

## Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

# 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!

MINISTERIAL EXCELLENCE,  
SUPPORT & AUTHORIZATION

**UNITED CHURCH  
OF CHRIST**



# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

Cotuit Federated Church  
Cotuit, Massachusetts

Pastor Angela Menke Ballou

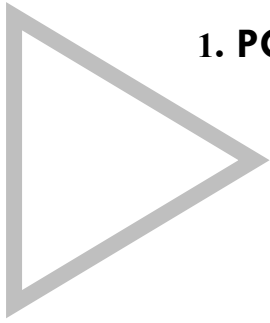
Southern New England Conference

[August 28, 2024]

### LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
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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

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Church name: Cotuit Federated Church

Street address: 40 School St, Cotuit, MA 02635

Supplemental web links: <https://www.cotuitfederatedchurch.org/>

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

United Methodist Church, Seacoast District

Conference: Southern New England

Association: Barnstable

UCC Conference or Association Staff Contact Person

Rev. Dr. Patricia Kogut PCC

Area Conference Minister, Southeast Region MA, RI

Southern New England Conference, United Church of Christ

Phone and Text: (508) 244-4416 Email: [kogutp@sneucc.org](mailto: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 Cotuit Federated Church is guided by our core values:

*Grounded in Gratitude:* We are abundantly blessed by God with the gifts of time, talent, and treasure.

*Spiritually Alive:* We wish to be a conduit of God's love, a wellspring of spiritual growth, and a sanctuary for holy worship.

*Beloved Community:* We seek to be a joyful and compassionate community where people are welcome to live authentically and with integrity.

*Christ's Hands:* We strive to be Christ's living hands in the church, the community, and the world.

We seek an associate pastor who will engage warmly with our pastor, staff, congregation, and community, and who will understand and align with these values.

We are growing into our new physical space and engaging with the community through new and ongoing outreach programs. We value the diversity of the experiences people bring to our congregation. We value the beauty of creation and embrace active stewardship of the environment of Cotuit, the Cape, and the wider community. We are like a family at CFC. We are cheerful, loving, respectful, generous, sociable, open and affirming, lively and receptive to ideas. There is excitement here; people are active in many recreational opportunities and supporting the collegiate summer baseball team, the Cotuit Kettleers, a member of the Cape Cod League, from which many MLB players have originated. We help each other and those in our community. We honor and explore diversity as it expands our understanding and compassion for others. We value the beauty of creation and embrace active stewardship of the environment.

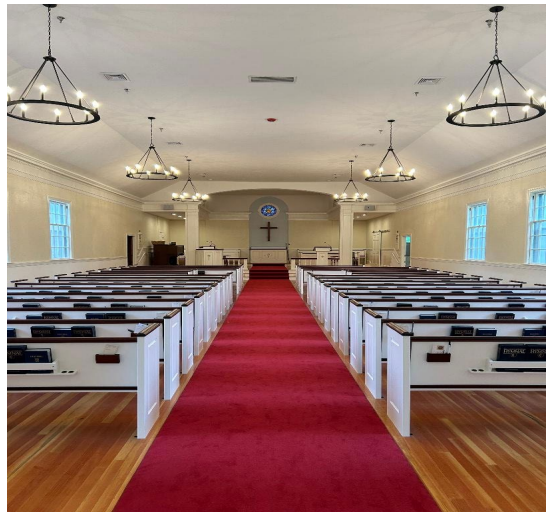
Photographs:



Exterior Front



From the altar



Facing the altar



Coffee Hour



St. Patrick's Day Brunch

What we value about living in our area: We are a village church with a role in the local community, and we draw congregants from many surrounding towns. We value the beautiful natural surroundings of all of Barnstable County and Nantucket Sound.

Current size of membership: 255

Languages used in ministry: English

Position Title: Associate Pastor

Position Duration: Settled.

Compensation Level:

½ Time

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

**1b. SCOPE OF WORK**

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

Job Description

Title: Associate Pastor

Date: July 2024

Reports to: The Pastor

Compensation: Part-time, 20 hours/week, flexible hours. This salaried position includes:

Cash salary:	\$27,000
Social Security:	1,958
Pension contribution:	3,780
Mileage reimbursement:	750
Continuing education:	750
<u>Professional expenses:</u>	<u>1,000</u>
TOTAL:	35,238

Education:

Master of Divinity or equivalent, training in clinical pastoral education, theology, and counseling. Ordination in the United Church of Christ, United Methodist Church, or a theologically aligned partner denomination.

Worship Responsibilities:

Have an appreciation for the role of music in worship. Coordinate music with the music director.  
Plan, teach, and lead the congregation with sermons monthly.  
Attend worship on three Sundays each month.  
Have a genuine passion for the active Gospel of Jesus Christ.  
Demonstrate a desire to engage all ages in worship.  
Respect tradition while moving the church forward.  
Work with the Worship Team to refine worship themes and formats.

Community:

Have the ability and desire to work with/in the community.  
Participate in some ministry collaborations beyond the local church.  
Actively seek and engage with the congregation in community activities.  
Develop intergenerational programs and outreach to families.  
Increase diversities within our faith community.

Roles and Responsibilities:

Strengthen our mission partnerships and social justice work in our community and the world.  
Incorporate his/her gifts with the needs of the congregation which could include:

- Visiting congregants and families in homes, hospitals, and nursing homes, helping to provide spiritual nourishment.
- Administering the sacraments.
- Providing pastoral care and praying for all members.
- Taking part in confirmation classes, marriages, and funerals.

Have a working knowledge of computer skills.

Core Competencies: Strong oral and written communication skills, compassionate pastoral care, and the ability to draw out the spiritual gifts of others.

## 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*): This salaried position with benefits meets the UCC clergy compensation guidelines.

Cash salary:	\$27,000
Social Security:	1,958
Pension contribution:	3,780
Mileage reimbursement:	750
Continuing education:	750
Professional expenses:	1,000
<b>TOTAL:</b>	<b>35,238</b>

What is the expected living situation for your next minister: Living elsewhere while commuting from a distance of 45 minutes or less.

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*): None.

Describe peer and professional supports available for ministers in your association/conference: The associate pastor will have a Pastor-Parish Relations Team for consistent, focused support. The Search Team will fulfill this role for the first year. Provide avenues to connect with clergy communities via SNEUCC.

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

A flexible work schedule with the possibility of some remote work can be established in coordination with the pastor and the lay leadership.

## 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 expect the AP to nurture the Holy Spirit among us, help us to see God around and in us, and allow our words and actions to be guided by that knowledge. We are an Equipping Church and will encourage the AP to follow their call and passions. The AP should be skillful in helping us discern our individual spiritual callings and able to inspire us with their faith. The AP can participate in existing programs or lead new ones as they feel called, being active in church life



and supporting our missions and outreach with their time, talent, and leadership. Sharing responsibilities of worship with members of the congregation and pastor will be important. The AP should have a working-together and team-building attitude, and an aptitude for delivering intellectual and spiritual sermons leading us in expansive or new practices while honoring denominational and church traditions.

We seek a person who will inspire us with their faith, respect for traditions, and leadership of expansive, new practices. The AP can participate in existing programs or lead new ones as they feel called. We hold ourselves to be peacemakers and care for the physical and spiritual well-being of people and the environment beyond our walls.

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

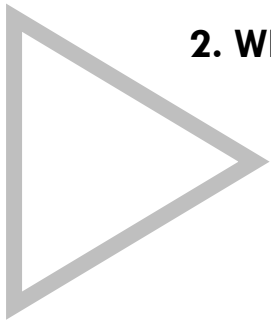
The AP will be involved in some of these additional activities: ministry outreach events, strengthening mission partnerships, joining social justice work in our community, and developing intergenerational programs and outreach to families, bringing more intergenerational, ethnic, cultural, and/or geographical diversity into our faith community.

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

The Associate Pastor should be able to speak English. There are no culturally specific capacities preferred.

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.

- Bringing life to sacred stories and traditions in worship, proclamation, and witness.
- Providing hope and healing to a hurting world.
- Practicing the radical hospitality of God.
- Respecting the dignity of all God's people.



## 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 covenant to love one another, assuming the best of one another. We covenant to remember that each of us is created in God's image. We covenant to appreciate our diversity as part of God's beauty. We covenant to speak honestly and kindly to one another. We covenant to communicate directly to each other using the first person and to repeat what we hear in order to confirm that we have understood correctly and ask others to do the same. We covenant to respect differences of opinion with one another. We do not feel that these differences are unimportant, or that they should be ignored or treated as if they did not matter. We covenant to value listening to one another and understanding one another with open hearts and gentle minds. We covenant to affirm the merit of another person's idea before we note its weaknesses. We covenant to be courageous and bold in our efforts to walk in the way of Jesus. We covenant to accept that we will sometimes have differences of opinion about Scripture and that will likely be more upsetting to us than to God. We understand that covenanting is a process and that we will at times fall short of our ideals and need to practice making amends and asking forgiveness.

We are being called to listen to God, each other, and those in need. When we start with deep listening, our responses will be guided by the Holy Spirit and filled with compassion. We are called to continue to be welcoming to all and to push that welcome wider. We want to continue to grow in faith as a church, finding new and holy ways to support congregants of all ages. As we continue to commit ourselves to being Christ's hand and heart in the community, we want to work towards a more just and peaceful world and become more involved with social justice for climate awareness and gun safety.

We are currently developing a new vision and strategic plan. Here is the existing vision and strategic plan that has guided us for several years:

<https://www.cotuitfederatedchurch.org/wp-content/uploads/2018/08/Walking-in-the-Way-of-Jesus-color-high-quality-2.pdf>

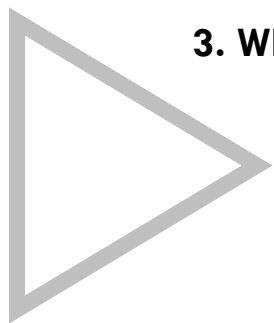
Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

*For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?*

Completion of the building expansion has allowed us to offer space for many community organizations including ballroom dancing, bagpipe rehearsals, AA, library movie nights and book lectures, village meetings, renting space to the Cotuit Nursery School, and hosting blood drives for Cape Cod Hospital every three months. We have Kay's Cupboard to loan durable medical equipment to anyone. A group of handy members provides home repairs to elderly or disabled members.

Initiatives our church is trying include reevaluating the sexton position, hiring a cleaning company, and hiring a property manager to manage our larger building and its needs.

See above 2.



### **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.

*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?*

God is in and all around us. We encourage deep conversations. We know the value of varied life experiences. We are Open and Affirming/Reconciling. We have strong lay leadership. We emphasize prayer, both individually and together. We love music, our choir, and the bell choir. We pass the peace to extend God's grace to all. We stream services online for more

accessibility/flexibility in how people participate. Bible Study includes different topics. Multigenerational teams are led by the laity; our pastor advises the groups, sharing relevant info with other teams and the congregation as needed. All congregants are welcome on teams. Individuals are appreciated and recognized for their service. Teams determine the meetings and activity schedules that are best for them. Announcements can be made during the Sunday Service, via Weekly Word email, and the annual report. We embrace content that is relevant to today, sometimes metaphorical, and consistently personal. We value using both the New and Old Testaments in a fairly traditional style but always thought-provoking, frequently educational, and strongly related to our current spiritual lives.

Describe several strengths or positive qualities of your congregation.

In addition to the established choirs, we encourage and enjoy musical participation by members of the congregation and people from the community.

The strength of the church lies in its members, its welcoming spirit, and its openness to new ideas and people of all backgrounds and persuasions. We have active lay leadership and strong teams. We have members who live part-time in other areas of the country. We are generous with our time and resources. We participate in multiple community programs that support our neighbors, especially programs that address food insecurity, housing inequity, and the needs of our unhoused neighbors. (See 4a. below) We also actively invite and welcome community groups to utilize our space, hosting Scout troops, NA, AA, Ballroom Dancing, Yoga, and Cotuit Library Movie Nights and book launches.

Describe what worship is like when your congregation gathers.

*For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?*

We worship inside in our newly expanded sanctuary, on the beach, and our outdoor terrace. We participate in the lawn worship at Hyannis Baptist Church enjoying a lunch with the homeless of the community at Hyannis Baptist Church.

We love to have our front doors open to emphasize our welcome. When entering, elements reflecting the season or liturgical theme surround you. Several stained-glass windows at the back of the sanctuary fill the room with beautiful natural light. Members gather, extending fellowship and passing the peace in all manner of ways, from smiling to hugs. Music surrounds us as the altar candles are lit. Confessions and assurances of forgiveness are spoken. Children have a worship moment. Readings from the Old and New Testaments lead to sermons and storytelling. Prayers and offerings with hymns and music are heard throughout. We offer communion on the first Sunday of the month.

In January 2024, Pastor Angie shared the baptism of newborn Layla, performed in her hospital room three days earlier. As she does with children baptized in person, she walked up and down

the aisle with a photograph of Layla, explaining that Layla was born with a fatal diagnosis and was not expected to survive. Layla died that Sunday afternoon.

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

*For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?*

We have a Christian Education Director who plans and leads our youth programs. We offer Sunday School for children in preschool through high school. Teens participate in worship several times each year and serve as greeters and acolytes on Sunday mornings. A high school student serves on the Vision Team. Youth education is person-oriented by age and developmental level; multiple ages are combined at times. Students conduct the annual children's service with remarks on their year of study. Church school, confirmation classes, and Vacation Bible School are offered. All of these programs are guided by Bible stories and develop an awareness of the lessons taught and how they may be represented in their lives. We provide a staffed nursery available during the Sunday service.

We have adult education classes led by Pastor Angie. These Bible studies have covered a wide range of topics including the Beatitudes, Jesus in the Gospels, and Living the Questions. We are learning to share our stories of what we have experienced with God. We are learning to become aware of God surrounding us in everyday life and learning to allow room to see and hear how the Holy Spirit guides us.

Describe how your congregation is organized for ministry and mission.

*For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?*

We are an equipping Church, structured with seven primary teams: Administration, Deacons, Equipping Ministry and Growth, Pastor-Parish, Mission, Stewardship, and Vision. These teams help facilitate the holy work of our church, from planning vibrant, relevant worship to faithfully ensuring that the lights stay on, and the facility is well-maintained. We are all encouraged to use our diverse God-given gifts and talents to serve the church as a whole so that we might be more fully the body of Christ in the world.

- When it comes to decision-making, how many hours are spent in meetings per month? Our teams meet as needed and the congregation meets quarterly and engages the whole church in discernment. It is evident that the leadership in teams is trusted.
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished? The pastor, music director, and Christian education director made quick and efficient decisions at the outset of COVID-19. Our sense of community was strengthened.

- 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)

[11-year report.pdf](#)

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	255	
Number of active non-members:	50	Y
Total of church participants (sum of	305	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
No data is available.		
More than 10 years:		
Less than 10, more than 5 years:		
Less than 5 years:		

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>
N/A									

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
No data is available		
Single adults under 35:		
Households with minors:		
Single adults age 35-65:		

Joint households with no minors:		
Single adults over 65:		

Education level of adult participants by percentage:

No data is available.		<i>Is this number an estimate? (check if yes)</i>
High school:		
College:		
Graduate School:		
Specialty Training:		
Other (please specify):		

Percentage of adults in various employment types:

No data is available.		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:		
Adults who are retired:		
Adults who are not fully employed:		

Describe the range of occupations of working adults in the congregation: No data is available.

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?

The CFC diversity is exemplified through our love and acceptance of many members of the LGBTQ+ communities on Cape Cod. While we are not racially diverse, the varied socio-economic diversity, comfortable theological diversity, and presence of bi-racial children and grandchildren in attendance are evident among members.

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: Not at this time.

### 3d. PARTICIPATION AND STAFFING

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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		
Baptisms <i>(number last year)</i>	3	Pastor
Children's Groups or Classes	15 - 20	Director, Christian Education plans Sunday School & VBS
Christmas Eve and Easter Worship	100 - 150	Pastor, Music Director, Worship Team
Church-wide Meals	60 - 100	Lay members in cooperation with the Pastor plan Christmas Eve Brunch Church, Easter Breakfast, after Sunrise service, and St. Patrick's Day Brunch, benefiting Family Table Collaborative
Choirs and Music Groups	15 - 20	Choir, Bell Choir, Tambourine Band, and individual performers at special times.
Church-based Bible Study	15 - 20	2 Bible Study classes each year with Pastor.
Communion <i>(served how often?)</i>	100	Worship Team plans monthly, open to all.
Community Meals		
Confirmation <i>(number confirmed last year)</i>		
Drama or Dance Program		
Funerals <i>(number last year)</i>	9	Pastor, Deacons
Intergenerational Groups		
Outdoor Worship	15 - 50	



Prayer or Meditation Groups	10 - 20	Prayer group, meditation, and yoga weekly led by lay members.
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings ( <i>number last year</i> )		
Worship 10 A.M.	100	Weekly at 10:00 A.M.
Young Adult Groups or Classes		
Youth Groups or Classes		
Other		

Additional comments:

Our congregation reflects the demographics of our village and surrounding area.

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)
Lin Rohr	No			Y
Robert Naylor	No			Y
John Terry	No			Y
Joan and David Esterline	No			Y

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:

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
Pastor	Y	FT		12+ years
Admin Assistant		PT	Pastor	2 years
Director, Christian Education		PT	Pastor	7+ years
Music Director		PT	Pastor	12+ years
Treasurer		PT	Pastor	1 year
Bookkeeper		PT	Pastor	1 year

REFLECTION

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

Although we have not tracked much data, it is easy to see our ministry is focused on our activities, actions, and results with many teams and individuals volunteering and many organizations that benefit.

3e. CHURCH FINANCES

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

Source: 2024 Annual Report and the Treasurer	Amount
Annual Offerings and Pledged Giving	\$244,596
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	
Endowment Draw ( <i>beyond what is permitted by spending policy, “drawing down the principal”</i> )	

Fundraising Events	\$35,115
Gifts Designated for a Specific Purpose	
Grants	\$6,100
Rentals of Church Building	\$6,611
Rentals of Church Parsonage	
Support from Related Organizations – Women’s Group	\$1,000 for scholarships from Christmas Baskets
Transfers from Special Accounts	
Other (specify): Rental from Post Office	\$64,305
Other (specify): Solar Credits	\$939
TOTAL	\$360,731

Current annual expenses (dollars budgeted for most recent fiscal year): \$380,984.  
*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.*

This is the link to the 2024 Annual Report:  
<file:///C:/Users/ccsm1/OneDrive/Cotuit%20Federated%20Church/Annual.Report.2024-1.pdf>

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*) Not currently.

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

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

2024 Annual Budget — \$380,984

We pay the UMC Missions and the UCC Missions \$8,452 each (total \$16,904), or 4.4%.

What is the church’s current indebtedness?

Total amount of loan debt: None.

Reason for debt:

Are capital and other payments current?

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.

We just completed a \$4,500,000 building expansion.

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

Year(s)	Purpose	Goal	Result	Impact
2018-23	Building Expansion	\$4,500,000	\$4,500,000	Project completed.

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

The expansion was done with the intent to serve the community, investing in efficiency through solar and other green technology.

Does your church have an endowment? Yes.

What is the market value of the assets? \$638,000.

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

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

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

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

Please comment on the above calculations or estimates:

## Other Assets

Reserves (savings): \$

Investments (other than endowment): \$

Does your church have a parsonage? Yes.

Fair market rental value of the parsonage: N/A

How is the parsonage used? As the residence for the Pastor and her family.

868 Main St., Cotuit, MA 02635:

Finished square footage: Unknown

Number of Bedrooms, Number of Bathrooms: 3BR, 1.5 baths

Assessed real estate value: \$1,344,000.00

Available for minister residence: For the current Pastor

Expected minister residence: No.

Condition of structure, systems, and appliances: Good.

Entity in the church responsible for review and needed repairs: The Property Manager and the Admin Team.

Describe all buildings owned by the church:

868 Main St., Cotuit (Parsonage)

45 School St., Cotuit (currently rented by the US Post Office)

Church, 40 School Street, Cotuit

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

Which spaces are accessible to wheelchairs? All areas of the church building are accessible with ramps, a lift to the altar, and an elevator. The Post Office building is accessible.

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

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

We are a giving and generous congregation, both from members and non-members, and we received support from the community for the building expansion as well.

### 3f. HISTORICAL INFORMATION

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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. Insert years in each.

The most important event was the capital campaign and building expansion – 2018-2023

Governance change – 2009

The arrival of Pastor Angela Menke Ballou - 2011.

Vision Statement, Open and Affirming/ Reconciling – 2015

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

The building expansion project was significant in its design, size and space, financial management and success, and beauty. When differences in the scope of the expansion arose, our ability to listen made the project stronger. If we were not all on the same page, we were able to listen and incorporate changes after feedback.

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?)*

As a Federated Church, we were founded with the belief that we are better when we work together and that our differences make us stronger.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Angela Menke Ballou	2011 - present	Y
Nicole Lamarche	2007-2010	Y
Elizabeth Endicott	1991-2006	Y

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

We thrive when provided with an inspirational, strong preacher who loves God and cares for us!

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

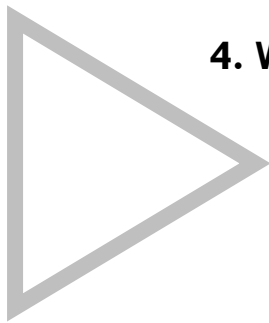
Yes. In the past, there was a conflicted relationship between the pastor and the congregation.

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?

There was not a formal Fitness Review. Steps within the congregation and guidance from the conference were taken towards resolution.



#### **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?

*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?*

We work to make sure our community outreach is what's most needed in our area. CFC is involved in sponsoring AA, volunteering with the Miracle Kitchen, Faith Family Kitchen, Homeless Outreach Programs, Habitat for Humanity, diaper drives, refugee missions, and financial support for local charities and nonprofits.

Ministries include the prayer group, Miracle Kitchen, chair yoga for seniors, CraftFest Cotuit, rummage sale, Vacation Bible School, fundraiser for Scouts (chili cook-off), Christmas and Easter Basket fundraisers, ongoing sock donations to the Salvation Army, social functions/dinners and donations to organizations in need. Cotuit Nursery School is a non-profit preschool program serving students from ages 2.9 to 5 years old located in our building.

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

Pastor Angie has held leadership roles in the SNEUCC and the Massachusetts Conference Board. We have guest preachers from the UCC and other denominations and other countries who discuss the wider missions happening at the denominational level. We value the partnerships we have when we work together with these Cape Cod churches: Refuge Partner Church, Cape Cod Council of Churches, Osterville Methodist, West Parish, First Church Falmouth, Waquoit Congregational Church, and Hyannis First Baptist Church.

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 in 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 checked="" 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 type="checkbox"/> God Is Still Speaking (GISS)       | <input type="checkbox"/> Other UCC designations:                          |
| <input type="checkbox"/> Border and Immigrant Justice       | <input checked="" type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (IM)   | <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? Not at this time.

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

Pastor Angie's leadership in the SNE Conference Board and the Massachusetts Conference Board allows us insight into the needs of the wider church. We work to make sure our community outreach is what's most needed in our area. We ask how we can help and then respond accordingly. We would love to have our Associate Pastor involved in our mission work in the community helping us to spread God's grace into the community.

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.

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 of their time? We respect Pastor Angie's service and involvement in the local community, considering it part of her role.

#### **4b. MISSION InSite**

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Comment on your congregation's MissionInsite report with data for your neighborhood(s) or area.

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?

There are similarities between most of the Cape Cod churches.

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

Cape Cod is home to higher populations of older adults, so our children's programs are small but meaningful.

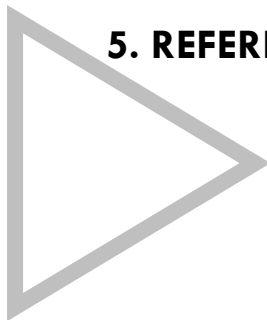
What do you hear when you talk to community leaders and ask them what your church is known for?

Leaders from the many organizations who utilize our community hall (see 4a.) acknowledge the importance of this space.

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

They immediately recognize that we are welcoming as the little church with a big heart, that our open and affirming/reconciling is sincere and alive, and that we are generous and supportive to all congregants and to the diverse community organizations where we live. Our worship services and especially our pastor make an immediate impact and most visitors return regularly and become members.

## **5. REFERENCES**



## REFERENCE 1

Heidi Champagne / Pastor / First Congregational Church, Harwich, MA  
508-274-7748 / heidichampagne93@gmail.com

CFC is a strong, well-balanced church that under interim leadership prior to their current long, successful pastorate took the time to research and implement what it would mean for them to become an equipping church. They have operated under this model successfully for many years. CFC has benefitted from many years of having Rev. Angie as their settled pastor. Rev. Angie has led the church with love and great care. Under her guidance, this congregation grew and even expanded their building during Covid.

CFC is a close-knit community that always has room for expansion. Newcomers are warmly welcomed, tasks are shared, and care is taken to be inclusive of all.

The CFC community has shown itself to be a dedicated teaching parish over the years and has nurtured and guided student ministers well.

Because this church has grown exponentially, this beloved community and the full-time settled pastor will benefit from the support of an associate pastor.

As a now-ordained minister who completed my student ministry at CFC, I will be forever grateful for the curious, playful, justice-oriented, loving, supportive culture that this church exudes.

This is a church that with the help of God, its members and leaders, and its pastor lives out the call to “be the church “ in the world.

Any associate pastor would be fortunate to land at CFC, and I pray for the right match for all! Please let me know if there is anything more that you need.

Blessings in your search,  
Heidi Champagne

## REFERENCE 2

Lin Rohr / Presbyterian Pastor / Retired

774-822-0040 /LGR1017@gmail.com / Church Attendee

Cotuit Federated Church is a dynamic congregation committed to learning, growing, and serving.

My first contact with the church was through their mission service. I worked with a housing organization, and they regularly gave diapers to homeless babies whose mothers were living in a shelter. In the years that followed, I shared with them other needs that the homeless living on the streets experience. The congregation responded generously by giving shoes, socks, underwear, coats, sweaters, water bottles, and everything on the list for the dozens of older adults (65 years and up). In addition to these donations, the congregation monthly prepares and serves meals for the homeless.

The congregation's faithfulness to growth is perhaps seen most clearly in the recent building expansion and remodel. This four-million-dollar project embraced the call to be an even greater light to the community. The enlarged spaces symbolize their open doors welcome to all gatherings both church and community. I told them in a recent sermon that I like to think that they heard God's voice, "If you build it, they will come." (Acknowledging the line in Kevin Costner's famous film "Field of Dreams"). The congregation looks to live our God's dream for a future with hope based on Jeremiah 29:11.

The commitment to learning is experienced in and through Biblically, theologically, communally, and globally informed (and engaging sermons)! Congregational participation in worship is vital. Music is inspiring, reflecting musically the focus of the day. Additionally, there are opportunities to learn through Bible and book studies, small groups, committee work, and as mentioned earlier, serving others.

The establishment of an additional part-time pastoral staff person will enhance and improve the congregations' ministry. The church's needs and outreach have gone beyond the scope of one full-time pastor (no matter who she or he may be). An additional pastoral presence will support the current ministry but also bring in new perspectives that the congregation is excited to experience. The congregation is committed to being a relational church and a pastoral team will model this commitment. Focusing on one another's strengths for the equipping of the saints.

Another area that some in the congregation have expressed an interest in improving is the deepening of the already solid relationships with the local community.

The most significant personal experience of the congregation's love and support was at the time of my 34-year-old son's death. The care and compassion in our extreme grief upheld and comforted our family in more ways than words can express. Notably, this was not unique to us, in the 18 months since then, we have heard stories and we've watched stories unfold that show this congregation lives their faith this way: suffering with someone when they are suffering and rejoicing with someone when they are rejoicing.

Finally, I want to share that in the over three decades of ordained ministry, I have had the opportunities to see congregations in many denominations, many of them amazing. That said, I have found the Cotuit Congregation to be unique in this time and place. They are genuinely and earnestly authentic, seeking to live out God's call to love and learn while being instruments of justice and peace.

Lin Rohr

June 17, 2024

### REFERENCE 3

Bruce Cole / Position, Committee Chair, Boy Scouts of America  
(508-367-7853 / wineman@capecod.net / Community Friend

Reference Letter for the: Cotuit Federated Church 40 School Street - PO Box 436 Cotuit, MA 02635

Dear Southern New England Conference of the U.C.C:

It is my honor to serve as a community reference for the Cotuit Federated Church (CFC). My relationship with church leaders and members is now approaching two decades, as the CFC is the longtime sponsoring organization of our local scout troop, where I have served for many years. It is a partnership we value and cherish. Troop #52 is a reflection of the CFC, we are both small yet mighty. Our mutual strength is in the spirit we both harbor not within the confines of walls and ceilings but rather that which we carry outwards with us, into our local community and beyond. It is a welcoming spirit of kindness, goodness, tolerance, faith, love and hope. While we may practice this in different ways, it is a daily commitment to live with the type of integrity that is contagious, where helping one another is both commonplace and a way to provide peace by leading by example. Whenever I am at the CFC, be it for a service, an event, or just helping out, I see one big team looking after each other that is always prepared to do whatever is necessary to remedy any issue without ever expecting anything in return. It is a team Troop #52 is really fortunate to be a part of, as the CFC looks out for us too. It is hard to

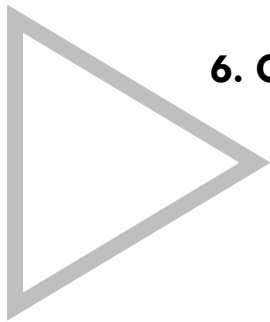
envision where areas of improvement could be, but one is probably, and sadly, common with many churches these days. The challenges of an aging membership are obvious, as people slow down and simply cannot do as much as they once did. It seems the CFC could benefit from more younger families to help carry forward everything they do so well. Any new members would have the tremendous benefit of gracious leadership and a congregation of wonderful people. Plus, I would be remiss if I didn't mention the completion of an amazing expansion project that is ready and waiting for more new members to share the shining space with each other. There are many positive experiences I have shared with the CFC, from its annual CraftFest in August, to Super Bowl Chili Challenges but also sad times too, such as funerals or life celebrations. One special example still warms me today. During COVID our unit was not able to perform as much community service as normal and our ability to raise the funds needed to re-charter each year was hampered, like many activities during that challenging time. Enter the CFC who shared that, as a surprise to us, they had taken up a collection to help keep us in a positive financial position when times were a bit tight heading into our largest expense of the year... our re-charter payment that simply allows us the right to exist. To put this in perspective, during COVID when the needs were many and the resolutions few, the CFC did not forget the little scout unit that always does our best to make them proud. It wasn't the amount of the gift that mattered, it was the overwhelming sense of appreciation that the church took upon itself to recognize we might be challenged and address it accordingly. They didn't have to do anything, they wanted to....To me, that is the CFC in a nutshell. The CFC has a spirit that always considers the common good, a spirit that is thriving in a little village on Cape Cod, fueled by great people who strive to make a difference any way they can. Whoever is fortunate enough to join the Cotuit Federated Church will surely benefit from their new association, as rewards come in many forms, and the most valuable ones are those that come from places like this.

Kindest regards,

Bruce Cole, Committee Chair, Troop #52 - Cotuit

E-Mail: [wineman@capecod.net](mailto:wineman@capecod.net)

Cell: (508) 367-7853



## 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:*

We pray joy and peace are found by our associate pastor and that they may experience overflowing hope entrusted by the Holy Spirit. And we pray that the associate pastor will love this hymn as much as we do.

Here I Am, Lord, by John Michael Talbot

I, the Lord of sea and sky  
I have heard my people cry  
All who dwell in dark and sin  
My hand will save  
I have made the stars of night  
I will make their darkness bright  
Who will bear my light to them?  
Whom shall I send?  
Here I am, Lord  
Is it I, Lord?  
I have heard You calling in the night  
I will go, Lord  
If You lead me  
I will hold Your people in my heart  
I, the Lord of wind and flame  
I will tend the poor and lame  
I will set a feast for them  
My hand will save  
Finest bread I will provide  
'Til their hearts be satisfied

I will give my life to them  
Whom shall I send?  
Here I am, Lord  
Is it I, Lord?  
I have heard You calling in the night  
I will go, Lord  
If You lead me  
I will hold Your people in my heart.

## **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 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?

Search Team: Sis Belcher, Charlie Dings, Kristin Mawhinney, Ally Murphy, Catherine McMullen

Four additional wise church members served as proofreaders.

Equipping and Growth Team, Vision Team, and the congregation through a survey and church-wide meeting.

2. Additional comments for interpreting the profile:

Signed: Catherine S. McMullen, Search Team leader

Date: July 31, 2024

## 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*

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

Email: [kogutp@sneucc.org](mailto:kogutp@sneucc.org)

Phone: 508-244-4416

Date: August 28, 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*