

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

United Congregational Church
in Milton Ma
Associate Pastor

Southern New England Conference
Metropolitan Boston Association

Validated May 14, 2025

LOCAL CHURCH PROFILE CONTENTS

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*“God is able to provide you with every blessing, so that
having all sufficiency in all things at all times,
you may abound in every good work.”*

(2 Corinthians 9:8)

1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: United Congregational Church in Milton

Street address: 495 Canton Ave. Milton Ma 02186

Supplemental web links: FccMilton.org (soon to be www.uccmilton.org)

Facebook: United Congregational Church Milton, UCC@fccmiltonma

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

Conference: Southern New England Conference

Association: Metropolitan Boston

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

Rev. Katie Omberg

Area Conference Minister

Northeast Region (Metropolitan Boston and Northeast Associations)

OmbergK@sneucc.org, 508-244-4769

Summary Ministry Description:

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

United Congregational Church in Milton's mission is to be an open Christian community for all to belong, grow, and engage the world in acts of service and justice. We are a new church birthed through the consolidation of the former First Congregational Church and East Congregational Church both in Milton with the hope that we can be "better

together.” As we are seeing significant growth in our worship attendance and membership, and one of our current co-pastors is retiring soon, we believe our next step is to further develop collaborative partnerships in the wider community to help us do more to engage the world around us. To do this work, we are actively seeking collaborative partnerships, imagining how we might re-purpose our Adams Street campus (the former East Congregational Church) to serve a variety of missional purposes, and to equip our members and active participants to find meaningful ways of serving and advocating for justice both through the church and in other areas of their lives.

Photographs:

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





What we value about living in our area

We live in a diverse community that is frequently listed as among the best places to live in New England. Our school system is excellent and features specific tracks in French Immersion and Scientific Inquiry. We are close to the city of Boston. Because of the lack of businesses, Milton relies upon neighboring cities and towns for shopping, restaurants, and entertainment. We are blessed with the Blue Hills reservation that offers hundreds of hiking trails, a freshwater beach, and a ski area.

Current size of membership: 209

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

Position Title: Associate 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

1b. SCOPE OF WORK

In calling an associate pastor, a church agrees to work in covenantal partnership with the pastor to live into who God is calling us to be now and into the future. We trust our associate pastor to lead us, along with our support, in the following areas:

Position Summary:

The Associate Pastor will work collaboratively with the Senior Pastor, church staff, and laity to fulfill the mission and vision of the church by nurturing spiritual growth, fostering meaningful relationships within the congregation and community, and leading initiatives that promote service and justice. This role requires a collaborative, innovative, and empathetic leader who can guide members in their faith journeys and inspire action in alignment with our shared values.

Key Responsibilities:

1. Justice and Service Ministries:

- Work with the Board of Mission Outreach and Social Action to help lead the church's efforts to address systemic injustices and help organize and mobilize volunteers for service opportunities.
- Educate and empower the congregation to take meaningful action on issues such as racial equity, climate justice, and economic inequality.

2. Adult Faith Formation:

- Develop, lead, and evaluate programs that deepen spiritual practices and theological understanding for adults.
- Facilitate Bible studies, discussion groups, and workshops that explore contemporary issues through a faith-based lens.
- Recruit and equip lay leaders for small groups.

3. **Community Engagement:**

- Encourage active participation in church events and ministries, building a sense of belonging among members and youth.
- Cultivate connections with local organizations and community partners to extend the church's presence and impact.
- Lead the church's Nourish program with support from the senior pastor, other staff, and lay volunteers. Nourish is a midweek gathering over a meal that seeks to develop collaborative partnerships, creates space to share stories of impact, and provides concrete ways for participants to take action around the theme of "Find Hope Now."

4) **Worship Leadership:**

- May assist in planning and leading worship services, including preaching and administering sacraments as needed.
- Opportunities to collaborate with the Senior Pastor and worship team to create inclusive, inspiring worship experiences.
- Occasions for preaching and leading portions of the weekly liturgy.

Core Competencies:

(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)

Effective Communicator, Organized, Passion for Social Justice

1c. COMPENSATION AND SUPPORT

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

The salary will be in line with recommendations from the Southern New England Conference and the final compensation package will be negotiated with the candidate. The compensation package is below:

Associate Pastor		\$ 109,290.22
Salary	\$ 50,000.00	
Housing Allowance	\$ 25,000.00	
SECA	\$ 3,825.00	
Annuity	\$ 10,500.00	
Life/Disability	\$ 1,125.00	
Health Insurance	\$ 14,851.32	
Dental Insurance	\$ 1,215.00	
Vision	\$ 273.90	
Mileage	\$ 1,000.00	
Continuing Education	\$ 500.00	
Professional Expenses	\$ 1,000.00	

What is the expected living situation for your next minister:

Living nearby with a housing allowance.

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

We are an active church with meetings and programs often held on nights and weekends. Our pastors must be available to support these activities as necessary.

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

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

There are conference peer groups and colleagues available from Milton Interfaith Clergy Association.

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

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

United Congregational Church in Milton is an open Christian community for all to belong, grow, and engage the world in acts of service and justice. To live out this mission, we have discerned three core priorities:

1. **Belong.** As a community of faith, we will provide opportunities for fun, for relationship building, and for spiritual and intergenerational connection that cultivate diversity and value all people for who they are.
2. **Grow.** We will provide a nurturing environment where all people can pursue personal growth and deepen their faith and spirituality, wherever they are on life's journey.
3. **Engage.** We will provide and communicate ways to connect our members and participants with opportunities to engage in acts of community service, stewardship of the earth, and social justice in collaboration with other churches and organizations.

We hope that our associate pastor can help us more fully live into our “grow and engage” priorities by strengthening our adult faith formation programs, working as a community connector to build relationships with possible partners and community stakeholders, and to help equip our members to do the work of service and justice in meaningful ways.

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

The associate pastor will work with lay people to create and expand partnerships with other churches, social and racial justice organizations, environmental advocates, and educators to help serve the needs of others. In addition, the associate pastor (along with the senior pastor) will work with the congregation and wider community to develop and implement a new vision for our Adams St. campus.

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

Primarily English-Speaking Congregation.

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.

- EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE
- BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS
- CARING FOR ALL CREATION
- WORKING TOGETHER FOR JUSTICE AND MERCY

2. WHO IS GOD CALLING US TO BECOME?

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

Who is God calling you to become as a congregation?

God is calling us to more fully live into our mission statement by finding tangible ways to impact the community around us. We have a Mental Health Team that has formed and are in the process of becoming a WISE congregation. Another team is working to find helpful ways to respond to the refugee crisis both through advocacy and offering hospitality. We have just launched a Green team to help our church live more sustainably. We continue to strive to learn how we can be more welcoming and inclusive to those in the LGBTQ community. All of these initiatives are a part of our church, though some are very new. Our hope is that we can continue to live into these ministry areas and make a greater impact through finding new partners and stakeholders in the wider community, helping equip our congregation to know how to best do this work, and to make the connection of how this work of service and justice is a direct outflow of our faith.

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

Prior to the consolidation, both churches conducted multiple focus groups, more than 50 joint community interviews, and developed what turned out to be compatible strategic plans.

- First Church and East Church started our midweek Nourish Dinner program in 2023 and it has attracted between 40-65 adults offering a variety of post-dinner programs and 15-25 children to Wacky Wednesday activities.
- Along with First Parish UU, we have established the Rainbow Youth Group to support LGBTQ children, youth, and their families. We plan to continue to invest in these activities and to consider how to further expand their appeal with the broader Community.
- We started hosting refugee families on Saturdays as part of a day program. (Note, this is not happening now as the families who were transported to our church are no longer nearby geographically).
- We are discerning how we might repurpose our Adams St. campus to be a community center. We have discussed ideas around cultural arts, a holistic mental health and wellness center, an intergenerational center, and affordable housing. We are currently seeking input from the Building and Loan fund and Sacred Spaces to assist in our visioning process.

3. WHO ARE WE NOW?

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

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Purpose Statement
<i>United Congregational Church in Milton is an open Christian community for all to belong, grow, and engage the world in acts of service and justice.</i>

UCC in Milton strongly believes in an inclusive faith that meets people where they are on their faith journey. We emphasize concepts like God's grace and love rather than judgment and condemnation. We believe the Holy Spirit is at work in each person as well as the community as a whole in guiding and leading us. Finally, we believe our faith compels us to act in serving others and advocating for social justice.

Describe several strengths or positive qualities of your congregation.

Strengths

- Community/Belonging/Friendship/Family
- Spiritual Formation/Growing in faith/Being a Better Person
- Caring and supporting each other
- Empowering lay ministry
- Theological diversity and respect for individual differences
- A place for children and youth
- Inspirational Preaching, worship, and music

Growing Edges

- Diversity
- Racial and Social Justice/Community Outreach

Describe what worship is like when your congregation gathers.

Faithful stories often stressing God's grace combined with contemporary scripture interpretations combined with a social and racial justice perspective.[RW1]

Our vivid Sunday worship services are held in our Historic Sanctuary. We rotate between preaching from the lectionary or offering sermon series on various topics. Our music program, utilizing both professional soloists and a volunteer choir of 28, is stellar. Our

preaching is focused on faithful stories often stressing God's grace combined with contemporary scripture interpretations combined with a social and racial justice perspective. We have a vibrant children's ministry with an average of 25-30 kids in our Sunday school program each week. Our youth participate in our traditional youth group (10-15) and the aforementioned Rainbow youth Group (5). Our adults participate in a range of small group ministries including Bible studies, Book groups, men's and women's groups.

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

The Christian Ed program for children takes place in our children's Sunday school program. With support from high school teachers and adult volunteers, our Minister of Families and Children leads our children in learning the stories of Scripture, connecting them to our lives, and supporting one another through prayer. Our youth group meets weekly and is focused on having fun and being a space to discuss the values of our faith and how those impact relevant real world experiences the kids face at school and in the community. We have adult small groups that range from book studies to prayer and support groups.

Describe how your congregation is organized for ministry and mission.

Our church has a Board of Finance and Property, the Board of Personnel, the Deacons that work with the pastor(s) to plan and execute worship and adult faith formation, the Board of Faith Formation that works with the Minister of Children and Families to plan and implement Sunday school, The Board of Mission Outreach and Social Action, the Digital Ministry Team that runs our lives stream and zoom feed as well as addresses the church's tech needs, and the Music Ministry. Each of the board chairs along with the officers of the church (Moderator, Vice Moderator, Treasurer, Clerk, Historian, and Pastor) make up the Church Council.

In addition to these elected positions, we have a variety of ministry teams including Father Bill's, Pine Street Inn, Reading Changes Lives, Mental Health Team, Green Team, Congregational Care Team, and LGBTQ+ Inclusion and Affirmation Team.

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

Two days after the First Congregational Centre School and Johnson Hall additions had been approved, the 9/11 attack caused the value of the church's endowment to plummet. Our Pastor Emeritus, Reverend Jeff Johnson, led the congregation in prayerful discernment and the project continued as planned yielding transformative results.

Rev. Wilson-Lyons has brought enormous grace and positivity in leading First Congregational through the development and implementation of our strategic plan.

Rev. Davis led East Congregational through the pandemic and deep discernment regarding its most faithful path into the future.

Together, as co-pastors, they are now collaborating to lead the integration of our two congregations.

3b. 11-YEAR REPORT

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

As United Congregational is a new congregation, we do not have an 11 year report.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	140	yes
Number of active non-members:	50	yes
Total of church participants (sum of the numbers above):	190	yes

Percentage of total participants who have been in the church:

Because the United Congregational Church is a new church, all of our members are new to our merged congregation. For the previous East and previous First Congregational Church, we'll provide the numbers in the table below.

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	60	yes
Less than 10, more than 5 years:	20	yes
Less than 5 years:	20	yes

Number of total participants by age: **BASED ON MEMBERS THAT SHARED AGE**

0-1	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
N/A	15	10	5	15	40	30	20	10	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	5	yes
Households with minors:	40	yes
Single adults age 35-65:	10	yes
Joint households with no minors:	35	yes
Single adults over 65:	10	yes

Education level of adult participants by percentage: **THIS INFO IS NOT TRACKED**

		<i>Is this number an estimate? (check if yes)</i>
High school:		
College:		
Graduate School:		

Specialty Training:		
Other (please specify):		

Percentage of adults in various employment types: **THIS INFO IS NOT TRACKED**

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

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

Our working adults include educators, financial, real estate and service professionals, social workers, physicians, accountants, physical and occupational therapists.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up:

United Congregational Church in Milton is beginning to become a more diverse congregation in terms of race or ethnic heritages. We have ten families of color who are members or active participants of the congregation. Our youth group has a great deal of diversity in terms of gender and sexuality. Over ½ of our youth who actively participate in youth group identify as LGBTQ. Our church continues to make progress in becoming more welcoming of diverse people groups and is in the midst of beginning conversations as to how we might do that.

Mission Field Demographic Profile

Our Canton Avenue Campus is located on the town green in Milton, MA and our Adams Street Campus is in East Milton, close to the town line with Quincy. Milton is a south shore suburb approximately 8 miles south of Boston, and has a population of around 28,630 people. The town is known for its open spaces and recreational areas, including the Blue Hills Reservation, which offers hiking trails, picnicking, and scenic views of the Boston skyline.

Milton is next door to several more urban areas: the Hyde Park, Mattapan, and Dorchester neighborhoods of Boston to the North and West, and Quincy to the East. Braintree, to the South East, is a suburban town of a similar density to Milton. We have included all these areas in our Mission Field, as our church's members live in the surrounding areas and all are a short trip from the church buildings. The

demographic data discussed below was generated using the Mission Insite tool for the region highlighted in the map below.

The estimated 2022 population within our Mission Field is 458,091, so the vast majority of its inhabitants do not live in Milton. The Mission Field area has significant racial and economic diversity, though there are fairly clear pockets of geographic racial segregation within the area. There is also significant racial disparity in median income:

In terms of current religious affiliations, the mission field is home to significantly more Catholics than the U.S. average, 36% as opposed to 26%. There are relatively fewer people affiliated with Mainline Protestant denominations, 20% vs a US average of 32%. 13% have non-Christian religious affiliation and 24% self-identify as “None” or “Spiritual”. 2% currently identify with the United Church of Christ. The largest mainline denominations in the Mission Field are United Methodists (6.2%), Presbyterians (4.2%), American Baptist (4.3%) and Disciples of Christ (4.3%).

The Mission Insite platform also provides an estimate of cultural and lifestyle groups that are present in the mission field, using the Experian Mosaic system. Experian’s Mosaic® USA is a household-based consumer lifestyle segmentation system that classifies all U.S. households and neighborhoods into 71 unique types and 19 overarching groups, providing a qualitative description of consumers’ preferences and habits. While we are less interested in the Mission Field population’s consumer preferences than Experian’s target user, the Mosaic segments are potentially useful tool for understanding the values and lifestyle needs of our neighbors. Detailed descriptions of each segment are available in the [Mosaic Handbook](#).

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future (perhaps using, for example, the Welcoming Diversity Inventory)?

In April 2024, we had a panel discussion called “Embracing our Trans and Gender Diverse” siblings to help our members better understand how we might welcome and affirm those in the trans community, especially our young people. The panel was made up of the facilitators of the Rainbow Youth Alliance (who are part of the trans community), a nonbinary youth, and the parent of a trans kid. Each panelist answered questions they were given in advance and then we took questions from the congregation.

3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	35	Lay leaders
Baptisms <i>(number last year)</i>	7	
Children's Groups or Classes	40	Minister of Children and Families and Board of Faith Formation
Christmas Eve and Easter Worship	250	Pastor and Deacons
Church-wide Meals	40-75	RG, Shelly, Katy, Beth, lay chefs
Choirs and Music Groups	30	Minister of Music
Church-based Bible Study	Not currently active	
Communion <i>(served how often?)</i>	monthly	Pastor(s), Deacons
Community Meals	Currently being reimagined	
Confirmation <i>(number confirmed last year)</i>	4	
Drama or Dance Program	tenants	
Funerals <i>(number last year)</i>	4	Pastor and pastor Emeritus with Deacons
Intergenerational Groups	none	

Outdoor Worship	none	
Prayer or Meditation Groups	none	
Public Advocacy Work	Several efforts	Board of Mission Outreach and Social Action
Retreats	1 youth retreat, 1 confirmation retreat	Pastor and Minister of Children and Families
Theology or Bible Programs in the Community	none	
Weddings (<i>number last year</i>)	1	
Worship (time slot: _____)	10 am	
Worship (time slot: _____)		
Young Adult Groups or Classes	none	
Youth Groups or Classes	10-15	Pastor
Other		

Additional comments:

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

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

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

UCC in Milton values inspiring worship and preaching, friendship and community, and opportunities to serve the wider community.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$290,000
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	
Endowment Draw	\$40,000
Fundraising Events - STRAWBERRY FESTIVAL	\$10,000
Gifts Designated for a Specific Purpose	\$0
Grants	\$0
Rentals of Church Buildings/Parking Lots	\$180,000
Rentals of Church Parsonage	
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$0
Transfers from Special Accounts	\$0
Other (specify): BRIGHT HORIZONS	\$371,000
Other (specify): Tenant Income	
TOTAL	\$891,000

Current annual expenses (dollars budgeted for most recent fiscal year): \$889,000

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.

Our Annual Meeting is in June where we will vote on the first budget for United Congregational Church as we are still operating out of two separate budgets since we merged in the middle of our fiscal year (July - June). In our Consolidation Covenant, the team put together a sample budget. While the upcoming year's budget will not look exactly like what follows, this is a good estimation of what the budget will look like:

Operating Income

Giving Revenue \$ 289,190.00

Non-operating Income

Canton Avenue Building Tenant Revenue \$ 62,684.00

Canton Avenue Centre School Rental \$ 171,120.00

Canton Avenue Centre School Profit Share \$ 200,000.00

Adams St. Building Existing Tenant Revenue \$ 59,510.00

Adams St. Building New Tenant Revenue \$ - \$60,000

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Adams St. Solar Array \$ 8,847.00

Endowment Draw (Combined Endowments) \$ 40,000.00

Operating Expenses

Senior Pastor \$ 146,405.77

Salary \$ 85,181.25

SECA \$ 8,352.37

Annuity \$ 11,925.38

Life/Disability \$ 1,277.72

Health Insurance \$ 25,605.72

Dental Insurance \$ 1,275.75

Vision \$ 287.60

Home Equity Allowance \$ 10,000.00

Mileage \$ 1,000.00

Entertainment (e.g. lunch with church member) \$ 500.00

Professional Expenses \$ 1,000.00

Associate Pastor \$ 109,290.22

Salary \$ 50,000.00

Housing Allowance \$ 25,000.00

SECA \$ 3,825.00

Annuity \$ 10,500.00
Life/Disability \$ 1,125.00
Health Insurance \$ 14,851.32
Dental Insurance \$ 1,215.00
Vision \$ 273.90
Mileage \$ 1,000.00
Entertainment (e.g. lunch with church member) \$ 500.00
Professional Expenses \$ 1,000.00
Church Operations \$ 220,912.90
(Staff) Director of Building Operations \$ 60,000.00
Health Insurance \$ 13,482.00
Dental Insurance \$ 579.60
Vision \$ 115.50
(Staff) External Bookkeeper \$ 12,000.00
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(Staff) Church Administrator \$ 28,135.80
(Staff) Tech Coordinator \$ 7,000.00
Tech Expenses \$ 2,000.00
Office Administration \$ 20,000.00
Marketing \$ 2,500.00
Deacons \$ 1,000.00
Insurance \$ 43,000.00
Coffee Hour \$ 1,800.00
Membership (Nourish) \$ 2,500.00
Dues \$ 9,800.00
FICA/Medicare for all W2 folks \$ 17,000.00
Canton Ave Building \$ 193,325.00
(Staff) Sexton - Canton Ave Building \$ 10,500.00
Church Utilities \$ 17,825.00
Building and Grounds \$ 75,000.00
Capital Projects Parsonage & Church \$ 30,000.00
Capital Projects Centre School \$ 60,000.00
Adams Street Building \$ 90,436.12
(Staff) Sexton - Adams Street Building \$ 22,956.12
Building Utilities \$ 15,480.00
Buildings & Ground \$ 30,000.00
Capital Projects \$ 22,000.00

Music \$ 72,805.85
(Staff) Minister of Music \$ 39,035.85
Soloists \$ 24,000.00
Tuning and Repairs \$ 7,030.00
Supplies / Sheet Music \$ 640.00
Substitute Organist \$ 2,100.00
Christian Education \$ 32,567.50
(Staff) Minister of Children and Families \$ 16,642.50
(Staff) Teachers \$ 12,705.00
Curriculum/Music intern \$ 540.00
Supplies, etc. \$ 1,680.00
Scholarships \$ 1,000.00
Contingency \$ 10,000.00

Non-operating Expenses
East Building Solar Mortgage \$ 12,648.00
East Building Solar Maintenance \$ 1,000.00
TOTALS
Total Revenue \$ 891,351.00
Total Expenses \$ 889,391.36
Excess \$ 1,959.64

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **30%**

Has the church ever failed to pay its financial obligations to a minister of the church?
NO

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (*indicate those included during the most recent fiscal year*)

YES _ Our Church's Wider Mission (OCWM – Basic Support)

NO _ One Great Hour of Sharing **WE HAVE IN THE PAST, NOT ANNUALLY**

NO _ Strengthen the Church

NO _ Neighbors in Need **WE HAVE IN THE PAST, NOT ANNUALLY**

NO _ Christmas Fund

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

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

Total amount of loan debt:

Reason for debt:

Are capital and other payments current?

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

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

Year(s)	Purpose	Goal	Result	Impact
2018	Youth Center	\$400,000	\$464,000	Safe place for teens to gather afternoons and weekend

If a capital campaign is underway or anticipated, describe: **None**

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?

We have Investment accounts valuing around \$1.9 million

What is the market value of the assets?

\$6.5 million

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

Prior to our merger, East Congregational Church drew from their investments to support the operating budget. First Congregational has not drawn from its investments in the last five years. The goal of the consolidated congregation is to not rely on any investment withdrawals to fund the operating budget after the first two years of our consolidation.

Investments (other than endowment)

Does your church have a parsonage? **YES**

Fair market rental value of the parsonage: **\$3500**

How is the parsonage used? **Occupied by senior pastor and his family**

Street / City / State / Zip: **483 Canton Ave, Milton, MA 02186**

Finished square footage: **1,842**

Number of Bedrooms, Number of Bathrooms: **3, 3**

Assessed real estate value: **\$991,300**

Available for minister residence: Y/N **No**

Expected minister residence: Y/N **No**

Condition of structure, systems and appliances **excellent**

Entity in the church responsible for review and needed repairs – **Moderator, Director of Finance and Operations, Board of Finance and Property**

Describe all buildings owned by the church:

Two Church buildings with office space and meeting rooms, school buildings with fellowship halls, and renovated youth room. A separate parsonage sits on the adjacent property of the Canton Avenue Campus.

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

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) **The sanctuary and meeting rooms, fellowship room and school, youth room of the Canton Ave. Campus are accessible. The entire Adams Street Campus is accessible.**

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

We are hoping to optimize our building configurations to better support our church's programs and activities and to attract tenants that are aligned with our mission goals. Our long term hope is to re-purpose our Adams St. Campus. The recent consolidation envisions us adding an Associate Pastor to focus on congregational and community engagement.

3f. HISTORICAL INFORMATION

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

- Building The Centre School and Johnson Hall 2001
- Adding 177 Solar Panels to the East Congregational Church roof 2019
- Consolidating First Church and East Church 2024-2025

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

As the consolidation was being considered and now implemented, we are in the process of reconsidering almost every aspect of the church's operations and worship traditions. Our consolidation teams spent ten months in prayerful conversation with opportunities to update the respective congregations along the way. When both churches voted, the vote was nearly unanimous for both churches as we truly believe we are "better together."

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

At the beginning of the pandemic, the brutality of the murder of George Floyd triggered the call for a well-reasoned Racial Justice program. First Congregational Church was ill-prepared to discuss topics such as Racial Justice and LGBTQ signage in front of the church. This crisis resulted in divisive debates and votes. The visioning process led by our pastor has led to a defined mission that supports Racial Justice programs as well as other social justice programs.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Reverend Jeff Johnson	23	y
Reverend John Allen	6	y
Reverend RG Wilson-Lyons	3.5 at First, .5 at United	y
Reverend Shelly Davis	10 at East, .5 at United	y

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

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

no

Has your church been involved in a Situational Support Consultation?

no

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

no

4. WHO IS OUR NEIGHBOR?

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

a. COMMUNITY VISION

b. MISSION InSite

4a. COMMUNITY VISION

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

Representatives from these organizations expressed appreciation for this process. Some core feedback includes:

- A need for bold partnerships and collaborations, especially among congregations, but also with secular organizations.
- A need for more volunteers for groups serving marginalized communities.
- Address mental health challenges, especially for youth, but across all demographics, that intensified during the pandemic.
- People need a place (or places) to feel like they belong.
- Churches can play a vital role in facilitating discussion and growth about issues related to racial, social and environmental justice.
- Churches can offer meeting space to other organizations. Several groups expressed appreciation for The Wildcat Den after school program.

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

Several members of our church serve on association committees or participate in ecclesiastical councils

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.) Check any statements below that apply to your UCC faith community.

- ☐ Accessible to All (A2A)
- ☐ Creation Justice
- ☐ Economic Justice
- ☐ Faithful and Welcoming
- ☒ God Is Still Speaking (GISS)
- ☐ Border and Immigrant Justice
- ☐ Inter-cultural/Multi-racial (I'M)
- ☐ Just Peace
- ☐ Global Mission Church
- ☒ Open and Affirming (ONA)
- ☐ *in process* WISE Congregation for Mental Health
- ☐ Other UCC designations:
- ☐ Designations from other denominations
- ☒ Find Hope Now

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?^[RW3]

We have a significant number of people in our congregation who are interested in working towards becoming a Creation Justice church.

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

Our pastors are active participants in the Milton Interfaith Clergy Association that meets monthly and a community Thanksgiving service and a MLK Day service. Recently, the member congregations of MICA have worked together to provide housing for two refugee families. In addition, our congregation joins with First Parish Unitarian Church once a year for Unity Sunday as a reminder of our common heritage and we work in partnership with the Rainbow Youth Alliance.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

Our Mission Statement, originally adopted by First Congregational Church in 2023 and embraced by the newly consolidated congregation in 2024 has been essential in shaping the direction of our church, especially the “Belong” priority. We leaned on the mission statement when we decided to host Haitian refugee families as well as when we decided to offer the Trans and Nonbinary belonging panel. We have room to grow to better live into our “Engage” priority to help members get more involved with advocacy and service.

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation’s expectations on their time?

We expect our pastors to be an active part of our community and encourage them to consider time meeting with other pastors and community leaders as well as attending community events to be considered part of our pastors’ work and the hours spent on those activities be a part of their expected workload rather than additional hours.

4b. MISSION InSite: See Above

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

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? While our congregation closely resembles our near neighbors, we are making progress in attracting a more diverse population.

How are the demographics of the community currently shaping ministry, or not? The demographics are helpful in shaping our ministry and mission. We also have three other churches that worship on our campuses and serve other demographics.

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

We are well regarded in our community and plan to become much more engaged as our two campuses provide significant new opportunities to partner with other organizations to support our community in new and exciting ways.

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

They find our worship services to be vivid and even exciting. The combination of fresh and compelling preaching, vibrant and inspiring music , and programs for children and families is attracting new people virtually every week.

References

Name up to three people who have agreed to serve as phone and written references.

Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons 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

Burns Stanfield/ Senior Pastor/ Fourth Presbyterian Church Boston/bstanfield@hds.harvard.edu

REFERENCE 2

Anna Flowers/ Pastor / Walpole United UCC
(508-668-0551 / pastor@unitedwalpole.org / excellent pastor)

REFERENCE 3

Stacy Swain/ Associate Pastor / Village Church Wellesley
(617-759-9016/ Stacy@wellesleyvillagechurch.org / advisor

PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.

6. CLOSING THOUGHTS

a. CLOSING PRAYER

b. STATEMENT OF CONSENT

c. CONFERENCE/ASSOCIATION VALIDATION

6a. CLOSING PRAYER

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

A Prayer for Our Future Associate Minister

O God, who calls and equips,

Guide the steps of the one journeying toward us.

May they walk in wisdom, with courage and grace,

Bearing light for the path ahead.

Bless them with strength for the work,

With love for Your people,

And with joy in the calling You have placed upon their heart.

Prepare them even now, as You prepare us,

That together, we may serve in faithfulness and hope.

Amen.

6b. STATEMENT OF CONSENT

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

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? *Associate Pastor Search Team*
2. Additional comments for interpreting the profile:

Signed: ***Frank Wilson***

Name / Title / Date: Frank Wilson / Moderator / 4-9-25

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature: *Rev. Katie Omberg*

Name / Title: Rev. Katie Omberg, Area Conference

Minister, Northeast Region

Email: ombergk@sneucc.org Phone: 508-244-4769

Date: May 14, 2025

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

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



Church#: 782157

Assoc: 926

Schedule: 0

East Congregational UCC

Milton

MA

02186

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	141	72	66	0	0	4	1	0	3
2014	148	70	41	5	0	4	2	0	7
2015	147	65	35	0	0	2	3	0	-1
2016	150	60	42	0	0	5	2	0	3
2017	153	60	35	2	0	8	1	6	3
2018	155	60	35	0	0	4	2	0	2
2019	153	65	40	0	0	0	2	0	-2
2020	152	65	45	0	0	0	1	0	-1
2021	151	45	28	1	0	0	2	0	-1
2022	149	45	27	0	0	0	2	0	-2
2023	100	45	25	0	0	0	1	48	-49

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	\$185,778	\$0	\$0	\$2,299	\$2,299	\$16,509	\$18,808	0.00	\$204,586	\$136,672
2014	\$269,326	\$0	\$5,000	\$4,426	\$9,426	\$6,500	\$15,926	1.86	\$285,252	\$125,000
2015	\$304,689	\$0	\$11,500	\$3,902	\$15,402	\$7,363	\$22,765	3.77	\$327,454	\$134,000
2016	\$291,097	\$0	\$0	\$2,727	\$2,727	\$7,250	\$9,977	0.00	\$301,074	\$146,011
2017	\$276,820	\$0	\$6,800	\$3,155	\$9,955	\$9,752	\$19,707	2.46	\$296,527	\$154,769
2018	\$297,500	\$0	\$7,102	\$1,747	\$8,849	\$20,712	\$29,561	2.39	\$327,061	\$166,242
2019	\$316,115	\$0	\$8,004	\$3,504	\$11,508	\$10,120	\$21,628	2.53	\$337,743	\$160,371
2020	\$280,330	\$0	\$8,363	\$5,500	\$13,863	\$9,783	\$23,646	2.98	\$303,976	\$142,000
2021	\$306,306	\$0	\$11,331	\$6,566	\$17,897	\$15,750	\$33,647	3.70	\$339,953	\$153,415
2022	\$291,383	\$0	\$10,960	\$2,200	\$13,160	\$9,425	\$22,585	3.76	\$313,968	\$150,226
2023	\$328,341	\$0	\$10,850	\$1,900	\$12,750	\$13,715	\$26,465	3.30	\$354,806	\$142,600

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2018-2023	-35.48	-25.00	-28.57	-100.00	2350.00	10.37	44.08	8.48
2013-2023	-29.08	-37.50	-62.12	-100.00	4800.00	76.74	454.59	73.43

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.

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



Church#: 786412

Assoc: 926

Schedule: 0

First Congregational Church of Milton, UCC

Milton

MA

02186

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	156	105	125	0	0	0	0	0	0
2014	156	105	125	0	0	0	0	0	0
2015	203	57	65	0	0	0	3	0	-3
2016	211	57	65	6	0	6	3	1	8
2017	211	57	65	0	0	0	0	0	0
2018	219	62	92	8	4	0	1	0	11
2019	238	69	96	11	0	9	1	0	19
2020	240	63	36	0	6	1	3	2	2
2021	223	52	27	5	1	1	2	0	5
2022	223	52	27	0	0	0	0	0	0
2023	223	52	27	0	0	0	0	0	0

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2013	\$312,780	\$0	\$7,550	\$6,366	\$13,916	\$0	\$13,916	2.41	\$326,696	\$0
2014	\$312,780	\$0	\$8,000	\$5,036	\$13,036	\$0	\$13,036	2.56	\$325,816	\$0
2015	\$426,011	\$0	\$6,000	\$3,877	\$9,877	\$0	\$9,877	1.41	\$435,888	\$198,824
2016	\$426,011	\$0	\$6,000	\$4,308	\$10,308	\$0	\$10,308	1.41	\$436,319	\$0
2017	\$426,011	\$0	\$7,500	\$276	\$7,776	\$0	\$7,776	1.76	\$433,787	\$0
2018	\$411,729	\$0	\$6,000	\$0	\$6,000	\$0	\$6,000	1.46	\$417,729	\$206,917
2019	\$577,444	\$0	\$4,500	\$6,834	\$11,334	\$0	\$11,334	0.78	\$588,778	\$216,878
2020	\$478,927	\$0	\$8,880	\$0	\$8,880	\$3,000	\$11,880	1.85	\$490,807	\$189,091
2021	\$385,971	\$0	\$10,380	\$0	\$10,380	\$3,000	\$13,380	2.69	\$399,351	\$168,030
2022	\$385,971	\$0	\$7,380	\$0	\$7,380	\$0	\$7,380	1.91	\$393,351	\$0
2023	\$385,971	\$0	\$4,500	\$0	\$4,500	\$0	\$4,500	1.17	\$390,471	\$0

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2018-2023	1.83	-16.13	-70.65	-100.00	-100.00	-6.26	-25.00	-6.53
2013-2023	42.95	-50.48	-78.40	0.00	0.00	23.40	-67.66	19.52

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.