

LOCAL CHURCH PROFILE
The First Church of Monson



LOCAL CHURCH PROFILE



The First Church of Monson, Congregational, UCC
Monson, MA

Settled Pastor

SNEUCC, Hampden Association

September 26, 2024

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

POSITION POSTING

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WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: The First Church Monson

Street address: 5 High St. Monson, MA 01057

Supplemental web links: <http://www.FirstChurchMonson.org>

Additional ecumenical affiliations:

None

Conference

Southern New England Conference of the UCC

Association

Hampden Association of the Mass Conference

UCC Conference or Association Staff Contact Person

Name: Rev. Terry Yasuko Ogawa

Title: Area Conference Minister, Northwest Region

Phone: {860} 761-7192

Email: ogawaty@sneucc.org

Summary Ministry Description:

As an open and affirming church, The First Church of Monson would like to continue growing by welcoming all who seek spirituality and fellowship. Recently we have been seeing some younger people attending our services. There have been a couple of baptisms this spring, and the families continue to come to worship. This summer, we created a family friendly space with the service live streamed on a big screen tv in a room that allows little ones to move about. Our Sunday School is growing under the leadership of our dynamic Sunday School Superintendent. We seek to rejuvenate our Christian spirit, grow our church family, encourage more people to attend and participate, have more events that allow the church to connect with the

community, and continue our outreach missions. Once a month, we have a fundraiser night in our local tavern. Many church members and friends meet on Tavern night to dine and enjoy each other's company.

We are seeking a pastoral leader, who will work with the congregation; create an uplifting worship experience that blends the Gospel, relevant life experience, and music; connect and have fun with the congregation; inspire young people; and actively participate in church and community events.

Photographs:



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

Monson is a quiet picturesque town located between the cities of Worcester and Springfield, with a population of about 8,000 people. There is a vibrant town center where the library and other organizations sponsor activities for all ages. Our grades K through 12 schools provide a good education and activities that also engage students in the arts and sports. Monson is a town whose neighbors, of all ages, work together and help one another. It is a close-knit community. Our beautiful church sits on a hill overlooking the lovely town center.

Current size of membership: 167

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

None

Position Title:

Settled Pastor

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

Does the total support package meet conference compensation guidelines?

Yes

SCOPE OF WORK

1. Prepare and lead Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.
2. **Facilitate faith formation** and vitality through prayer, Bible study, and service; identify helpful resources and opportunities and help lay persons take advantage of them
3. **Develop leadership** by working with people in the church to create ministry and programs
4. Provide pastoral care in collaboration with lay people
5. **Lead the way** for the church to be an ambassador of God's love in the community
6. Officiate at weddings and funerals for participants in the worshiping community
7. **Lead strategic planning** for current and new directions in ministry* in conjunction with the deacons and Church Council
8. Attend deacons' and Church Council meetings and give leadership as needed to church programs, in collaboration with lay leadership;
*attend trustee's meetings if living in the parsonage.
9. Participate in wider church activities such as conferences and association meetings
10. Perform administrative responsibilities (unless delegated) such as email, website, church supplies, more
11. Oversees supervision of staff**
12. Participate in faithful financial development and stewardship
13. Be available to wider community for funerals, weddings, special worship programs, and act as a representative of the church to local organizations
14. Counsel, listen, and make referrals
15. Continue to strengthen personal faith and improve skills as a leader, teacher, and preacher through study and prayer
16. **Energize and deepen spiritual connections** and faith understandings in others

* Indicates a change of scope of work for a full-time pastor

** Responsibility of designated committees, not the pastor

Core Competencies: The minister should:

- Be approachable
- Be innovative
- Have a sense of humor

COMPENSATION AND SUPPORT

Salary Basis

\$73,000 – 83,000 annual salary- total package which includes the parsonage which has a rental value of \$25,000/yr. or \$98,000 -108,000 annual salary- total package includes housing allowance

What is the expected living situation for your next minister?

Our expectation is that our next settled pastor will reside in or near Monson. We have a newer cape-style parsonage available on a private 2.4-acre lot.

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

There is no public transportation in Monson, the minister would need to have their own transportation.

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

PPRC – Pastor Parish Relations Committee within our church

CCOP (Clergy Communities of Practice)

Hampden Association

SNEUCC

Area conference ministry team support

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

N/A

WHO IS GOD CALLING TO MINISTER WITH US?

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

- Spread the word of God and share the Good News with the community
- Support stewardship through time, talent, and treasure
- Inspire youth to explore their spirituality
- Increase participation in community events
- Heighten the mission work being done by the church
- Encourage participation in church activities
- Spread the message that being part of a church community is comforting
- Support ONA ministry

Through the First Church of Monson Mission Statement, all of us are to share the word and love of God. Nothing is accomplished without this communion between pastor and congregants. Knowing this, there is a lot we can accomplish together.

We need to work together to support everyone in our congregation by being more aware of and in contact with those who have missed a few Sunday services. Are they sick, traveling, lonely? How can we help? We have many people in our congregation who are aging and need both spiritual and physical help. We are blessed to have a growing Sunday School, but both the teachers and children need the help and support of our minister and church family. We want these children to love the Lord. Additionally, our pledging units have decreased, and it is becoming more difficult to support our programs. A blessing to our church is the Open and Affirming ministry. We worked hard to become an ONA church and our constant love, attention and support of this ministry is important. Together, we can do wonderful things.

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

- Encouraging relationships with other churches in the community
- Building rapport and relationships with community members of all ages, making ourselves more relevant to today's world.
- Promoting Outreach and ONA missions
- Considering significant new ministry beyond ourselves

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

English is the only language necessary.

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.

- The ability to listen empathetically, communicate appropriately, and keep appropriate confidences
- Commitment to ecumenism, justice, and the full embrace of all persons in the hospitality of God
- The ability to take initiative in leadership, to lead faith formation effectively across generations, and to engage with the community
- The ability to provide effective and appropriate pastoral care and Christian education, to equip and motivate others, and to share in these ministries by loving God, following Jesus Christ, and being guided by the Holy Spirit, living a life of discipleship

WHO IS GOD CALLING US TO BECOME?

Who is God calling you to become as a congregation?

We believe that God is calling us to become more like the disciples who followed Christ, spreading God's word among the people they meet, no matter what their situation is, and telling them about the Good News. Jesus taught us to love one another and to take care of those that are less fortunate. Like the apostles spreading the Good News, we must do the same. In order for us to follow this calling and continue to be an oasis for spiritual growth and fulfillment, offering comfort, compassion, and love for all we may reach, we need to grow our church community and utilize all our resources to this endeavor.

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

God is calling us to reach out by feeding the mind, body, and soul of our youth, our aging community, and those suffering from spiritual hunger, food insecurity, loneliness, financial difficulties, and substance abuse through the following ongoing activities:

- Interdenominational Youth United ministry
- Lay-leader-led Bible studies
- Loaves and Fishes (food ministry for the homeless)
- Call-to-Care Ministry
- "Let's Eat" (Free community Sunday breakfast)
- Prayer Shawl Ministry
- "One Warm Coat"
- Mitten and scarf collection for the needy
- Open Pantry Collection
- Lights of Hope (community support for families of addicts)
- Boy Scout and Girl Scout sponsorship
- AA sponsorship
- Veteran support
- 2023 marks the first year that First Church is flying the Progress Pride Flag and is recognized as an official ONA church by the UCC.

WHO ARE WE NOW?

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

Our life of faith strongly revolves around community prayer and assembly beyond Sunday worship, actively supporting our open and affirming church family and reaching out locally and globally.

Describe several strengths or positive qualities of your congregation.

- We find strength in prayer.
- We are friendly, caring, loving, and supportive.
- We are joyful and welcoming to all.
- We have active outreach programs.
- We have dedicated volunteers.
- We have an active music program.
- We have vibrant leadership in our youth program.
- We are a devoted congregation with historical ties to the community.
- We have an online presence.
- We have adopted a Covenant of Respect to govern interactions during meetings.

Describe what worship is like when your congregation gathers.

The service begins with a warm welcome, passing of the peace, announcements and a time with children. After the pastor's time with children, they recess to Sunday School.

Worship is based in scripture following the RCL, relating worship to our world.

Music plays a large part in our services. We are blessed with a talented organist and dedicated adult and youth choirs. Our centerpiece instrument is the 1892 Johnson pipe organ.

Communion is served on the first Sunday and is multi-generational.

Liturgical events take place during worship.

Traditionally, laity participates in the worship service.

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

Our vision is to foster faithful disciples of Jesus through worship, sharing of stories, bringing love and acceptance of all for service and mission.

Describe how your congregation is organized for ministry and mission.

The Church Council, a group of board and committee leaders, addresses a variety of church issues. Communication to the congregation is made via email blast, the church website, the weekly church bulletin, *The Messenger* (our church newsletter), special congregational meetings, and announcements during Sunday service.

Our deacons, in collaboration with our Minister, work to refine our church's faith journey. Boards and standing committees address recurring issues/needs of the church, and ad hoc committees solve specific issues, or organize specific church activities. Mission work is executed by several different boards, committees, and associated organizations. For example, we have a strong and dedicated Outreach Committee that serves our community and beyond. When there is a need, people come together. That is the strength of our church community.

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

It depends on the group, church and congregation needs, and current church issues and activities. The minister attends the deacons' and Church Council meetings, for a total of four hours per month. If the minister lives in the parsonage, they attend the monthly trustees' meetings. The minister attends other meetings as deemed necessary, or at their discretion.

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

A tornado came through our town and surrounding towns on June 1, 2011. Seventy-six homes were destroyed and over 250 homes were damaged in our town alone. Even though our own steeple collapsed on the front lawn, with our sanctuary sustaining considerable damage, we never closed our doors. In fact, we held a prayer vigil within 24 hours. The church immediately became the town's go-to help center. Hundreds of people came through our doors. We provided three meals a day for over a month. Youth found purpose in helping deliver water and sandwiches by wagon to anyone in need downtown. People came to us for food, supplies and comfort, and others came to offer food, services, supplies and comfort. When supplies were needed, we put out the word on social media, and within the hour, the donations were pouring in. Volunteers were organized to meet the varying needs of the people in town. Our Sunday School area was converted into an open pantry of food, personal hygiene products, and clean up supplies. The love and generosity that we experienced is hard to put into words. This is the best example of how this church was one of the organizations at the heart of the recovery efforts for the entire town, reflecting the true spiritual outreach sentiment of this congregation.

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

11-YEAR REPORT

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



Church#: 782270

Assoc: 914 Schedule: 0 First Church of Monson UCC Monson MA 01057

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2013	289	104	34	3	0	15	9	39	-30
2014	283	104	34	1	4	0	6	5	-6
2015	290	91	37	0	12	0	4	1	7
2016	291	91	27	0	0	5	4	0	1
2017	200	85	38	5	4	0	9	91	-91
2018	185	75	33	0	0	0	4	11	-15
2019	194	71	32	0	0	11	2	0	9
2020	194	71	32	0	0	0	0	0	0
2021	194	71	32	0	0	0	0	0	0
2022	194	71	32	0	0	0	0	0	0
2023	167	51	27	0	1	0	5	0	-4

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
2013	\$188,251	\$10,093	\$1,719	\$7,347	\$9,066	\$4,620	\$13,686	0.91	\$212,030	\$137,300
2014	\$188,372	\$14,686	\$0	\$1,176	\$1,176	\$0	\$1,176	0.00	\$204,234	\$130,585
2015	\$182,115	\$5,592	\$7,984	\$3,501	\$11,485	\$0	\$11,485	4.38	\$199,192	\$117,794
2016	\$176,720	\$32,358	\$5,000	\$6,579	\$11,579	\$13,271	\$24,850	2.83	\$233,928	\$113,815
2017	\$170,612	\$0	\$5,000	\$2,258	\$7,258	\$13,904	\$21,162	2.93	\$191,774	\$117,708
2018	\$183,614	\$108,030	\$5,000	\$916	\$5,916	\$7,880	\$13,796	2.72	\$197,410	\$116,333
2019	\$178,913	\$29,050	\$5,000	\$1,246	\$6,246	\$12,547	\$18,793	2.79	\$197,706	\$108,152
2020	\$178,913	\$0	\$5,140	\$0	\$5,140	\$0	\$5,140	2.87	\$184,053	\$0
2021	\$178,913	\$0	\$4,710	\$0	\$4,710	\$0	\$4,710	2.63	\$183,623	\$0
2022	\$178,913	\$0	\$4,210	\$395	\$4,605	\$0	\$4,605	2.35	\$183,518	\$0
2023	\$178,913	\$0	\$0	\$1,251	\$1,251	\$0	\$1,251	0.00	\$180,164	\$0

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2018-2023	-9.73	-32.00	-18.18	0.00	-66.67	-2.56	-78.85	-8.74
2013-2023	-42.21	-50.96	-20.59	-94.44	-89.58	-4.96	-86.20	-15.03

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.

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	50-70	Yes
Number of active non-members:	10-20	Yes
Total of church participants (sum of the numbers above):	60-90	Yes

Percentage of total adult participants who have been in the church:

		<i>Is this percentage an estimate? (check if yes)</i>
More than 10 years:	71%	Yes
Less than 10, more than 5 years:	11%	Yes
Less than 5 years:	18%	Yes

Number of total participants by age:

0-17	18-29	30-39	40-49	50-59	60-69	70-79	80+	<i>Are these numbers an estimate? (check if yes)</i>
22	2	4	7	6	17	23	8	Yes

Percentage of adults in various household types:

		<i>Is this percentage an estimate? (check if yes)</i>
Adults under 35:	6%	Yes
Joint household with minors:	unknown	
Adults age 35-65:	46%	Yes
Joint household with no minors:	unknown	
Adults over 65:	48%	Yes

Education level of adult participants by percentage:

		<i>Is this percentage an estimate? (check if yes)</i>
High school:	16%	Yes
College:	34%	Yes
Graduate School:	32%	Yes
Specialty Training:	18%	Yes
Other (please specify):	unknown	

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	39%	Yes
Adults who are retired:	47%	Yes
Adults who are not fully employed:	14%	Yes

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

Medical professions, counselors/therapists, lawyers, engineers, educators, IT specialists, accountants, HVAC, carpenters/contractors, landscapers, sales, entrepreneurs, managers/administrators, welders

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?

We are essentially mono-cultural, with a variety of ethnic backgrounds. This reflects the demographics of the town. The congregation is diverse in spirit and truly welcoming to all.

List the date your congregation has had or will have a conversation using a resource such as the Welcoming Diversity Inventory. Comment on the results.

We plan to have this conversation once we have a settled minister.

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	20	Hearts Willing(Women's Group)
Baptisms <i>(number last year)</i>	2	Pastor/Deacons
Children’s Groups or Classes	15 Sunday School	CE and SS Superintendent
Christmas Eve and Easter Worship	Christmas Eve. (114) Easter (75)	Pastor, Deacons, & Music Director
	Easter Sunrise Service(16)	Lay Leader
Church-wide Meals	Let’s Eat Sunday breakfast (30-50)	Lay Leader
	St. Pat’s Day corned beef dinner (100+)	Trustees
	Christmas and concert dinners (100+)	Music Committee
	Breakfast with Santa (50+)	CE & Outreach Committee
	Church Picnics (50+)	CE & Outreach
	Fellowship after Sunday worship	Lay Leaders

	(40+) Annual Meeting Luncheon (50+)	Church Council
Choirs and Music Groups	8-10 Adult choir	Music Director and Music Committee
	10-15 SS choir	SS Superintendent
	Christmas Caroling & Concert at Silver St. Chapel	Music Director & Choir Members
Church-based Bible Study	Women in the Bible- 6 weeks (14)	Lay Leaders
Communion	First Sunday of the month	Pastor, Deacons
Community Meals	All meals served at the church are open to the community	Music & Outreach Committees & Trustees
	Loaves & Fishes (dinner for 80-100, prepared & served by volunteers in the congregation for homeless in nearby city of Springfield once/month)	Lay Leaders
	Collations (50-100)	Hearts Willing
Confirmation (<i>number confirmed last year</i>)	0	Pastor & Mentors

Drama or Dance Program	Christmas Pageant (100)	CE & SS Superintendent
	Children's Sunday (71)	CE & SS Superintendent
	Lenten Meditation (79)	Lay Leader
Funerals (<i>number last year</i>)	4	Pastor
Intergenerational Groups		
Outdoor Worship	Easter Sunrise Service	Lay Leader
Prayer or Meditation Groups	Prayer Shawl Ministry (8)	Lay Leader
Public Advocacy Work	Opioid Open Forum	Monson Dept. of Health
	Narcotics Use Informational Meeting (36+)	Lay Leaders & Monson Police Dept.
	Gender Identification Program	ONA & Community Leader
Retreats		
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)		
Worship (time slot: 10:00 a.m)	50-70 (avg)	Pastor, Deacons & Music Director
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes	15-20 Youth United	Y.U.(ecumenical youth group) Lay Leaders from FCM & Lay Leaders from St. Patrick's
Other		

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 or Four-Way Covenants.

1 non-denominational minister is a covenant member

Name	Three-Way or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)

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
Leona Brahen, Church Administrator	No	Part time	Trustees	7 years
Linda Whippie, Custodian	No	Part time	Trustees	15+years
Kiel Krommer, Music Director	No	Part Time	Music Committee	6 years
Erin Wallace, Sunday School Superintendent	No	Part time	Christian Ed Committee	3 years
Jack Kraaz, Interim Minister	No	¾ Time	Deacons & Personnel Committee	2 years

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

Our congregation is composed mainly of families and retirees. We are an ONA welcoming, supporting congregation, willing and able to share and grow in spirituality.

CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving Pledges \$82,000 Plate Offering \$7,000	\$ 89,000
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$15,000
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0
Fundraising Events	\$17,000
Gifts Designated for a Specific Purpose Bequest to CE & Outreach received in 2023	\$20,000
Grants	\$0
Rentals of Church Building (incl. Open Pantry, Cell Towers, & Public Use)	\$78,000
Rentals of Church Parsonage (annual basis \$2,200/month)	\$26,400
Support from Related Organizations	
Transfers from Special Accounts *see page 1 of 2023 Treasurer's Report	
Other (specify):	
Other (specify):	
TOTAL Operating Budget & Capital Funds	\$ *see attached

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

\$206,658

** Please see attached Operating Budget 2024, 2023 Treasurer's Report, and Consolidated Funds Report 2023*

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 34%

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? - Not in 2023, but will be in 2024

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

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

OCWM is a percentage of the operating budget.
5 % of pledges to SNEUCC Conference & Hampden Association

Mission projects were funded in 2023 and 2024 through Outreach Designated Fund Accounts

What is the church's current indebtedness? \$0

Are capital and other payments current? All payments are 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.
None

If the church has had capital campaigns in the last ten years, describe: none

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

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

Does your church have an endowment? Yes

What is the market value of the assets? \$484,000

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

Annually for the operating budget; occasionally for special projects;
all by congregational vote

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

- 5% of average year-end balance for previous 3 years
- more taken out during * 2 COVID years

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

2019: \$26,388

2020: \$26,661

*2021: \$44,480

*2022: \$43,537

2023: \$21,787

2024: \$15,000

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

Other Assets

Investments (other than endowments)

\$ 21,000 Money Market C

\$118,000 Stock Market

\$240,000 Treasury Bonds

Does your church have a parsonage?

Fair market rental value of the parsonage: \$2,200/ month

How is the parsonage used? Currently under short term rental

Street / City / State / Zip: 31 King Street, Monson, MA 01057

Finished square footage: approx. 1900 sq. ft.

Number of Bedrooms, Number of Bathrooms: 3/2

Assessed real estate value: \$424,000

Available for minister residence: Y/N Yes

Expected minister residence: Y/N not necessarily

Condition of structure, systems, and appliances: Excellent

Entity in the church responsible for review and needed repairs:

Board of Trustees

Describe all buildings owned by the church:

Church building on 5 High Street in the center of town and
parsonage in rural, residential area on 2.4 acres

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

Silver St. Chapel. 224 Silver St. - used in partnership with First Church

Which spaces are accessible to wheelchairs?

- sanctuary and fellowship room have a ramp
- upper Sunday School - direct access through lower-level door
- office, library, and small chapel on 2nd floor accessed by elevator

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

Budgeting is done annually and voted upon by the congregation. Pledges and membership have decreased since the COVID pandemic. This has had a minimal impact on the church's ministries as many ministries do not require financial support. Our cell tower rental and investment income are both significant for building maintenance and operating budget.

HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

The most important event was in June 2023 when the congregation unanimously voted to become an Open and Affirming church.

Due to the COVID 19 Pandemic, the church stopped in-person worship services from March 8th, 2020 - March 7th, 2021. During the closed time weekly fellowship gatherings via ZOOM were organized by the minister. A few well attended parking lot services occurred, ex. Palm Sunday. A grant from the MACUCC assisted the church in purchasing a video and audio system that allowed pre-recorded services to be shared that were developed by the minister, the music director, and a few parishioners. Church Council met by ZOOM and was involved in all aspects of our COVID experience.

The tornado of 2011 had a great impact on our church. It displayed to the community that our church is welcoming and ready to serve everyone.

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

With declining pledging units and membership, we have become more resourceful in managing financial responsibilities. This includes income from cell tower leases, investments, fundraising, and gifts. Our fundraising efforts have strengthened our presence in the community.

Every church has conflicts, some minor, some larger. “Where two or three are gathered, there will be disagreement....” Describe your congregation’s values and practices when it comes to conflict.

We have a Pastor Parish Relations Committee that is specifically established to receive comments and help resolve conflicts in collaboration with the individuals involved. During COVID, when the church building was closed, services and meetings were held online, if at all. There was disagreement between church leadership about continuing Church Council meetings on Zoom versus in person. There were misunderstandings due to lack of clear communication. Feelings were hurt, and our pastor at that time sought advice from the conference. The Church Council agreed to hire a consultant from the conference to help resolve the conflict. As a result, a Covenant of Respect was developed and adopted by the congregation in 2021. (See attachment) It is recited prior to all Church Council and Congregational meetings. With a change of leadership, the adoption of the Covenant of Respect, and the return of in-person meetings, communication and the work of the Church Council has improved.

Ministerial History

Staff member's name	Years of service	UCC Standing (Y/No)
Rev Jack Kraaz (interim)		
Rev. Peter Johnston (settled pastor)	2	Y
Rev. Dr. Robert Gormbley (interim)	3	Y
Rev. Dr. Robert Marrone (settled pastor)	3	Y
Rev. Alan Druckenmiller (interim)	11	Y
Rev. Mark and Rev. Judy Kennedy (settled co-pastors)	3	N
Rev. Dr. Paul Zeckhausen (interim)	3	Y
Rev. Dr. Melvin Williams (interim)	1.5	Y
Rev. Dr. Douglas Nielsen (settled pastor)	.5	N
	16	Y

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

We've learned that we need a minister who is a confident, strong leader, who is organized yet flexible, has a sense of humor, is willing to work closely with the congregation, and has a presence in the community.

Has any past leader left under pressure or by involuntary termination?
Yes, in the 90s

Has your church been involved in a Situational Support Consultation?
Yes, in the 90s

Has a past pastor been the subject of a Fitness Review while at your church?
Yes, in the early 2000s

WHO IS OUR NEIGHBOR?

COMMUNITY VISION

MISSION INSITE

COMMUNITY VISION

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

- Loaves and Fishes
- Open Pantry
- Boy Scout Troop Sponsorship
- Girl Scout Troop Sponsorship
- Youth United (interfaith)
- AA sponsorship
- Mitten Tree - Springfield Rescue Mission
- Soles 4 Souls
- One Warm Coat- Springfield Rescue Mission
- Military Care Package Drive
- Refugee assistance
- ONA church services
- Host multiple community meetings and events
- Earthquake relief for Turkey through Samaritan's Purse
- Supported a local church after a devastating fire
- Community events - Easter Egg Hunt, Summerfest, St. Patrick's Day dinner, various music programs, dinners and concerts, Taize Service, ONA Gender Identity Presentation, movie nights, youth dances, Tavern nights, Town Wide Tag Sale

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

We have had delegates attend association and annual meetings, ordinations and installations, and Super Saturday.

Check all of the following “statements of witness” that apply to your UCC faith community. (Find more information on these statements at ucc.org.)

- Accessible to All (A2A)
- Creation Justice
- Economic Justice
- Faithful and Welcoming
- God Is Still Speaking (GISS)
- Immigrant Welcoming
- Inter-cultural/Multi-racial (I’M)
- Just Peace
- Global Mission Church
- Open and Affirming (ONA)
- WISE Congregation for Mental Health
- Other UCC designations:
- Other similar designations in affiliated denominations
- 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?

The Open and Affirming task force is continuing to welcome, educate, and expand.

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

We have an active ecumenical youth group and held an ecumenical Taize service. The dedication of the Silver St. Chapel, its 125th anniversary, and the Christmas Carol Concerts are all ecumenical.

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.

A small percentage of our time is spent on building maintenance and finances. The majority of our time is spent fulfilling the worship and prayer mission of the church which is:

The mission of The First Church of Monson, Congregational UCC, is to praise God through worship and prayer, to share the Word and love of God by promoting fellowship and community, and to serve as stewards of God's creation - all in a manner that glorifies God and emulates Christ.

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?

As part of the daily pastoral responsibilities, we would like the settled pastor to engage interfaithfully in town. The pastor will also participate in Association events and conferences.

MissionInSite

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

Our community population is 95% white, non-Hispanic. Highest levels of education achieved by adults in town as of 2022 are: 32% high school or GED, 10% Associate's degree, 15% Bachelor's degree, 11% Graduate or Professional School, and some college with no degree 22%.

We are experiencing a moderate decline in the number of families with children. In our community children 17 years of age and younger are declining as a percentage of the total population. Adults 55 years of age and older are increasing as a percentage of the total population.

Considering the trend in our community character, the historic traditional Church functioning is destined to continue to decline in the

number of participants. A new holistic model may need to be adopted to reach our community with the word of God.

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?

Generally, there is an older demographic in the church community.

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

There almost appears to be a disconnect between the church and the young adult demographic of the general community. Further analysis of the local demographics would be very helpful in shaping the church's efforts to welcome a broad range of community members.

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

The First Church Monson is known for its participation in community activities and providing assistance in times of crisis. There is always something going on at The First Church of Monson.

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

- A sense of community stemming from the activities centered around the tornado recovery and other projects
- Good foundation for children and youth
- Relaxed, family atmosphere
- Strong music program
- Church and family history

REFERENCES

Name up to three people who have agreed to serve as phone and written references. Make sure they are not members of your church but are people who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1

Lee Brahen, Church Administrator
(413)267-3312 (Church Phone)
office@firstchurchmonson.org

REFERENCE 2

Jean Joyce, community member who attends services at First Church
Phone: 413-896-3684
Email: gvmsmom@comcast.net

REFERENCE 3

Matt Tassinari, Scouting volunteer Leader/Eagle Scout/Monson Resident
Phone: 413-219-2513
Email: mtass@mtass.com

CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

Dear Lord,

We are all so thankful to be part of a church which still stands in our town of Monson, in spite of all the challenges we face as a society today. We have been through a lot as a church family-- stressed by a tornado which tore our town apart, and more recently invented our way through COVID 19, with services online, in the parking lot, and later spaced out in the sanctuary. This has left us struggling with growing our church, learning to manage with scarce resources and being challenged with the loss of a settled pastor.

Loving God, we pray for wisdom, grace, and discernment so that our eyes and hearts remain open to the individual we believe you are already preparing to lead us. Work in each of us to put aside personal agendas and preconceived notions and be fully open to your leading. We pray that we will hear the voice of your Holy Spirit as we move further along in the process.

We deeply desire a pastor who will reflect Jesus in our pulpit and in our town. We believe that the First Church should be a lighthouse in Monson. Our primary focus should be reaching out to the community in the name of Jesus, bringing the lost to salvation, ministering to those hurting and in need, expanding our outreach ministry even further beyond ourselves. We believe that our church will be stronger as a result.

Gracious and generous God, we pray for a pastor not satisfied with the "status quo" worship experience but someone who will encourage us all to seek more and deepen our time of worship. It's our prayer that hearts will be opened, and lives changed by a deeper connection to you when we come together as a church family.

Lord, we care deeply for our youth and know that you do too. Our prayer is also that our new pastor will have a passion for youth and be willing to invest and coordinate with our Sunday School Superintendent as a shepherd in engaging them, nurturing them, and leading them to live a Christ-centered life.

We also pray for a skilled leader, one who is capable of motivating and guiding all of us, including our committees and our church leaders. We pray for a pastor who can guide the diverse points of view that exist within our church family.

God in Heaven, we could go on and on with all we desire, but our utmost wish is that we remain open to your leading, that Christ remains truly at the center of our church and church family, and that when people interact with us individually, as a church or through any of our outreach programs, that they will be drawn to Jesus.

All this we pray in Jesus' name.

Amen

STATEMENT OF CONSENT

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

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

Which individuals and groups in the church contributed to the contents of this Local Church Profile?

Pastoral Search Committee

Pastor Jack Kraaz

Lee Brahen, Administrative Assistant

Suzanne Kelley, Treasurer

Doug Kelley, Financial Committee

Carol Mullen, Church Clerk

Jeanne Dill, Chair of Deacons

Members of the Congregation through in-home gatherings & a survey

Signed:   Date: 
Keith Obert & David Wallace, co-chairs Pastoral Search Committee

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature: *Rev. Terry Yasuko Ogawa*

Name / Title: Rev. Terry Yasuko Ogawa, Area Conference Minister

Email: ogawaty@sneucc.org

Phone: 860-761-7192

Date: September 26, 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

Covenant of Respect*

We as members of the First Church of Monson aspire to promote the Kingdom of God by helping to bring persons into a closer relationship with God and into a better relationship with each other. We recognize that conflict and disagreement are normal and natural. We must work toward a safe environment where differing viewpoints are welcomed, sought, heard and accepted. As followers of Jesus Christ, we promise to respect each other at all times in the following ways:

R We will choose to forgive and **respect** one another as we are always forgiven by God. *(Luke 11:4)*

E We will speak face-to-face, honestly with **empathy** when there is disagreement. *(Ephesians 4:15)*

S We will **support** the final outcome when we as a group arrive at a decision. *(1 Corinthians 1:10)*

P We will approach all things **prayerfully**. *(1 Thessalonians 5:17)*

E We will speak from our own personal **experience**, using "I" statements. *(1 Corinthians 3:16)*

C We will ask an intermediary to be present to help us if we are unable to **communicate** with one another. *(Matthew 18:16)*

T We will listen with an open and non-judgmental mind and **try** as hard to understand as to be understood. *(Proverbs 4:7)*

* Based on covenant and used with permission by MCC of Sudbury.

I have been the Administrative Assistant/Church Administrator since 2016

I think the greatest strength of this church is the way they respond to those in need - my personal and professional experience has been that First Church is always at the forefront of any community need whether it be relief after the tornado (of which I personally was a recipient), responding to an immediate need due to house fire, food challenges, or providing support for community efforts through the use of the building, First Church and its members always rise to the occasion.

As with all organizations, finding a way to engage the younger generation to ensure the continued strength of this church would be one reflection. In the past two years, especially after Covid, the congregation has definitely re-ignited. I think continued emphasis on community involvement and young adult programs will continue to help this church's ministry going forward. I am especially pleased to see increased membership that has occurred over the past two years. This momentum needs to be sustained.

My most significant take away from my experience with this church is the true heart and sense of community of the members. Coming from a corporate environment, I am always pleasantly surprised by the outpouring of caring, concern, and true feeling of love that I get from working with this Congregation -- even when faced with challenges. I have seen a lot of changes over the nine years that I have been with this congregation, but I always walk away feeling truly appreciated and part of a loving and caring team.

My one last thought is that we need to find a Pastor that is compassionate, a good listener, and negotiator, but also one that has the personality, spirit and the ability to embrace any changes/challenges to continue the positive progress that our current interim pastor has instilled.

I hope this is helpful --

Lee Brahen, Church Administrator

May 19, 2024

RE: Letter of Reference for the First Church of Monson

To Whom It May Concern:

I am writing to provide a reference for the First Church of Monson and to express both my respect and love for all who make this church a family.

The pastor is the faith leader of the church, but the congregation is the heart and soul. The congregation and members of the First Church of Monson exemplify the heart and soul of this church – they truly care about each other, and more importantly, they care about everyone outside of the church. Their outreach is incredible with the many ministries they lead. From feeding the homeless month after month and year after year, to hosting the Monson Open Pantry (multiple times), to participating in town endeavors such as combatting the opioid epidemic, the church leads by example in following the edict of God ... to care for all people.

They continue to put together prayer shawls for those who just need to feel cared for; they make meals for those who may have a medical issue in need of an extra hand; they laugh and cry with each other; they consider each other family.

It's true at the First Church of Monson that all really are welcome here. The church went even further to become an open and affirming church – to have a visible presence of inclusivity showing that everyone has a friend at the First Church of Monson. Every human should feel the power of being welcomed -- this church does just that. They also do the right thing by opening their doors to outside groups such as Boy Scouts and AA meetings.

The First Church of Monson continues to organize events that benefit both the church and area towns alike. The church is known for many events outside of the normal Sunday services such as involving the town in the pumpkin festival held for many years, the town-wide tag sale that continues; weekly farmer's markets on the grounds of the church; regular concerts free to the public; free breakfasts on Sunday mornings, and so much more. All of these are/were led by dedicated volunteers who believe in the church and in giving back -- selfless members of the congregation. They continue to brainstorm on new ideas that would not only be helpful as fundraisers for the church, but that will benefit the area as well.

Strength can also be seen in the leaders of the church, committee members, deacons, etc. who take their positions seriously and are fully dedicated to the continued success of the church. Someone always steps up when there is a gap that needs to be filled.

One incident that could have broken the church was the tornado of 2011 that literally broke the church, but the church wasn't daunted by this challenge. The First Church congregation embraced it. The church showed its love of the town by helping the people to work through the pain of experiencing a tornado and standing up to help over and over again. Only days (maybe it was one day?) after the tornado ripped through town, the First Church hosted a healing service that included the leaders of the other Monson churches, showing that all can come together during trying times. It was a very moving service and a testament to the First Church to lead the effort to get everyone together.

That caring and togetherness continued with the First Church becoming the beacon of the town during this very difficult time as the go-to location for the townspeople to gather for a meal, for information, and for getting the help that they needed. They fed the hungry in town night after night for over a month -- all with volunteers doing the cooking, delivering, and collecting of food donated from far and wide. They gathered food and clothing to help those in need -- noting that some of the people who were helping were also dealing with their own losses from the tornado. Being part of the church's post-tornado cooking crew to see first-hand how much it meant to the townspeople for the help they were receiving has solidified my faith in humanity and in the strength of the First Church of Monson. I believe that, to this day, many within the town view that this church is special because of how the First Church of Monson played an integral part in the healing of the town and how they continue to do so today.

While no church can be perfect, the First Church of Monson does a pretty good job of striving for this. One area of improvement could be to shorten the service to attract more of the younger generation and increase attendance at regular Sunday services. It should be noted that the Sunday School Superintendent has done a fabulous job of getting more children back to the church and involved in Sunday School -- it's really nice to see so many of the next generation so engaged. But, there's always room for more people to attend. Pre-covid, it was nice to hear the organist playing as people arrived 10+ minutes prior to 10:00 am, and then the actual service would start promptly at 10:00 (currently the organist starts their intro at 10:00). The service would generally end by 10:45 so that people could go to the Fellowship hall for a quick snack and still be done within one hour. Going back to that might help to attract more people to attend church and bring in new members.

Background on my involvement with the First Church of Monson: I was looking for a new church to attend nearly two decades ago so that I could bring our son to weekly Sunday School. I had heard good things about the First Church of Monson, so I started attending and have stayed ever since then. Our son has since grown up and moved away, but I feel a connection to the First Church of Monson that I have never felt at any other church. This place and its congregation are special indeed.

Please feel free to reach out to me if you have any questions.

Jean Joyce

address: 198 Silver St., Monson, MA 01057

email: gymsmom@comcast.net

phone: 413-896-3684

Matt Tassinari
130 Ely Rd
Monson, MA 01057
Phone: 413-219-2513
Email: mtass@mtass.com

▷ **First Church of Monson**

5 High St
Monson, MA 01057

Greetings,

Thank you for the opportunity to provide my perspective as a non-congregant on the ministry of the First Church of Monson, UCC. Being a resident of Monson for my entire life, I have been impacted by the works of the First Church since I was young. The church impacts everyone in Monson in one way or another.

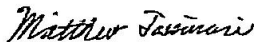
Some memorable experiences for me as a youth were joining Cub Scouts. The First Church was the location for many den meetings and pack meetings. I'd walk to the church from my school on Main Street led by an older scout. My den would meet for a short time and then have fun socializing and playing in and outside the church. We had a storage area where we kept trophies, flags and camping equipment. We'd also do service projects for the church and town and run our Pinewood derby races and special events in the church basement. I recall, as I got older, the church was host to the town's open pantry food storage. We'd assist with collecting and sorting food. I also participated in the annual CROP Walk event which was run by the First Church. The church's youth ministry through Scouting was a valuable impact on me and many other scouts in Monson. It helped me to learn the value of service, teamwork, friendship and began my Scouting journey.

As I transitioned into the Boy Scouts program, the troop met at the church, and we had our annual "Red and Green" awards banquets at the church. I liked the community room and its ability to host us and transform into different arrangements for banquets, a stage area or an open forum. The church hosted us and allowed us to use the basement and storage area for our equipment. We also participated in Scout Sunday, where I had my first exposure to the religious services of the First Church. Growing up as a Catholic, it was interesting for me to see the similarities and differences between a Catholic Mass and a UCC Sunday Service. I was exposed to the wonderful ministry of music at the First Church. The choir and organ were very impressive to me along with the friendliness of the congregants and minister. The minister became a coach for my high school swim team and his children were in the grades above me in school. It was nice to see the minister serving the community beyond his duties in the church.

Finally, a huge impact the church made was hosting the relief efforts after the tornado that hit Monson. I was older and lived in the town north of Monson at the time. My parents were in town, and I remember the fear of not being able to reach them or the impact of seeing all the trees and houses destroyed by the storm. It was impressive to me to see how the Church hosted volunteers, collected food and household goods and fed people during the worst of the aftermath.

My hope is that the church continues to support scouting and the town's youth in the future. The Boy Scout troop and Troop for girls has recently folded and that saddens me as a long-time scout. I feel that the church has a major impact on the town and its people, and I hope this continues. Feel free to contact me if you have questions about my impact from the First Church of Monson.

Sincerely,



Matt Tassinari
Scouting Volunteer / Eagle Scout, Resident of Monson
June 6, 2024

Reflection

Judith white <j.h.white@live.com>

Sat 6/8/2024 9:04 AM

To: Matt Tassinari <mtass@mtass.com>

Hello Matt,

I am a member of the First Church Pastor Search Committee, one of the individuals helping develop a church profile in search of a new pastor. Mr. Miller, also a PSC member, asked you to please write a reflection of your experiences at First Church as a scout and as a community member.

Matt, I just read your reflection and was very impressed. I know scouting had a positive influence on you and I am thankful that First Church could be a part of that. You have grown into a very impressive gentleman.

Thank you for taking the time to reflect on your community involvement, scouting years and your time spent at First Church. Your thoughts and letter are truly appreciated.

Shalom,

Judy White
24 Country Club Drive
Monson, MA
413-267-5368

Operating Budget for 2024

Account #	Account Name	2023 Actual	2024 Proposed Budget
<i>INCOME</i>			
4.00.000	Faith Commitments	\$81,877.48	\$81,129.00
4.00.010	Plate Offerings	\$6,876.00	\$7,000.00
4.00.015	Prior Years's Pledge Offerings	\$250.00	\$500.00
	Total Stewardship Receipts	\$89,003.48	\$88,629.00
4.00.100	Investment Fund Receipts - 5% Draw	\$0.00	\$15,000.00
4.00.100	Investment Fund Receipts - Additional Amount	\$40.79	\$0.00
4.00.102	2022 Repayment of 2020 Investment Loan (A&M)	\$4,200.00	\$0.00
4.00.110	Gifts and Trusts Receipts	\$2,790.00	\$3,000.00
	Total Investment Receipts	\$7,030.79	\$18,000.00
4.00.300	Fundraising Receipts	\$9,860.18	\$9,000.00
4.00.320	Summerfest Receipts	\$1,696.00	\$2,000.00
4.00.330	Town Wide Tag Sale Receipts	\$5,716.48	\$6,000.00
	Total Fundraising Receipts	\$17,272.66	\$17,000.00
4.00.210	Property Use Receipts	\$6,820.00	\$7,000.00
4.00.220	Trustees' A&M Contribution to GOF	\$26,000.00	\$26,000.00
4.00.230	Music Contribution to GOF	\$2,000.00	\$0.00
4.00.235	Parsonage Rental Contribution to GOF	\$6,900.00	\$6,600.00
4.00.237	Sprague Chapel 5% Contributon to GOF	\$838.00	\$960.00
4.00.238	Blomfield Estate Fund 14% Contributiion to GOF	\$2,345.00	\$2,688.00
4.00.240	AT&T Electricity Reimbursement	\$3,508.88	\$3,500.00
4.00.430	Contribution to GOF from Sale of One Green Street	\$40,000.00	\$40,000.00
	Total Building Receipts	\$88,411.88	\$86,748.00
4.00.400	PPP Grant	\$0.00	\$0.00
4.00.420	Other Contributions to General Operating Fund	\$0.00	\$0.00
Total General Operating Fund Receipts		\$201,718.81	\$210,377.00
<i>EXPENSES</i>			
5.00.120	Pulpit Substitutes	\$200.00	\$400.00
5.00.130	Evangelism & Worship Supplies	\$185.29	\$100.00
5.00.140	Delegates Expenses	\$0.00	\$0.00
5.00.160	Pastoral Search Expenses	\$0.00	\$1,000.00
	Total Pastoral (A) Expenses	\$385.29	\$1,500.00
5.00.010	Pastor's Base Salary	\$70,615.26	\$70,200.00
5.00.015	Pastor's Cell Phone		
5.00.020	Pastor's Annuity Contribution		
5.00.040	Pastor's Long Term Disability Insurance		
5.00.050	Pastor's Professional Expenses		
5.00.060	Pastor's Continuing Education		
5.00.090	Pastor's Travel and Transportation Expenses		
5.00.100	Pastor's Housing Allowance		
	Total Pastoral (P) Expenses	\$70,615.26	\$70,200.00

Operating Budget for 2024

Account #	Account Name	2023 Actual	2024 Proposed Budget
5.00.110	Administrative Assistant Salary	\$13,060.59	\$12,720.00
5.00.821	Office Expenses	\$3,467.37	\$2,000.00
5.00.822	Communications Expenses	\$888.51	\$700.00
5.00.824	Office Equipment/Network Maintenance	\$35.80	\$1,000.00
5.00.825	Telephone, Cable & Internet	\$2,744.04	\$2,400.00
5.00.827	Bank Fees	\$40.00	\$40.00
5.00.829	Employers FICA/Medicare Expense	\$8,720.24	\$9,000.00
5.00.831	Worker's Compensation Insurance	\$1,742.00	\$1,500.00
5.00.832	Payroll Clerk	\$690.00	\$1,200.00
5.00.833	Church Windows Online	\$0.00	\$1,200.00
5.00.834	Copier Lease	\$2,338.18	\$2,220.00
	Total Administrative Expenses	\$33,726.73	\$33,980.00
5.00.400	Superintendent Salary	\$8,352.07	\$8,025.00
5.00.440	Sunday School Curriculum	\$0.00	\$200.00
5.00.450	Sunday School Supplies	\$0.00	\$300.00
5.00.460	Adult Christian Education	\$0.00	\$0.00
	Total Christian Education Expenses	\$8,352.07	\$8,525.00
5.00.510	Southern New England Conference Dues	\$3,710.00	\$3,710.00
5.00.520	Outreach Sponsored Projects Donation	\$0.00	\$0.00
5.00.530	Hampden Association Dues	\$290.00	\$290.00
	Total Outreach Expenses	\$4,000.00	\$4,000.00
5.00.600	Stewardship Canvass	\$0.00	\$200.00
5.00.610	Stewardship Envelopes	\$0.00	\$0.00
	Total Stewardship Expenses	\$0.00	\$200.00
5.00.820	Church Council Expenses	\$150.00	\$250.00
	Total Church Council Expenses	\$150	\$250
5.00.826	Church Property Insurance	\$17,560.73	\$25,288.00
5.00.900	Custodian Salary	\$3,041.87	\$2,550.00
5.00.901	Church Heat & Gas	\$6,514.41	\$7,200.00
5.00.902	Church Electricity	\$14,883.57	\$4,000.00
5.00.903	Cell Tower Electricity	\$4,304.57	\$4,000.00
5.00.904	Church Water and Sewer	\$1,915.33	\$800.00
5.00.905	Church Building Maintenance	\$1,437.45	\$1,000.00
5.00.906	Church Yard & Gardens	\$6,936.97	\$8,500.00
5.00.907	Piano Maintenance (2023)	\$250.00	\$400.00
5.00.908	Church Alarm Maintenance & Monitoring	\$1,044.24	\$1,500.00
5.00.909	Church Refrigerator and Freezer Maintenance	\$0.00	\$200.00
5.00.912	Church Pest Control	\$2,377.50	\$1,705.00
5.00.913	Church Trash Pick-up	\$2,578.06	\$2,640.00
5.00.914	Custodial Services	\$0.00	\$1,650.00
	Total Church Building Expenses	\$62,844.70	\$61,433.00

Operating Budget for 2024

Account #	Account Name	2023 Actual	2024 Proposed Budget
5,00.840	Parsonage Property Insurance	\$3,596.76	\$5,179.00
5.00.850	Parsonage Heat (Oil & Pellets)	\$0.00	\$0.00
5.00.851	Parsonage Electricity	\$125.41	\$0.00
5.00.852	Parsonage Internet, TV & Telephone	\$0.00	\$0.00
5.00.854	Parsonage Building Maintenance	\$366.35	\$500.00
5.00.855	Parsonage Yard Maintenance	\$200.00	\$0.00
5.00.857	Parsonage Heating Plant Maintenance	\$31.34	\$150.00
5.00.860	Parsonage Pest Control	\$1,287.50	\$660.00
	Total Parsonage Building Expenses	\$5,607.36	\$6,489.00
5.00.800	Fundraising Expenses	\$897.90	\$900.00
	Total Fundraising Expenses	\$897.90	\$900.00
5.00.300	Music Director's Salary	\$18,990.29	\$20,000.00
5.00.310	Organ Substitutes	\$600.00	\$600.00
5.00.320	Music Supplies	\$489.00	\$300.00
	Organ Maintenance		\$2,000.00
	Total Music Committee Expenses	\$20,079.29	\$22,900.00
Total General Operating Fund Expenses		\$206,658.60	\$210,377.00
Excess (Shortfall)		(\$4,939.79)	Balanced Budget

Respectfully submitted,

Stewardship Committee

Linda Brown, Laurie Clarke, Carolyn Horacek

Treasurer

Suzanne Kelley

Approved by Church Council on January 14, 2024

The First Church of Monson UCC - Monson MA
Treasurer's Report for 01/01/2023 thru 12/31/2023 for General Operating Fund

January 5, 2024 Account #	Account Name	Annual Budget	November	December	YTD Actual
Income					
<i>Stewardship Receipts</i>					
4.00.000	Faith Commitments	\$80,596.00	\$6,098.00	\$7,067.00	\$81,877.48
4.00.010	Plate Offerings	\$7,000.00	\$306.00	\$1,122.00	\$6,876.00
4.00.015	Prior Year's Pledge Offerings	\$1,200.00	\$0.00	\$0.00	\$250.00
	Total Stewardship Receipts	\$88,796.00	\$6,404.00	\$8,189.00	\$89,003.48
<i>Investment Receipts</i>					
4.00.100	Investment Fund Receipts (5% Draw)	\$0.00	\$0.00	\$0.00	\$0.00
4.00.101	Investment Fund Receipts (Additional Amount)	\$0.00	\$0.00	\$0.00	\$40.79
4.00.102	2023 Repayment of 2020 Investment Loan (A&M)	\$4,200.00	\$0.00	\$0.00	\$4,200.00
4.00.110	Gifts and Trusts Receipts	\$3,000.00	\$688.00	\$38.00	\$2,790.00
	Total Investment Receipts	\$7,200.00	\$688.00	\$38.00	\$7,030.79
<i>Fundraising Receipts</i>					
4.00.300	Fundraising Receipts	\$8,000.00	\$420.00	\$817.00	\$9,860.18
4.00.320	Summerfest Receipts	\$2,000.00	\$0.00	\$0.00	\$1,696.00
4.00.330	Town Wide Tag Sale Receipts	\$5,000.00	\$0.00	\$0.00	\$5,716.48
	Total Fundraising Receipts	\$15,000.00	\$420.00	\$817.00	\$17,272.66
<i>Building Receipts</i>					
4.00.210	Property Use Receipts	\$4,200.00	\$350.00	\$950.00	\$6,820.00
4.00.220	Trustees' A&M Contribution to GOF	\$26,000.00	\$0.00	\$0.00	\$26,000.00
4.00.230	Music Contribution to GOF	\$2,000.00	\$0.00	\$0.00	\$2,000.00
4.00.235	Parsonage Rental Contribution to GOF	\$6,900.00	\$0.00	\$6,900.00	\$6,900.00
4.00.237	Sprague Chapel 5% Contribution to GOF	\$838.00	\$0.00	\$0.00	\$838.00
4.00.238	Blomfield Estate Fund 14% Contribution to GOF	\$2,345.00	\$0.00	\$0.00	\$2,345.00
4.00.240	AT&T Electricity Reimbursement	\$3,500.00	\$0.00	\$341.57	\$3,508.88
4.00.430	Contribution to GOF from Sale of One Green Street	\$40,000.00	\$0.00	\$0.00	\$40,000.00
	Total Building Receipts	\$85,783.00	\$350.00	\$8,191.57	\$88,411.88
	Total General Operating Fund Receipts	\$196,779.00	\$7,862.00	\$17,235.57	\$201,718.81

The First Church of Monson UCC - Monson MA
Treasurer's Report for 01/01/2023 thru 12/31/2023 for General Operating Fund

January 5, 2024	Account #	Account Name	Annual Budget	November	December	YTD Actual
Expenses						
Pastoral (P) Expenses						
5.00.010		Pastor's Base Salary	\$68,000.00	\$5,230.76	\$5,230.76	\$70,615.26
5.00.020		Pastor's Annuity Contribution	\$0.00	\$0.00	\$0.00	\$0.00
5.00.040		Pastor's Long Term Disability Insurance	\$0.00	\$0.00	\$0.00	\$0.00
5.00.050		Pastor's Professional Expenses	\$0.00	\$0.00	\$0.00	\$0.00
5.00.060		Pastor's Continuing Education	\$0.00	\$0.00	\$0.00	\$0.00
5.00.090		Pastor's Travel and Transportation Expenses	\$0.00	\$0.00	\$0.00	\$0.00
		Total Pastoral (P) Expenses	\$68,000.00	\$5,230.76	\$5,230.76	\$70,615.26
Pastoral (A) Expenses						
5.00.120		Pulpit Substitutes	\$0.00	\$0.00	\$0.00	\$200.00
5.00.130		Evangelism & Worship Supplies	\$0.00	\$0.00	\$76.16	\$185.29
5.00.140		Delegates Expenses	\$0.00	\$0.00	\$0.00	\$0.00
5.00.160		Pastoral Search Expenses	\$0.00	\$0.00	\$0.00	\$0.00
		Total Pastoral (A) Expenses	\$0.00	\$0.00	\$76.16	\$385.29
Church Administrative Expenses						
5.00.110		Administrative Assistant Salary	\$12,356.00	\$1,039.68	\$839.04	\$13,060.59
5.00.821		Office Expenses	\$2,000.00	\$331.41	\$349.51	\$3,467.37
5.00.822		Communication Expenses	\$500.00	\$0.00	\$0.00	\$888.51
5.00.823		Permits and Licenses	\$50.00	\$0.00	\$0.00	\$0.00
5.00.824		Office Equipment/Network Repair	\$0.00	\$35.80	\$0.00	\$35.80
5.00.825		Telephone, Cable & Internet	\$2,400.00	\$241.74	\$241.69	\$2,744.04
5.00.827		Bank Fees	\$50.00	\$0.00	\$0.00	\$40.00
5.00.829		Employers' FICA/Medicare Expense	\$8,725.00	\$646.62	\$655.37	\$8,720.24
5.00.831		Worker's Compensation Insurance	\$1,500.00	\$0.00	\$278.00	\$1,742.00
5.00.832		Payroll Clerk	\$650.00	\$0.00	\$0.00	\$690.00
5.00.834		Copier Lease	\$2,228.00	\$200.49	\$209.48	\$2,338.18
		Total Church Administrative Expenses	\$30,459.00	\$2,495.74	\$2,573.09	\$33,726.73
Christian Education Expenses						
5.00.400		Superintendent Salary	\$7,776.00	\$598.16	\$598.16	\$8,352.07
5.00.440		Sunday School Curriculum	\$0.00	\$0.00	\$0.00	\$0.00
5.00.450		Sunday School Supplies	\$0.00	\$0.00	\$0.00	\$0.00
5.00.470		Adult Education	\$0.00	\$0.00	\$0.00	\$0.00
		Total Christian Education Expenses	\$7,776.00	\$598.16	\$598.16	\$8,352.07
Outreach Expenses						
5.00.510		Southern New England Conference Dues	\$3,710.00	\$0.00	\$0.00	\$3,710.00
5.00.520		Outreach Sponsored Projects	\$0.00	\$0.00	\$0.00	\$0.00
5.00.530		Hampden Association Dues	\$290.00	\$0.00	\$0.00	\$290.00

The First Church of Monson UCC - Monson MA
Treasurer's Report for 01/01/2023 thru 12/31/2023 for General Operating Fund

January 5, 2024 Account #	Account Name	Annual Budget	November	December	YTD Actual
	Total Outreach Expenses	\$4,000.00	\$0.00	\$0.00	\$4,000.00
	Total Stewardship Expenses				
	Total Church Council Expenses	\$300.00	\$0.00	\$0.00	\$150.00
	Total Church Building Expenses	\$67,115.00	\$1,856.57	\$2,059.22	\$62,844.70
	Total Fundraising Expenses	\$500.00	\$13.20	\$8.85	\$897.90
	Total	\$4,805.00	\$1,869.77	\$2,068.07	\$4,874.77
Stewardship Expenses					
5.00.600	Stewardship Canvass	\$200.00	\$0.00	\$0.00	\$0.00
5.00.610	Stewardship Envelopes	\$50.00	\$0.00	\$0.00	\$0.00
	Total Stewardship Expenses	\$250.00	\$0.00	\$0.00	\$0.00
Church Council Expenses					
5.00.820	Church Council Expenses	\$300.00	\$0.00	\$0.00	\$150.00
	Total Church Council Expenses	\$300.00	\$0.00	\$0.00	\$150.00
Church Building Expenses					
5.00.826	Church Property Insurance	\$25,415.00	\$0.00	\$0.00	\$17,560.73
5.00.900	Custodian Salary	\$2,500.00	\$237.76	\$103.03	\$3,041.87
5.00.901	Church Heat & Gas	\$7,200.00	\$0.00	\$1,556.99	\$6,514.41
5.00.902	Church Electricity	\$9,350.00	\$240.70	\$214.77	\$14,883.57
5.00.903	Cell Tower Electricity	\$3,550.00	\$89.03	\$79.43	\$4,304.57
5.00.904	Church Water and Sewer	\$800.00	\$0.00	\$0.00	\$1,915.33
5.00.905	Church Building Maintenance	\$2,000.00	\$527.00	\$0.00	\$1,437.45
5.00.906	Church Yard & Gardens	\$8,500.00	\$375.00	\$105.00	\$6,936.97
5.00.907	Piano Maintenance	\$350.00	\$0.00	\$0.00	\$250.00
5.00.908	Church Alarm Maintenance & Monitoring	\$1,500.00	\$0.00	\$0.00	\$1,044.24
5.00.909	Church Refrigerator and Freezer Maintenance	\$200.00	\$0.00	\$0.00	\$0.00
5.00.913	Church Pest Control	\$2,790.00	\$165.00	\$0.00	\$2,377.50
5.00.914	Church Trash Pickup	\$2,760.00	\$222.08	\$0.00	\$2,578.06
	Total Church Building Expenses	\$67,115.00	\$1,856.57	\$2,059.22	\$62,844.70
Parsonage Building Expenses					
5.00.840	Parsonage Property Insurance	\$2,795.00	\$0.00	\$0.00	\$3,596.76
5.00.850	Parsonage Heat (Oil & Pellets)	\$0.00	\$0.00	\$0.00	\$0.00
5.00.851	Parsonage Electricity	\$0.00	\$125.41	\$0.00	\$125.41
5.00.852	Parsonage Internet, TV & Telephone	\$0.00	\$0.00	\$0.00	\$0.00
5.00.854	Parsonage Building Maintenance	\$500.00	\$175.97	\$0.00	\$366.35
5.00.855	Parsonage Yard Maintenance	\$0.00	\$0.00	\$0.00	\$200.00
5.00.857	Parsonage Heating Plant Maintenance	\$150.00	\$0.00	\$0.00	\$31.34
5.00.860	Parsonage Pest Control	\$600.00	\$0.00	\$165.00	\$1,287.50
	Total Parsonage Building Expenses	\$4,045.00	\$301.38	\$165.00	\$5,607.36
Fundraising Expenses					
5.00.800	Fundraising Expenses	\$500.00	\$13.20	\$8.85	\$897.90
	Total Fundraising Expenses	\$500.00	\$13.20	\$8.85	\$897.90

The First Church of Monson UCC - Monson MA
 Treasurer's Report for 01/01/2023 thru 12/31/2023 for General Operating Fund

January 5, 2024	Account #	Account Name	Annual Budget	November	December	YTD Actual
		<i>Music Committee Expenses</i>				
	5.00.300	Music Director's Salary	\$17,500.00	\$1,346.16	\$2,246.16	\$18,990.29
	5.00.310	Organ Substitutes	\$600.00	\$0.00	\$250.00	\$600.00
	5.00.320	Music Supplies and Sheet Music	\$300.00	\$0.00	\$0.00	\$489.00
		Total Music Committee Expenses	\$18,400.00	\$1,346.16	\$2,496.16	\$20,079.29
		Total General Operating Fund Expenses	\$200,845.00	\$11,841.97	\$13,207.40	\$206,658.60
		Shortfall	-\$4,066.00			-\$4,939.79

The First Church of Monson UCC - Monson MA
Consolidated Fund Activity Report as of 11/30/2023

Prepared: January 5, 2024

Account #	Account Name	Beg Balance	Receipts	Disbursements	Transfers/Jes	End Balance
3.01.000	Outreach Total Funds					
3.01.050	Outreach General Fund	\$3,839.65	\$2,626.03	\$4,016.17	\$0.00	\$2,449.51
3.01.055	Outreach Garden of Gratitude	\$930.97	\$0.00	\$94.20	\$0.00	\$836.77
3.01.056	Outreach Carol Darnley Estate Fund	\$0.00	\$10,405.33	\$248.11	\$0.00	\$10,157.22
3.01.030	Music General Fund	\$2,946.94	\$2,870.00	\$1,419.66	-\$2,000.00	\$2,397.28
3.01.040	Christian Education General Fund	\$2,316.74	\$320.00	\$997.53	\$0.00	\$1,639.21
3.10.041	Christian Education Carol Darnley Estate Fund	\$0.00	\$10,405.32	\$320.00	\$0.00	\$10,085.32
3.01.060	Stewardship General Fund	\$44.25	\$0.00	\$0.00	\$0.00	\$44.25
3.01.100	Deacons' Total Funds					
3.01.010	Deacons' General Fund	\$2,500.54	\$789.79	\$350.72	\$0.00	\$2,939.61
3.01.020	Pastor's Discretionary Fund	\$2,092.71	\$2,005.00	\$1,925.00	\$0.00	\$2,172.71
3.10.540	Dorcas Flower Fund	\$2,100.00	\$0.00	\$0.00	\$0.00	\$2,100.00
3.10.550	Dorcas Flower Interest Fund	\$2,010.59	\$0.00	\$120.00	\$0.00	\$1,890.59
3.02.000	Trustees' Total Funds					
3.02.100	Trustees' General Fund	\$4,140.53	\$3,051.18	\$2,765.36	\$795.56	\$5,221.91
3.02.300	Acquisition & Maintenance Fund	\$62,184.15	\$33,455.35	\$64,405.78	-\$21,748.97	\$9,484.75
3.02.305	Parsonage A&M Fund	-\$15,076.03	\$20,275.35	\$1,251.65	-\$6,900.00	-\$2,952.33
3.05.210	Cyrus W. Holmes Trust Fund	\$8,451.03	\$0.00	\$0.00	-\$8,451.03	\$0.00
3.05.301	Sprague Chapel Fund	\$8,254.93	\$0.00	\$0.00	-\$838.00	\$7,416.93
3.05.350	Eva Farr Organ Fund	\$12,910.38	\$300.00	\$670.00	\$0.00	\$12,540.38
3.05.400	Memorial Gifts Fund	\$6,516.93	\$975.00	\$0.00	\$0.00	\$7,491.93
3.05.480	H.C. Sanderson Family Scholarship Fund	\$5,233.25	\$0.00	\$3,500.00	\$0.00	\$1,733.25
3.05.500	#1 Green Street Proceeds Fund	\$0.00	\$292,337.99	\$245,467.42	-\$40,000.00	\$6,870.57
3.05.000	Funds at D.J. St. Germain under Trustees' Management					
3.05.152	Blomfield Estate Fund	\$51,927.00	\$0.00	\$2,345.00	\$7,696.00	\$57,278.00
3.05.481	H.C. Sanderson Family Scholarship Fund	\$53,648.00	\$0.00	\$0.00	\$8,187.00	\$61,835.00
3.05.600	#1 Green Street Treasury Bonds	\$0.00	\$230,000.00	\$0.00	\$7,009.42	\$237,009.42
3.07.000	Additional Funds under First Church Management					
3.07.100	Farmers' Market Fund	\$1,194.36	\$0.00	\$0.00	\$0.00	\$1,194.36
3.07.200	Silver Street Chapel Fund	\$12,422.00	\$0.00	\$0.00	\$0.00	\$12,957.00