, causes and activities that are reviewed and selected by members of the M&O Team.

**What is the church's current indebtedness?**

None

**Total amount of loan debt:**

None

**Are capital and other payments current?**

Yes

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

N/A

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

N/A

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

N/A

**Does your church have an endowment?**

Yes

**What is the market value of the assets?**

\$1,109,847 as of 3/31/24

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

Funds are drawn regularly per fiscal year.

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

The rate of draw last year (2023) was 6.6%. Five years ago, the draw was 7.7%.  
Per our Bylaws any withdrawals in excess of 3.5% require a congregational meeting and approval by vote of the members.

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

For fiscal 2024 we are budgeted for less than the 3.5% allowed per our Bylaws as noted above. This is significantly less than withdrawals taken over the past five years.

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

These numbers reflect the last full year of pastor expenses and full budget which would have been 2023. Over the last five years with congregational approval, we have drawn over the 3.5% to cover the drop in pledges due to the pandemic and the challenge of attracting young families. At this rate, and assuming an average 5% annual rate of return, the Endowment is projected to last 16 years.

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

For fiscal 2024 we are budgeted for less than the 3.5% that is allowed per our Bylaws.

## Other Assets

### Reserves (savings):

\$27,000

### Investments (other than endowment):

None

### Does your church have a parsonage?

No

### Describe all buildings owned by the church:

FTCC owns the church building including attached offices, Rice Hall, a kitchen and faith formation classrooms (occupied by the Beach Street Preschool during weekdays.) Additionally, FTCC owns and rents a house next door to the church. Although not buildings, FTCC also owns the large parking lot across the street from the church and the Memorial Garden behind the church.

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

None

### Which spaces are accessible to wheelchairs?



The following spaces are accessible to wheelchairs: Worship space, Rice Hall, library, office, bathrooms, and kitchen. The pulpit, worship balcony, stage and choir loft are not wheelchair accessible.

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

Through the years, some lean and some more robust, our congregation has consistently focused on supporting mission and outreach. Our bylaws call for one tenth of our budget to be allocated to mission and outreach, and our annual reports will show that we have regularly met that commitment. Moreover, we have consistently made our

facility available for community groups, including, the Boy Scouts, AA, a Preschool, and the Choral Arts Society of the South Shore.

Our budget process starts with the finance and accounting staff developing and proposing a budget which is discussed, modified, and ultimately approved during our annual church meeting. Our congregation is engaged in church finances, which often leads to spirited and thoughtful discussions. During lean times, we have established ad hoc committees to look for ways to cut waste, allocate our budget efficiently, and search for impactful and creative ways to generate additional revenue.

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



FTCC was founded in 1634, with the early ministers being concurrent Harvard University presidents. In 1825, a major ideological schism caused half of the church to depart, forming the Unitarian Church in Scituate. Our present church, the fifth meeting house, was constructed in 1826 and expanded significantly in 1990. In 2002, our church steeple was added to the National Registry. The facility now stands as a beautiful, well kept and well known historic building in the heart of Scituate.



FTCC has always been at the forefront of social change and advocacy and a leading voice in the community. In the 1960's our church was active in the social justice struggles, with our minister (the Reverend George Hodgkins) leading anti war marches and participating in the MLK March on Washington. A decade ago, we became an Open and Affirming church. Our Mission and Outreach regularly supports social justice programs such as Carolina Hill, a family homeless shelter. Over the last two years we have hosted several fundraisers to support Ukrainian defense of their country. Our pastors have always been a leading voice for social justice and christianity in Scituate, with most living in the town reasonably close by. This allowed them to easily fulfill pastoral care duties, participate in interfaith organizations, and be a

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presence in the community. We look forward to our next pastor having a similar level of engagement and community involvement.

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

Over the past several years our church has coped with two ministers leaving after short tenures. We as a congregation have learned valuable and lasting lessons on how to manage our own expectations and support the minister in ways we did not do in the past. We have instituted the following changes as a result:

- Contacted the UCC Situational Support
- Improved communication with the congregation via focus groups and surveys
- Activated a Pastoral Relations Committee to be a support and liaison between the pastor and the congregation

After these additions and changes were implemented, they have proven to be an important asset to our structure as a church moving forward.

## Ministerial History

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev Dr Stan Duncan (Interim)	Jan 2024-present	Y
Richard Giragosian (Bridge)	March 2023-Dec 2024	Y
F. Vern Wright V (Settled)	March 2020-March 2023	Y
Rev Dr Stan Duncan (Interim)	Nov 2018 - Feb 2020	Y
Estelle Margarones (Settled)	March 2017 - October 2018	Y
Jonathan Goodell (Interim)	October 2015 - March 2017	Y
Estelle Margarones (Bridge)	August 2015 - October 2015	Y
Mike Dunfee (Settled)	July 2006 - July 2015	Y

<b>Philip Hardwick (Interim)</b>	<b>November 2003 - June 2006</b>	<b>Y</b>
<b>Jerry Smith (Settled)</b>	<b>July 1999 - October 2003</b>	<b>Y</b>
<b>Fred Anderson (Interim)</b>	<b>March 1998 - June 1999</b>	<b>Y</b>
<b>Marcia Poole-West (Associate)</b>	<b>1994 - 2000</b>	<b>Y</b>
<b>Bill Fleming (Associate)</b>	<b>1990 - 1993</b>	<b>Y</b>
<b>Alan Copithorne (Settled)</b>	<b>Jan 1986 - Feb 1998</b>	<b>Y</b>

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

We as a congregation have learned that the minister cannot be everything to all people at all times. We have learned to work productively through issues and to communicate and support the minister. We have also learned that casting a wide net to collect differing viewpoints and opinions is very beneficial to our church growth and moving forward with a new minister.

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

Shortly after our last pastor joined FTCC, which coincided with the beginning of the pandemic, we started losing a significant number of regularly attending, engaged members, those who served on committees, engaged in church activities, and routinely pledged financial support. We understood this to be the result of the pandemic and the loss of in person connection with members, as well as highly politicized and divisive sermons. These losses were significant in financial terms, as well as for the vitality of our church at that time.

We addressed this issue in several ways. FTCC Council met with UCC Situational Support and with church members that were closer to the pastor. This provided informal feedback to the pastor and direction for the council. We had several meetings with those offended to understand their complaints and provide direct feedback. We established a Pastoral Relations Committee to be a conduit between the pastor and church membership, provide feedback, and find solutions. Additionally, we conducted several polls to survey the congregation. The result of these actions was that the council and the pastor had a thorough understanding of the issues, and a sound course of action. Despite these efforts, the pastor seemed unable to amend his approach and it was mutually agreed upon for the pastor to move on.

**Has your church been involved in a Situational Support Consultation?**

Yes

**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**

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



Our service activities are numerous. FTCC regularly participates in Church World Service, Habitat for Humanity, Carolina Hill Shelter (FTCC provides Christmas gifts and Easter gifts for families living in the shelter), Mainspring/Father Bill’s Homeless Shelter, Peer Recovery, Scituate Community Christmas, Scituate Food Pantry and Interfaith Social Services (FTCC has a team running/walking in Interfaith Social Services 5k race in April 2024). On the first Sunday in December 2023, we participated in Barefoot Sunday where we collected and delivered 65 pairs of new (or almost new) shoes to the Plymouth Coalition for the Homeless. It is poignant and heartbreaking that shoe sizes included not only for men and women, but also for children.

FTCC global connections of care and justice include Church World Service, World Central Kitchen, Bread for the World, Malawi’s Children Mission and Mass UCC (OCWM).

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

FTCC is part of the wider national community of the United Church of Christ. We belong to the Pilgrim Association under the Southern New England Conference. Our two delegates regularly attend the annual meetings of the SNEUCC and the Pilgrim Association where they have been a part of normal business as well as witnessing the presentation of ordination papers by Divinity School graduates. They have represented FTCC at the ordinations and installations of many of these people as they have become pastors in our own Pilgrim Association Churches. More recently, FTCC was honored to host the 2023 annual fall meeting of the Pilgrim Association, followed by a reception in our church hall.

**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"/> 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"/> Non                                   |

**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?**

Upon reflection, the above statements have best reflected the strengths of our church and where we as a church community have excelled.

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



Every year FTCC participates in the Easter sunrise service that is held outside at the Scituate Lighthouse. This is an ecumenical service attended by members of every church in Scituate. Religious leaders rotate leading the service including our previous pastors.

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**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 has been a guiding force for our engagement in the community and within our church. (Please reference section 3a.) Upon reflection and as we rebound from the pandemic, we have continued to be consistent with our mission with our outreach and our internal activities.

**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?**

Going back to last time we had a full time pastor and before the pandemic, we expected a balanced approach to community ministry with the ministry required to fulfill the needs of the members of our church. (See section 1b).

#### **4b. ARDA**

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

ARDA information was reviewed and it offered no particular additional insight.

**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 average age of our membership is trending older than the town of Scituate and surrounding towns. We feel our church is not completely representative of the town because we are missing the young families at this time.

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

We are working very hard to revive the christian education program. Please reference other sections for reflections on how our church is struggling to attract young families.

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



Our church is known for being a welcoming congregation with many programs that help our neighbors. We are known for our very talented music program (see section 3a) , the yearly Christmas pageant that draws many families from the community, our annual Christmas Fair, and our many outreach initiatives. We are also known in the community for seeking out where there is need, focussing our support on those organizations. We also have participated in many civic events including Heritage Days (a town wide summer festival) and the town's annual St. Patrick's Day Parade.

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

- We are friendly and welcoming
- Currently people relate to the Pastor's message. They say things like, we hear with our hearts, and we apply the message to our daily lives. It resonates and calls us back
- We love FTCC music - including traditional beloved hymns, classical, and seasonal hymns.

## 5. REFERENCES

### REFERENCE 1

Kerry Griffin / Education Coordinator / Carolina Hill Shelter  
781-837-1377 / kgcarolinahill@gmail.com



First Trinitarian Congregational Church (FTCC) has been a benefactor of Carolina Hill for many many years. We have been blessed to be the recipients of financial support, holiday drives, food drives, special events, hard working volunteers on our grounds and in our programs. The level of support from this community is difficult to fully illustrate!

The "Holiday Giving Tree" is a magnificent example of how FTCC has invested not just in the act of donating around the holidays but in truly showing individual care to each of the families. The liaison to the shelter begins communicating with the shelter's holiday coordinator as early as September or October. This project is a massive undertaking. Not only does FTCC get an idea of the age and gender of the children but they ask to learn about their interest and wishes. The gifts come tailored to the families as people not as a faceless individual with a name and a gender attached to a gift tag. Believe me when I tell you that the looks on the faces of the children and their parents when the magic of receiving not only a gift but a gift the children were hoping for is enough to fill your heart with joy! The organization, communication and care put into granting these wishes is a monumental task.

FTCC is not just a holiday partner to Carolina Hill. The interest in our families and the support of our mission to provide safe haven, support and guidance to homeless families as they strive to rebuild independent lives throughout the year is impactful for our staff as well as our families. I have had the distinct pleasure of having been invited to speak about the shelter, our mission and the difficulties of homelessness during Sunday services. It is energizing for me to speak with a congregation that is warm and welcoming. I have never felt that people were politely listening and checking their watches. The thoughtfulness of the questions posed by the members of the church show an earnest desire to understand the complexities of shelter life, the journey of our families and the greater issues of homelessness in our state.

We are grateful to know that we have a partner in FTCC that has seen us through many years of turbulence in policy, social pressures the pandemic and beyond. Kindness is a curative for so many things and one that is generously dispensed by this vibrant congregation.

Kerry Griffin  
Education Coordinator  
Carolina Hill Shelter  
kgcarolinahill@gmail.com

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## REFERENCE 2

Fiona Benson M.Ed / Owner/Director Beach Street School

781-545-7595 / [fiona@beachstreetschool.com](mailto:fiona@beachstreetschool.com)



Beach Street School

May 16, 2024

To the UCC Governing Board,

I write to you as the Owner/Director of Beach Street School which is located in the lower level of the First Trinitarian Congregational Church (FTCC). We have rented this space for many years, and it is indeed the best space for a community preschool. The Church is a magnificent building, an idyllic white steepled church nestled on beautifully maintained grounds. It is post card worthy, and a historic landmark well known throughout our town and the South Shore.

Beach Street School has been very fortunate to rent the lower level since 1988. The Properties Committee have been on board to ensure our success since inception. In order to be licensed to operate through the Massachusetts Department of Early Education and Care, there are many state regulations that we must adhere to. We have yearly unannounced visits to verify that we are in compliance. We rely heavily on the assistance of the Properties Team to maintain safe walkways and entrances, heating, plumbing, electricity, fire extinguishers, and smoke and carbon dioxide detectors. There are any number of repairs and upkeep that FTCC has managed in a timely and efficient manner over the years.

I became the new owner this past year after the passing of Priscilla Ellsworth, who started Beach Street School in 1981. Priscilla was an active member of the FTCC community and over the years introduced me to many members of the congregation. All have warmly welcomed me and wished me well in my new position. Members of the congregation have sent their children to our programs, church members have taught in our classrooms, and one kind man even volunteered his personal time to meet us at Lawson Tower, a local historical site, and give us guided tours. The Properties Team have reached out proactively on many occasion to confirm that our needs are met and that BSS can continue to thrive within the greater Scituate community. We are so grateful to be tenants at FTCC and look forward to many years of continued partnership.

Respectfully submitted,

Fiona M. Benson M.Ed  
Owner/Director  
Beach Street School  
[fiona@beachstreetschool.com](mailto:fiona@beachstreetschool.com)  
781-545-7595

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## REFERENCE 3

Tetyana Lymar-Paine / Community Liaison to Ukraine Fundraisers

786-325-6815 / [Tetyana23@gmail.com](mailto:Tetyana23@gmail.com)

We have had a close relationship with First Trinitarian Congregational Church (FTTC) for several years. As a Ukrainian, I have felt an incredible amount of support and help from them, especially through Ukraine-dedicated events, fundraisers, and other volunteering projects. The FTTC community is made up of incredible, thoughtful, and kind-hearted people, and I am grateful for the opportunity to be a part of it, even as a non-official member.

For two years in a row, I, together with the First Trinitarian Congregational Church, have organized large fundraising events for Ukraine in Scituate, MA, to donate to the charity organization "Sunflower of Peace" in Boston. The support I received from FTTC has been invaluable, thanks to their dedication and sympathy. While planning the banquet, concerts, silent auction, and the logistics of the event, I was impressed by the effort they put in. For example, last year, we had an amazing program for the event, with numerous items donated by local businesses, professionals, and students, as well as many Ukraine-related items for the silent auction. We also had a wonderful concert coordinated by a church member, featuring the participation of students from Scituate High School, a cake auction, and a letter-writing campaign to Ukrainian soldiers on the front line. Together, we were able to raise \$16,000 on a goal of \$7,000 for "Sunflower of Peace," which was enough to purchase and send 16 medical backpacks to Ukraine.

Their initiative in organizing more events is truly impressive. The First Trinitarian Congregational Church community is made up of people who genuinely care about others and strive to help them as much as possible. Beyond the fundraising events for Ukraine, they are consistently involved in various community outreach programs and initiatives. Their commitment to making a positive difference in the world is inspiring, and it's evident that they take great pride in serving others. I always feel welcomed when I come to the church and supported in everything, I am worried about. It's not just a place of worship; it's a community that fosters compassion, understanding, and a genuine desire to help those in need.

I am happy to be a non-official member of such an amazing community, and on behalf of Ukrainians, I am incredibly grateful for their kindness, generosity, and support for Ukraine.

Tetyana Lymar-Paine  
[Tetyana23@gmail.com](mailto:Tetyana23@gmail.com)  
 786-325-6815

## 6. CLOSING THOUGHTS

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

### 6a. CLOSING PRAYER

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*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:*

As you have gathered from the above profile, First Trinitarian Congregational Church, UCC, Scituate has a long and rich heritage serving the community. It has been the center of worship for thousands of families, a place to gather and share meals, to join couples together in holy matrimony, to baptize their children and help raise them in the word of God, to mourn the loss of family members, to extend our mission to help those in need, create a more equitable community, and a more peaceful, just world.

Owing to the pandemic and downward trends in organized religion, FTCC Scituate, along with others in our faith, has suffered. Our attendance at worship and church school has fallen, as have our pledges. Despite these challenges, the core of our church membership is strong and the awareness and equities our church has built over centuries endures.

We are looking for a minister who understands this challenge and relishes the opportunity to revitalize the church. We are looking for a minister who is motivated to inspire, lead and build our membership, who will try new ways to attract a changing society, and who truly believes God will be on this journey every step of the way.

*Will you not revive us again, that your people may rejoice in you? (Psalm 85:6)*

### 6b. STATEMENT OF CONSENT

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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

*First Trinitarian Congregational Church, UCC, Scituate, MA*

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have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

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

**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 FTCC Scituate Pastoral Search Committee includes Charlie Powers, Jennifer Smollett, Tom Hall, Sarah Smith, and Nancy Pasko, with guidance and support from Rev. Stan Duncan and the Council. We gathered feedback from a number of sources including surveys, interviews, and congregational meetings.

Signed:

Name / Title / Date:

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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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

Email: kogutp@sneucc.org

Date: May 30, 2024

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***

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