

Name of Church
Houghs Neck Congregational

Address
310 Manet Ave
Quincy, MA 02169

Conference:
Southern New England

Association:
Pilgrim

Title
Houghs Neck Pastor Search

Start Date
n/a

Description
Houghs Neck Pastor Search

Church Contact Information

No contact information has been added to this profile.

Listing Information

Web Presences

<https://www.hncong.org>

Type: Other

Additional Formal Ecumenical Affiliations

No response

UCC Conference or Association Staff Contact Person

Name:

Rev. Patty Kogut

Title:

Area Conference Minister, Southeast Region

Phone:

508-244-4416

Email:

kogutp@sneucc.org

Summary Ministry Description

Nestled on a seaside peninsula, The Houghs Neck Congregational Church has been serving the community since 1894. Although not old by New England standards, we are proud of our history and connection to this beautiful place. Although small, the congregation is active and engages in activities sponsored by the church and those by local community groups. We seek a half-time settled Pastor who will provide spiritual inspiration, education and guidance through the weekly preparation and delivery of the Sunday service. While many congregations are moving to half time positions, ours has been part-time for decades so we know how to make it work. We are a partnership and work collaboratively with our Pastor to meet the needs of the congregation and community. The church offers hybrid services with ZOOM access available for the Sunday service and many other meetings and events. We have been engaging in Listening to God with a series of activities over the past year and hope that work can continue to focus our energies toward our best purpose. The Pastor serves as Moderator of our monthly Church Council meeting and attends the monthly Diaconate meeting. The Pastor is free to attend other meetings of boards and committees but is not obligated to do so. As time permits, with the assistance of the Diaconate and church members, we would want the Pastor to reach out to our shut-ins and participate in activities and fund-raisers. We welcome all to our church and many members came to us from other faiths. We are unique, interesting and engaged. Come learn for yourself.

Church pictures



What we value about living in our area.

There are many values to living in this community especially our seaside location and proximity to Boston. This peninsula is very community-oriented with a number of family activities coordinated by our local Community Council. It is not unusual to see neighbors helping neighbors. The population is a mix of multigenerational families, retirees and young professionals. Public transportation is locally available, and we are just three miles from Quincy Center.

Current size of membership

64

Average in person attendance

23

Does your church hold virtual worship services?

Yes

Choose platform type(s) and number for virtual worship.

Video Conferencing

On average, how many devices are logged in per service?

16

Languages used in ministry

English

Position Title

Houghs Neck Pastor Search

Position Duration

Settled

Compensation Level

1/2 Time (approximately 20-22 hours/week)

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines

No response

Scope of Work

Some fields reference [The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ](#).

The United Church of Christ recognizes *The Marks of Faithful and Effective Authorized Ministers* in the formation of ministers, in the practice of active ministry, and throughout life. For the purposes of completing a denominational Profile, ministers are asked to spend some time with the *Marks*.

The Scope of Work developed by our church using the [Call Agreement Workbook](#).

[Download scope of Work](#)

3 core competencies that we imagine could be foundational in our next minister's relationship with the church.

First:

Sociable and relatable - It is important for the pastor to be comfortable with and relate to individuals effectively across generations.

Second:

Creative leader - The pastor should think of some creative and new ideas for worship and present scripture in a creative and interesting way.

Third:

Team player (they don't have to do it all) - Sometimes the pastor will lead our team and other times, will provide support for the team.

Compensation and Support

The salary basis comes from the [Call Agreement Workbook](#), equal to Cash Salary plus Value of Parsonage/ Housing Allowance. The Conference can assist in determining these amounts or provide a worksheet to be used to calculate these values.

SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED	AMOUNT OR PERCENTAGE(If DETERMINED)	IS THIS NEGOTIABLE	PASTORAL CANDIDATE DETERMINES
Salary (Cash basis determined from Conference/ Association Guidelines)	27500	<input type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	17000	<input type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 44500			
Pension/Annuity	0	<input type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	5000	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Life Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	0	<input type="checkbox"/>	<input type="checkbox"/>

If needed, please comment further on your church's salary and benefits for the minister.

The Pastor will have their choice of either living in the parsonage, (which includes utilities) or receiving the housing allowance. The parsonage has three bedrooms, two baths, office, kitchen, dining area and large living room. There is also a basement suitable for storage.

The expected living situation for our next minister.

We expect our next pastor to live in our parsonage or within an easily commutable distance.

If a parsonage is provided, will the church offer a home equity allowance to the pastor? (The recommended guidelines for a home equity allowance is equal to 1.5% of the average home value in the community; this is considered taxable to the minister. The Housing Equity Offset should not be calculated into the Salary Basis upon which other Benefits are determined. Churches should consult a tax advisor prior to establishing any account for an equity allowance to ensure compliance with IRS rules on nonqualified deferred compensation plans.)

No

No response

How our church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment.

Aside from Sunday service and two monthly evening meetings, the pastor is free to set their own schedule. If our pastor is bi-vocational, public transportation is available at the corner of the street. We would hope that the Pastor's schedule is flexible enough to conduct funeral services if necessary.

Additional reimbursements the next Pastor can expect to receive as part of their employment:

Conference and/or Association meeting registrations

Peer and professional supports available for ministers in our association/conferences.

If the pastor lives in the parsonage, utilities are included as is basic cable and internet service.

Who Is God Calling to Minister with Us?

The ministry goals we envision our next minister collaborating with the congregation to achieve.

Our Listening to God process has been impactful and we would love to continue that process to help us determine who our church should be as we move forward. Outreach and stewardship, of course, always remain important goals as time permits.

How our vision of the minister we are now seeking will assist the congregation in making an impact beyond its walls.

On this peninsula, it is important for the pastor to be engaged in the community and community events to make people aware of the church. This engagement can take many forms: walking about the neighborhood and greeting folks along the way; interacting with folks in the school yard across the street, attending the Community Council events such as the Chowdafest, tree lighting or Good Neighbor banquet, etc.

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 required. Beyond that, we do not have any specific language or cultural requirements. However, we are excited when a minister shares their culture or the cultures of others with us.

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

- Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship.
- Bringing life to sacred stories and tradition in worship, proclamation, and witness.
- Provide hope and healing to a hurting world.
- Understanding community context and navigating change with a community.

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 God is calling us to become as a congregation.

We have been working on this question for the past year through our Listening to God process and are listening for and are open to all options. We are an integral part of the Houghs Neck Community which has an active Community Council. We are an open community of faith serving the people of Houghs Neck, Quincy and surrounding communities. We seek to create a space for all believers who know their spiritual pilgrimage is one among many as well as those who are not as certain of their beliefs or their path. We seek to honor each person's walk with God and see others who seek the loving presence of God.

How God is calling us to reach out to address the emerging challenges and opportunities of our community and congregation.

We are surely not alone in finding that post COVID we are still struggling to get some folks to return to worship. During this same period we had a reduction in the youth who were involved in the church. By engaging with the community, we hope to reach those who are not currently worshipping. Our Listening to God process included interviews with community leaders to determine their needs and we have a workshop coming up next month to discuss our findings. Our presence is exhibited not only in the events we host, but by opening our doors to the community. Our church hall is used by the Community Council when a large meeting space is needed, the elementary school (across the street) for teacher luncheons and an annual Polar Express event, by Scouting America Troop 6 (one of the oldest in the country) and two girl scout troops, weekly yoga, and we have a church garden whose produce is donated to the pantry at Interfaith Social Services.

Congregation Reflections

We would describe our congregation's life of faith as...

Because we worship a life-giving God who desires the flourishing of all lives, loving one another as neighbors is central to our identity. Love grows and thrives when we listen deeply to one another's stories. When we listen heart to heart, we are also listening to God's heart. Thinking of our Church as a body: "If one member suffers, all suffer together with it" (Corinthians 12:26), We honor one another as neighbors when we are open to listening deeply to one another.

Strengths or positive qualities of our congregation.

Actively engaged
Open-minded
Loving
Supportive and generous
Compassionate
Small but mighty

A growing edge for our congregation and what we plan to strengthen as a congregation

A recently growing edge for our congregation has been how we have been listening to God over the past year. We are looking for how the spirit will help us move toward a better understanding of our community needs. We used to measure our success by how many children attended services or our Sunday School Program, fully believing that children are the future of the church, however things have changed in our world and currently many young families have different goals. What we have noticed through our conversations within our community and membership is that there are a lot of commonalities regarding our fears, what keeps us up at night, our hopes and dreams as well as our dreams and aspirations. The number of folks attending Bible Study has grown and we realize that this is a great place to share hopes and fears, obtain support and encouragement and to feel the holy spirit come into the room to let us know we are not alone. It is becoming clearer that this is a growing need in our community; to feel like you belong and are supported.

What worship is like when our congregation gathers.

Worship is Christ centered and generally lectionary based but could be based on a need at the moment (loss or tragedy, stewardship, etc.). Services are currently traditional, although the congregation is adaptable to varying styles and have enjoyed services which brought in various cultures and customs. We hear that we pray differently than most congregations as we share prayers aloud. We celebrate birthdays each week.

Baptism is typically of infants, although occasionally an entire family or older children are baptized. The baptism always stresses that the entire congregation is there to be supportive and nurturing.

Good preaching should engage both the heart and the mind. The message should bring the scripture into the present. Personal examples, stories and anecdotes help the congregation to retain the message. Instead of fire and brimstone, we respond more to messages of comfort, encouragement, and aspiration. We love a good storyteller and it is okay to have a good laugh in church.

Prayers include the global community. We lift up those affected by disasters or tragedies and more frequently than we would want, collect special offerings to go to the UCC's disaster relief fund.

The educational program/faith formation vision of our church.

We do not currently have many youth attending the church services, nor any Sunday School. We do have a few youth who are members of the junior diaconate who assist with the services periodically. Adult bible study sessions are offered and are available also through ZOOM for those who cannot attend in person.

How our congregation is organized for ministry and mission.

Many decisions spring from the church council which meets monthly. This body includes the heads of all boards and committees plus two at-large members. Communication to the congregation is done through our newsletter or during church announcements on Sunday. The boards and committees are elected, (typically for three year terms), and some boards are selected by the Council annually. Important messages are also sent out via e-mail when needed.

When it comes to decision-making, 3 hours are spent in meetings per month.**Is the pastor expected to attend all church meetings?**

No

In times when action had to be taken quickly, for example when a crisis or disaster occurred. These were the key leaders in taking this action and this was accomplished by...

Depending on the type of crisis, the minister or the head of the Diaconate would respond if it involved a person. If the crisis was related to the building and grounds, the Trustees would respond.

A copy of an organization structure, by laws and/or annual report to further explain the patterns of the church's activity and governance

[BY-LAWS FINAL 30APR22.pdf](#)

[HNCC Annual Report 2023-2024.pdf](#)

11-Year Report

Download a copy of the 11-Year Report developed with the help of our conference staff and UCC Data Hub.

[Download 11-Year Report](#)

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	64
NUMBER OF ACTIVE NON-MEMBERS:	15
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	79

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	56%
LESS THAN 10, MORE THAN 5 YEARS:	27%
LESS THAN 5 YEARS:	17%

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	0
12-17	3
18-24	9
25-34	1
35-44	5
45-54	12
55-64	13
65-74	12
75+	24

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	2%
HOUSEHOLDS WITH MINORS:	19%
SINGLE ADULTS AGE 35-65:	17%
JOINT HOUSEHOLDS WITH NO MINORS:	40%
SINGLE ADULTS OVER 65:	22%

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	39%
COLLEGE:	39%
GRADUATE SCHOOL:	14%
SPECIALTY TRAINING:	8%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	42%
ADULTS WHO ARE RETIRED:	49%
ADULTS WHO ARE NOT FULLY EMPLOYED:	9%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

Our current working members are in numerous fields including medical, administrative, trades, engineering, law and information technology/software development.

The mix of ethnic heritages in our congregation, and the overall racial make-up.

Our congregation is predominantly Caucasian as is our community. We have two members of Hispanic ethnicity and five members who are Asian.

What diversity means in our context?

Our congregation comes from diverse backgrounds but is not racially diverse. Many of our congregation were formerly Catholics and a few from other protestant denominations. Although originally a church of blue collar workers, we now have many more members who are or were in white collar professions, particularly in technology and software related fields.

Has our congregation recently had a conversation about welcoming diversity, or do we plan to hold one on the near future

No

Participation and Staffing

Participation and Planning of Gatherings

No Response

Worship Times

No Response

Additional comments:

No response

List of all members or regular participants in our congregation who are ordained or commissioned ministers, or who hold Lay Ministerial Standing. Additionally the names of Members in Discernment in our congregation.

No Response

Previous pastors or retired ministers who currently hold membership in the church and their role(s) in the life of the congregation:

Although we do not have any former pastors who attend or hold membership in our church, we have maintained social relationships with some and include them in invitations to special events such as our 130th anniversary last summer.

List of all current staff:

No Response

Reflection: What this information reflect about our congregation's overall ministry:

We learned through our Listening to God work that there were many commonalities at play. Many members of the congregation and the community had concerns about the state of the world for the next generation. People expressed that they don't have enough time and are feeling overwhelmed. Many are aging or have health concerns as well as concerns about the future of our Church. We also noted that HNCC nurtures connections, maintains relationships across generations, supports respectful conversations, encourages prayer with purpose and joy.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	83100
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	5500
Fundraising Events	15000
Rentals of Church Building	500
Rentals of Church Parsonage	30800
Total	134900

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

155620

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.

[Download church budget](#)

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

29

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)

Strengthen the Church
Christmas Fund

In what way is OCWM (Basic Support) gathered?

The OCWM or proportional giving is a budgeted line item. Each year we revisit the amount with the goal to increase our contribution. Just a note that we also donated to the UCC's disaster relief twice in the past year. In November 2023 we donated \$813 for the Maui Wildfire Relief and in November 2024, \$1420 for Hurricane Relief. These gifts were collected through special offerings. We just launched a new campaign to raise funds for the California wildfires tragedy which will also be sent to the UCC's disaster relief fund.

If calculated as a percentage of operating budget, this is the percentage?

No response

Total amount of loan debt:

No response

Reason for debt:

No response

Are capital and other payments current?

Yes

Capital Campaigns

Description of any building programs projected or underway.

Repointing of the west facade and associated work will take place this year. A grant application has been submitted to the City of Quincy's Community Preservation Committee and a capital campaign will be launched for remainder of costs. A picture of the west facade is included.

Pictures



Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
2018	Save the Belfry	15000	21286	work completed
0		0	0	

Description of any capital campaigns underway or anticipated:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
2025	Repointing of West Facade	144000	0	anticipated
0		0	0	

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

2018- this work was also funded by a \$30,000 grant from the city.

2025 - a grant proposal has been submitted to the city for \$100,000 toward the funding for this project. Once we receive the grant, a capital campaign will be launched for the remainder of the funds needed.

Does your church have an endowment?

Yes

What is the market value of the assets?

329185

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

Funds are drawn as needed.

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

we have not drawn on the endowment in several years.

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

The last time we drew from the endowment, we received a gift from the dissolution of the Highland Church. Those funds were used for capital improvements including but not limited to the perimeter drainage system, new roof, new heating system in the church and parsonage.

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

Based on the budget, our endowments could sustain us for 4-5 years.

Please comment on the above calculations or estimates:

No response

Other Assets

The only assets are the church and parsonage and the land associated with those structures.

Reserves (savings):

No response

Investments (other than endowment):

No response

Does the church have a parsonage?

Yes

Fair market rental value of the parsonage:

2800

How is the parsonage used?

Currently rented

Street

300 Manet Ave

City

Quincy

State

MA

Zip

2169

Finished square footage:

2650

Number of Bedrooms:

3

Number of Bathrooms:

2

Assessed real estate value:

743000

Available for minister residence?

Yes

Expected minister residence?

No

Condition of structure, systems and appliances

Several areas of the parsonage have been updated in recent years.

Entity in the church responsible for review and needed repairs

Trustees

Parsonage pictures



Description of all buildings owned by the church:

The church owns the parsonage and church buildings. The parsonage was built in the 1920's and the church building in the 1930's. The church is granite block construction in a mission style. The sanctuary level includes side rooms - one used for choir (and the accessible bathroom) and the other for coffee hour and meetings and includes a small kitchenette. The lower level includes two restrooms, a large kitchen and large hall with two side wings which can be open or partitioned off from the main hall. There is also a stage and several storage areas.

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

none

Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance
Accessible parking spaces
Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps)
Access to worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aids
Wheelchair access in bathrooms
Handrails on all stairs
Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)

Curb cuts

Which spaces are accessible to wheelchairs:

The church is accessible via a plaza level with the entrance. There is a non-ADA compliant ramp from the entry to the sanctuary. There is a handicap accessible toilet room off the sanctuary. An elevator is available from the sanctuary to the church hall on the lower level. There is an ADA compliant ramp to access the conference room adjacent to the parsonage. Since the services are available on Zoom, we have a large monitor used to follow the worship with any responsive readings, hymns or other portions of the service needed by the congregation projected on the monitor.

Policies regarding financial practices of the church:

Financial secretary records and deposits all funds (offering, donations, fundraising, etc.) and reports to the treasurer. In addition, the financial secretary acknowledges all gifts by thank you note. Treasurer authorizes payments of bills and tracks our income and expenses. The Finance Committee drafts the annual budget with the input from the treasurer and the proposed budget is presented to the membership and approved by their vote annually. The financial secretary and treasurer report to the church council monthly. The church council votes on expenditures which are not budgeted items.

Reflection: After reviewing the church's finances and assets described above, what this information reflects about our congregation's mission and ministry:

The church handles finances responsibly and all financial transactions are clearly articulated monthly to the church council. Although our budget approved each year includes a negative bottom line, we have been able to cover those deficits in each of the past several years without needing to use endowment funds. Our local community was quite generous with our Belfry project campaign several years ago, and we anticipate their support this year when we launch the capital campaign for the work on the west facade.

Historical Information

Significant happenings in the history of our church that have shaped the identity of our congregation.

Although it may seem strange to some, the COVID pandemic was significant in the life of our church. With the technical expertise and flexibility of our minister and organist and a savvy member of the congregation, we moved to Zoom services fairly quickly. See more detail in next question. This has been the most significant event in the past ten years.

In the summer of 2024, we celebrated the 130th anniversary of the formation of this congregation. We are so proud of our history and love to share the story of how we began under an elm tree in 1894.

The third most significant happening has been the arrival of our Designated Term Pastor in July of 2023. A recently retired Lutheran Pastor, she brought new energy to our church and has led us through the Listening to God process to determine who God wants us to be as a church in this community. This has definitely been an enlightening, encouraging and meaningful process.

A specific change our church has managed in the recent past.

The implementation of Zoom services brought many positive changes to our church. Not only did this allow us to continue worshipping together, but had the advantage of giving access to our shut-ins, friends and family who no longer live in the area. The choir was able to record individual voices which were joined together so beautiful anthems could remain part of the service. They also led the hymns this way. Once we resumed in-person worship, we continued the Zoom process and have a consistent group of congregants who join us each week using that platform. Sometimes our Zoomers even serve as liturgists. It allows us to be interactive!

Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement....". These are our congregation's values and practices when it comes to conflict.

Although we have known conflict in the past, we do not currently have any conflict.

The most recent major conflict through which our church has navigated.

No response

Ministerial History:

No response

What our church has learned about itself and its relationship with people who provided ministerial leadership.

We are open to and adaptable to change. Each Pastor has brought something new to the church. One is not necessarily better or worse than the ones before but they each have had their own unique gifts.

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

No

Has your church been involved in a Situational Support Consultation?

Yes

Has a past pastor been the subject of a Fitness Review while at your church?

No

Has a previous minister been a contributor to conflict following their tenure as pastor?

No

Community Vision

How the relationships and activities of our congregation extend outward in service and advocacy.

Our doors are open to other community groups who use our facilities as needed. The Community Council may use our hall when a larger venue is needed. The elementary school uses the hall for their annual teacher luncheon and Polar Express event. The church hosts Scouting Troop 6 and Pack 6, plus two girl scout troops, and a senior yoga class. The local garden club has used our hall on occasion. In addition, our church hosts a bake sale at the Community Council's Chowdapest each year with the proceeds going to the McKinney-Vento Homeless Assistance Program in the Quincy Public Schools. The church also hosts a reception following the Christmas Tree lighting in the community. Several events are planned each year which are open to the community such as Breakfast with Santa, Lobster/Fish Dinner and Church Fair.

Our congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ.

Our church supports disaster relief efforts such as the Maui wildfires, Florida Hurricanes and California wildfires. We also support the 5 special offerings of the UCC when materials are sent to us. Most recently this included The Christmas Fund and Strengthen the Church.

How our church engages with the community organizing movements in our community.

This was answered in the first question under Community Vision.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations, through [Just World Covenants](#) or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.

None.

What the above statement(s) mean(s) to our community. How our congregation plans to work toward the above statements of witness in the future.

We would be open to working with our pastor on any of these areas as time permits.

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

Our peninsula held an ecumenical Thanksgiving services for many years which was organized by our pastor. This included three Catholic churches, one Nazarene church, and our church. This ended when interest waned several years ago.

The mayor held a men's prayer breakfast for many years (ended with COVID), and our church served on the organizing committee and participated each year.

We support the work of the Interfaith Social Services. They operate a food pantry and thrift shop and offer counseling services. In addition to our annual pledge to ISS, we participate in their Easter basket program, Halloween costume drive, adopt a child at Christmas, and their annual Stop the Stigma Walk to raise funds for mental health awareness. In addition, some members contribute to their food pantry and thrift shop. All the produce from our church garden is donated to their pantry.

How our mission statement compares to the actual time spent engaging in different activities.

Mission Statement: The mission of the Houghs Neck Congregational Church is to be an open and welcoming community of faith that proclaims and embodies the love of God in Jesus Christ. It seeks to be a spiritual home that provides Christian teachings, nurture, and growth through spirit-filled worship, joyful music, freedom of thought and ideas, and opportunities for fellowship. We are committed to the Christian upbringing of our children and youth through their participation in the life of the church, Sunday School, family worship and community involvement. Together we strive to serve our church family, our community and the world through ministries of service, outreach, care and compassion.

The scope of work assigned to our pastor(s). How their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time.

Since our position is half time, we expect our pastor's participation in community and wider church events to occur only as time permits.

The ARDA or MissionInsite Reflection

ARDA/MI File

[Download ARDA/MI File](#)

From looking at our congregation's The ARDA or MissionInsite report, these trends and opportunities are what stood out to us.

The ARDA report was confusing since some data includes the county, not just the area selected. Buddhism is the fastest growing religious group which is not surprising for our city with the large percentage of Asian population. However, that population is generally located in other areas of the city and not in our community. The top five growing religious groups do not include UCC churches in this area, as a matter of fact, one of the Congregational churches recently closed. We are finding a trend with empty nesters finding our church correlates to the growth in this population on the ARDA.

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

The demographic data categories on the ARDA and that of our church do not match but we can extrapolate some findings. The majority of people in both groups are in owner-occupied, single family homes valued at over \$400,000 and have been in those homes for greater than a year. Our employment status is slightly lower as we have a larger population of retirees. Our demographic is slightly older and more educated than the demographic on the ARDA. Our race and ethnicity is similar to our neighborhood but does not match the demographic of the larger area represented on the ARDA.

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

More empty-nesters are moving to the neighborhood and include our newest members. Through our Listening to God process, we have realized that rather than obsess about our lack of youth, we need to focus on this new population and meet their needs.

What we hear when we talk to community leaders and ask them what our church is known for.

Our community leaders find us open, welcoming and engaged. They are pleased that we offer many events open to the community. They were happy to have us engage in conversations with them and show interest beyond our doors. Our Community Liaison has commented that our Listening to God process is one which should be repeated with other groups so people feel heard.

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

Many of our newest members were introduced to the church during social situations with members who talked about our church. They were happy to hear about a church in the community that people were involved in and enjoyed being part of our faith community. They immediately felt welcomed. People feel that our unique way of praying openly makes everyone's joys and concerns matter.

References



■ Damion Outar

Contacted:6 days ago

Primary Email Address: doutar@quincyma.gov

Reference Response

No response



■ David DiBona

Contacted:5 days ago

Primary Email Address: dave@firstclassplumbingheating.com

Reference Response

No response



■ Brian Laroche

Contacted:4 days ago

Primary Email Address: blaroche@comcast.net

Reference Response

No response

Closing Prayer

Most gracious and loving God, it was your intention to establish our church for your glory 130 years ago. You brought your servants together to worship you in spirit and in truth. You established a community of believers that have sought to do your will serving others and sharing the love of Christ. Lord, you know you have amazing plans

for us going forward. We are thankful for those God loving pastors who led us over the years. We pray that you bring us a pastor who will shepherd us in a loving, compassionate and powerful manner, being guided by the Holy Spirit.

Amen

Statement of Consent

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

For example, church council or consistory, transition team, etc.

The profile was created by the Search Committee. However, the committee sought input from the treasurer, church council, diaconate and trustees. In addition, many of our responses were based on our conversations and interviews within the congregation and our local community.

2. Additional comments for interpreting the profile:

The 11 year report data stops in 2018 (according to the Search/call support liaison) so should not be used as a current snapshot of our church.