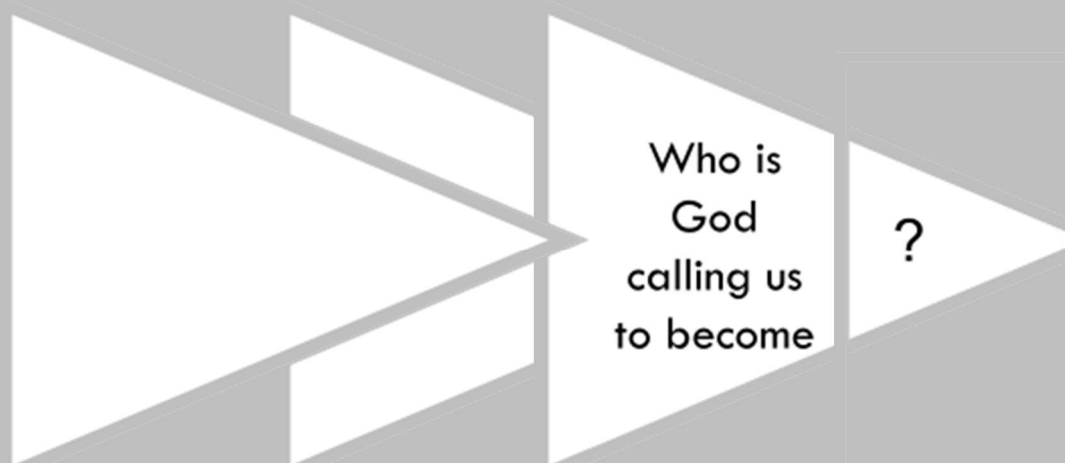


INTRODUCING THE NEW LOCAL CHURCH PROFILE



The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!

Rachel Hackenberg

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Memorial Congregational
Baldwinville, Massachusetts

Pastor

Southern New England Conference
Central Massachusetts Association

May 24, 2025

LOCAL CHURCH PROFILE CONTENTS

Position Posting

Who Is God Calling Us To Become?

Who Are We Now?

Who Is Our Neighbor?

References

Consent and Validation

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

INSTRUCTIONS

The new Local Church Profile supports the calling and discernment of United Church of Christ congregations with their current or future pastoral leadership.

For many congregations, the interim time between ministers is an intentional season that is guided in part by the preparation of a Local Church Profile. Using the Profile, the church can discover its data and express its story for the reliable discernment of a search committee and the beginning of a new pastorate. Searching ministers will want to see this document in its entirety.

The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. Known together as the "Discovery Document," these three sections can be completed by a visioning group, a governing body, a transition team, or other group – not just the search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The church's engagement with the "Discovery Document" might not have the same sequence as the completed Local Church Profile that is read by candidates.

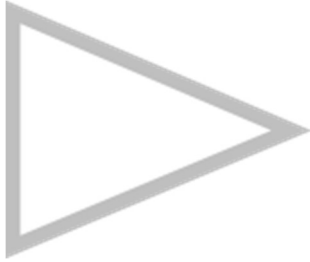
Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings and many prayers. As the Spirit moves throughout the process, congregations will shape a collective articulation of Christ's leading (**WHO IS GOD CALLING US TO BECOME**). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11-Year Report containing data as reported by your congregation annually to the UCC Data Hub, and MissionInsite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook's Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (<http://oppsearch.ucc.org>).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship

between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



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: Memorial Congregational Church

Street address: 4 Memorial Street

Supplemental web links: baldwinvillecongochurch.org

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

Conference: Southern New England Conference United Church of Christ

Association: Central Massachusetts Association

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

Jill Ford Search and Call staff (860) 761-7112. SearchCall@sneucc.org

Carol Steinbrecher Central Association conference minister (508) 244-4887
steinbrecher@sneucc.org

Summary Ministry Description:

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

Memorial Congregational Church is in the process of recovering from the Covid pandemic. Some members haven't come back to in-person worship. We would like to be a thriving church

with a presence in the community. We are looking for a minister who will help us to become more alive and more open to new ways for a more meaningful relationship with the Lord that can be shared with our community. We are an open and affirming church.

Photographs:





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

Our church is located in a rural area along the Route 2 corridor about one and a half hours northwest of Boston and forty minutes away from Worcester. The Worcester area has many fine universities such as Holy Cross, Worcester Polytech, and Worcester State University. We are a small town with a sense of community, a place where people feel safe. We are situated between the City of Gardner to the east and the Town of Athol to the west where there are grocery stores, movie theaters, hospitals, and urgent care centers.

Current size of membership: 55

Languages used in ministry (*other than English*): None.

Position Title: Part time settled minister.

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

*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

Intentional Interim – a called position for a temporary term of congregational preparation for a settled-pastor search, in which the minister does not typically move church membership to the congregation served or move standing to the related association

Designated-Term – a called position for a designated time period for a defined purpose, in which the pastor may move church membership to the congregation served and may move standing to the related association

Supply – a temporary position in which the pastor does not move membership to the congregation served or move standing to related association

Compensation Level (*choose one, delete the other options listed*):

½ Time

Does the total support package meet conference compensation guidelines? No

1b. SCOPE OF WORK

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

Scope of work:

- a.) **Preparation of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, providing scripture readings to liturgists, planning of music in coordination with music staff.**
- b.) **Pastoral care to shut-ins with help from the Deacons.**
- c.) **Study and prayer to increase faith and to improve skills so as to lead, teach, and preach better.**
- d.) **Energizing and deepening spiritual connection and faith understanding of others in all they do.**
- e.) **Attend Diaconate meetings once a month following morning worship, and Trustees meetings as necessary.**
- f.) **Performing weddings, funerals, baptisms, and confirmations for participants in our worship community.**

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.)

We are looking for a minister who is open and affirming, a minister who is caring, can relate to people of all ages, and is sensitive to people's needs. Preaching and worship leadership.

1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): \$ A set salary to be used at the minister's discretion.

Benefits (*choose one*):

Salary plus Benefits

Salary includes Optional Benefits

● **No Benefits**

What is the expected living situation for your next minister (*e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)?

Living elsewhere to commute as needed.

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

No housing. A reasonable commute.

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

None to offer at this time.

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

There is Edward House meetings and retreats in Framingham. There is a Massachusetts Office of the SNEUCC in Framingham, MA at 1 Badger Road that may have peer groups. The conference staff have been very supportive providing resources for church and pastor. There is a new minister at First Church of Templeton and a minister at the Athhol Congregational Church to develop informal relationships with as well as a minister at the Phillipston Congregational Church.

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

Our church will be supportive and flexible to promote the well-being of our minister.

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.

We are mostly an aging congregation which greatly affects our future. We want to work towards being a more visible church in our community.

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

We are looking for a minister who will help us to reach out to the community and be doing so, bring more people into our church.

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

At this time the congregation is English speaking. We welcome all people to our church no matter what language they speak.

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.

1.) Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice. Being called to ordained ministry by God and the church.

2.) Engaging Sacred Stories and Traditions.

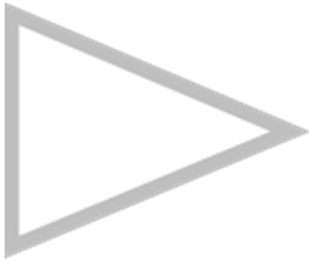
Bringing life to sacred stories and traditions in worship, proclamation, and witness.

3.) Working together for Justice and Mercy.

Building relationships of mutual trust and interdependence.

4.) Strengthening Inter-and intra- Personal Assets.

Understanding and ministering to stages of human development across the life span.



2. WHO IS GOD CALLING US TO BECOME?

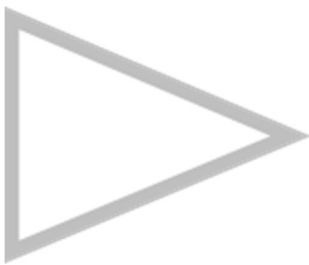
“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

God is calling us to become a congregation that is compassionate and open to everyone, caring about all humankind and about God’s creation. God is calling us to be a congregation that shows hospitality in everything we do and who is showing our community that we care about everyone. We are responding to that call.

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

We have experienced a decline in attendance and participation exacerbated by the impact of the COVID pandemic. But we have a deeply committed and loving congregation and we feel challenged to continue and to strengthen our witness in this little corner of the world to the best of our ability.



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

Describe your congregation’s life of faith.

For example, what beliefs and commitments are stated in your congregation's purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

The avowed purpose of this Church shall be to worship God, to preach the gospel of Jesus Christ, and to celebrate the Sacraments; to realize Christian fellowship and junity within this Church and the Church universal; to render loving service toward mankind; and to strive for righteousness, justice, and peace.

We worship God seeking to follow Christ's leadership in our work and leisure time. We read the

Bible to guide our spiritual, physical, and emotional growth. We work to help all people serve in God's name. We commit ourselves to let God develop us and others. God is often described as loving, caring, steadfast, forgiving, and inspiring. We strive for truth, justice, and peace under the guidance of the Holy Spirit.

Describe several strengths or positive qualities of your congregation.

We are a very welcoming church no matter who you are and where you are on life's journey. For a small congregation, we are a very generous church. If there is a need, we rise to the occasion if possible. We do monthly food collections and run a Lenten long food drive. Since starting the food collection, some of our members bring food to the food pantry on their own. We care for our congregation and others in our community.

Describe what worship is like when your congregation gathers.

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

Worship takes place in the sanctuary usually based on the Lectionary. Our service is traditional with scripture, sermon, music, prayer time, and an offering. Good preaching is based on God's word and how we can use it in our lives today.

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

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

At this time, we have no children's ministry. We have had Bible study with our former pastor.

Describe how your congregation is organized for ministry and mission.

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

- When it comes to decision-making, how many hours are spent in meetings per month?
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
- 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/No]

We have a board of Deacons who take turns, one Deacon per month. The pastor is usually in attendance at the monthly Deacons meeting. We have a Missions Committee that sets up mission projects such as offerings to OGHS, and free community suppers. The Missions Committee decides where our missions budget is spent.

The Deacons meet for a half hour to an hour each month. The Trustees meet as needed.

If there is an issue, we as a congregation try to solve in a collaborative manner initially involving the pastor, Trustees and Deacons, and if necessary the entire congregation.

We can provide the latest annual report of the church and a copy of our by-laws.

3b. 11-YEAR REPORT

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

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	50	*
Number of active non-members:	1	*
Total of church participants (sum of the numbers above):	51	*

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	70%	
Less than 10, more than 5 years:	14%	
Less than 5 years:	16%	

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
2	2	6	0	3	3	10	17	12	*

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	10%	*
Households with minors:	5%	*
Single adults age 35-65:	5%	*
Joint households with no minors:	50%	*
Single adults over 65:	30%	*

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	35%	*

College:	51%	*
Graduate School:	7%	*
Specialty Training:	7%	*
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	36%	
Adults who are retired:	52%	
Adults who are not fully employed:	12%	

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

Hourly employees to professionals.

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? White

We have had no conversation. We are, however, Open and Affirming since January 29, 2006.

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	15	Ames-More Guild
Baptisms <i>(number last year)</i>		
Children’s Groups or Classes		

Christmas Eve and Easter Worship	85 & 40	Minister, Deacons, and Music Director
Church-wide Meals	25-30	Deacons and Special Committees
Choirs and Music Groups	4	Music Director
Church-based Bible Study	8	Minister
Communion (<i>served how often?</i>)	20 Once per month	Minister and Deacons
Community Meals	88	Missions Committee and Special Committees
Confirmation (<i>number confirmed last year</i>)	1	Minister
Drama or Dance Program		
Funerals (<i>number last year</i>)	1	Minister
Intergenerational Groups		
Outdoor Worship	43	Minister, Deacons, Music Director and 2 other local churches
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)		
Worship (time slot: 10:00 AM)	20	Minister, Deacons, Music Director
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes		
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)
Rev, Michael Scott			Supply	Y
Rev. Dadgie Scott				Y

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Music Director/ Organist	Michelle Salvanelli	Part-time	Trustees / Minister	
Bulletin /Copier	Kimberly Adams	Volunteer	Minister	

REFLECTION

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

We may be a very small congregation, however, we are a dedicated faith community.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$42,800
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$9,200
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$100 per year
Fundraising Events	\$0
Gifts Designated for a Specific Purpose	\$
Grants	\$
Rentals of Church Building	\$
Rentals of Church Parsonage	\$
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$
Transfers from Special Accounts	\$
Other (specify):	\$
Other (specify):	\$
TOTAL	\$52,000

Current annual expenses (dollars budgeted for most recent fiscal year): \$42,800

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.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 43%

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*)

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

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

In the past we gave \$300 per year. Post pandemic we have not been able to donate.

What is the church's current indebtedness? No debt.

Total amount of loan debt:

Reason for debt:

Are capital and other payments current? No debt.

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
		\$	\$	
		\$	\$	

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. No capital campaign.

Does your church have an endowment? Cash endowment.

What is the market value of the assets? \$9,200

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

What is the percentage rate of draw (last year, compared to 5 years ago)? 1% last year, 1% 5 years ago.

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: None.

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

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$ None.

Investments (other than endowment): \$92,000

Does your church have a parsonage? No.

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Worship

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church: Church building.

Describe non-owned buildings or space used or rented by the church: None.

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*)

Worship space.

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

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

The budget of the Memorial Congregational Church shows that our budget is stable and the church has no debt at this time. The budget is developed by the Board of Trustees with input from other church teams and then approved by the congregation. The biggest addition during the last couple of years was moving to permit our worship services to be recorded and shared on YouTube.

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.

We hired a minister who was gay. This led us to becoming Open and Affirming.

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

Televising our worship service on YouTube.

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

For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)

We have not had a conflict in the recent past.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Stephanie Flynn	14 ½ years	Y
Kathy Merrick	11 months	Had but lost it.
Robert Johansen	8 years	Y
Richard A. Jones	3 years interim	Y

Jedediah Mannis weeks-
illness

6 months

Y preached just 3

Kathleen Fitzgibbons
minister

9 months

N Not UCC supply

Richard A. Jones

6 years

Y

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

We have been very supportive of every pastor.

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

Y/N/Ask us Y

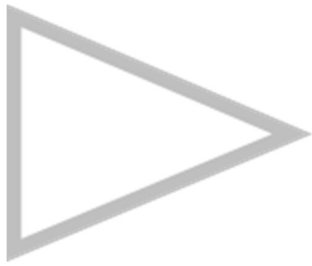
Twenty years ago, a minister was the subject of a fitness review and lost her standing in the UCC. We can provide more information if needed.

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us N

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

Y/N/Ask us Y



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?

For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church’s engagement with neighbors near or far? Community suppers, CAC of Gardner, and the Templeton Food Pantry.

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

Until this year we have sent a delegate to the UCC annual meeting of the SNEUCC.

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.

- | | |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> * Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> * Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input type="checkbox"/> * Open and Affirming (ONA) |
| <input type="checkbox"/> * Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input type="checkbox"/> * God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I’M) | <input type="checkbox"/> None |

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

Yes

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

We have had services at the Cathedral of the Pines located in Rindge, New Hampshire with First Congregational Church in Gardner, Massachusetts and First Church, Templeton, Massachusetts.

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.

Since the pandemic, our outreach has been limited to donating Mission monies to the Templeton

Food Pantry and the Gardner CAC. We collect food the last Sunday of the month for the Templeton Food Pantry. We are hoping to return to a free community supper once a month in the near future.

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?

When meeting with the Board of Deacons and the Board of Trustees, the pastor would join in discussions of ways the church can reach out to the community. This would be included in meeting time.

4b. MISSION InSite

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

Population, households, and families don't change. Racial makeup remains the same, age stays the same, there are more single parent homes.

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?

Our congregation is an aging congregation as opposed to our community's average age of 45.

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

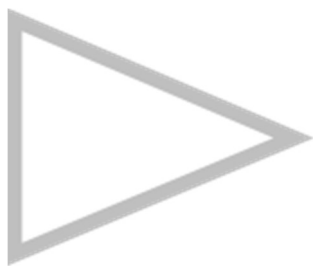
The change in demographics of the town are not affecting our ministry at present.

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

Our church is known for its generosity, our free community suppers, and our public suppers.

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

They say our church is warm and welcoming.



5. 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 Douglas Stone a recently retired funeral director.

Name / Position / Setting Stone-Ladeau Funeral Home

(Telephone / Email / Relationship to the Congregation) Telephone: (978) 413-6748 Email: dms051752@gmail.com

REFERENCE 2 Kathleen Fitzgibbons Long time supply minister and friend.

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

Telephone: (508) 981-3361 Email: kalyosha@yahoo.com

REFERENCE 3 Michelle Cote Runs the Templeton Food Pantry we donate to.

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

Telephone: (508) 826-4258 (Call and leave a message. She will call you back.)

Email: mjoycote@gmail.com

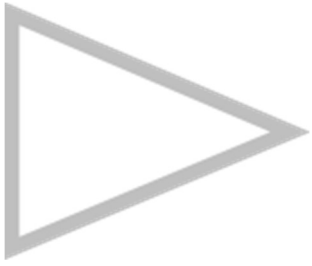
PROMPTS FOR REFERENCES

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:

“Let me be your servant.”

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? *(for example, church council or consistory, transition team, etc.)*

Our discernment committee.

2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

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:

Name / Title:

Email:

Phone:

Date:

**UNITED CHURCH
OF CHRIST**



This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

"Jesus answered them, 'Have faith in God!'" – Mark 11:22