

MAINE CONFERENCE

LOCAL CHURCH PROFILE

Church name: North Yarmouth Congregational Church

Street address: 3 Gray Rd. North Yarmouth, ME 04097

Website: nyccucc.com

Conference: Maine Conference

Association: Cumberland Association

Conference Staff Person: Rev. John Fiscus, ACM

Email: jfiscus@maineucc.org

Position: Part-time Settled Pastor

Summary Ministry Description: **HALF TIME SETTLED MINISTER**

We believe our Vision speaks to this:

OUR VISION: We are a welcoming and caring congregation rooted in the history and culture of a small town. We provide comfort, solace, and a sense of stability to the greater community through our mission work, events, and open doors. We seek a new pastor who will lead and inspire us to function more effectively, help us to expand our Christian education and discipleship programming, including inter-church cooperation, and encourage and participate in the life and fellowship of our congregation.

Photographs:

One: Choir on Music Sunday



Two: Aerial view of our church building and grounds



Three: Santa's Workshop Christmas Fair



"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)*

WHO IS GOD CALLING TO MINISTER WITH US?

(Select the expectations of the church's next pastor using the list below and following the Call Agreement Workbook. Additional goals for the pastor may also be included here. Expectations should be reasonable based upon the compensation level selected above.)

EXPECTATIONS:

- Worship Leadership, Preaching, Service Preparation
- Church Administration, Newsletter, Communications, Staff Supervision
- Leadership with Church governing body and committees.
- Pastoral care, visitation of hospitalized, homebound, and members in care facilities.
- Special services (weddings, funerals, liturgical year services)
- Teaching – Bible studies, adult education, confirmation, other (please provide a list of any other teaching items).
- Maintain collegial and denominational relationships.
- Mission and service involvements

Please note that all of the above categories are important; however, the church leadership will provide guidance as to how much time should be allotted for every aspect of ministry. In the past we used a useful scale of time to be spent on certain tasks which can be discussed and used.

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

- **Long range planning**
- **Attracting young families/members**
- **Strengthening our Christian Education and discipleship programming**
- **Inter-church cooperation**

SUPPORT AND COMPENSATION

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*)?

If your church has a parsonage: **No**

Expected minister residence: **We provide a line item for housing in our package.**

Describe all buildings owned by the church:

Our church has a separate sanctuary with administrative offices behind the sanctuary.

The basement under the sanctuary has rooms which house our Sunday School and are also rented to two tenants as office space. We also have a meeting room where we once gathered after church services. This meeting room is still used by some outside groups and also by the church.

In 2001 we built an addition to the church. It is comprised of a gathering space which attaches to the sanctuary and church office and attached to that on the other side of the gathering space is a fellowship hall and a fully furnished commercial kitchen. Below the gathering space are storage areas. Below the Fellowship Hall is a large room which once was used by our Sunday School for plays and other activities associated with the youths' needs. We also have another large storage room in this space as well.

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

The sanctuary, the church office, the gathering space, the fellowship hall, and all of the basement areas are wheelchair accessible. The pulpit and choir loft are not currently wheelchair accessible.

State any incentives (*e.g. school debt reduction, retention bonus after a certain number of years in position or Sabbatical after 5 or 7 years*):

We offer a paid three-month sabbatical after 5 years of service to our congregation.

Describe peer and professional support available for ministers in your association/conference.

We have been working with John Fiscus at the UCC since our former minister resigned.

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

WE FOLLOW UCC GUIDELINES IN THE BELOW CATEGORIES.

- **Salary** (*from the Maine Conference Compensation Guidelines*): \$
- **Housing Allowance** (*The housing allowance should be set at 1% per month of the cost of that median priced home in your community. For example, if the median priced home is \$100,000, the annual housing allowance is \$1,000/month or \$12,000/year*): \$
- **Benefits:**
- **Annuity** - minimum of 14% of base salary plus housing allowance (or minimum of 14% of 130% of cash salary if parsonage is provided) paid quarterly to [The Pension Boards UCC](#).
- **Life Insurance and Disability Benefit Plan** (short-term and long-term disability income insurance and decreasing term life insurance through UCC program) - cost is 1.5% of cash

salary plus housing allowance (or 1.5% of 130% of base salary if parsonage is provided). For more information visit [Pension Boards UCC](#).

- **Health Insurance** There are three health plans (A,B and C) sponsored by the Pension Boards, which vary the premiums and deductibles.
- **Dental & Vision Insurance** available through the UCC Pension Boards.
- **Medical and Dependent Care Flexible Spending** - Pre-tax deductions from salary for medical and dependent care expenses under Section 125 of the IRS Code. Get information at [The Pension Boards UCC](#)

WHO IS GOD CALLING US TO BECOME?

Who is God calling you to become as a congregation?

We believe that our calling is to become a focal point for support for the community and an all-inclusive community of faith.

We believe that God is calling us to look beyond ourselves and our congregation and reach out to those in our community facing hardship, including homelessness, food insecurity and substance use disorder.

We believe we should share our good work and better communicate with the community about ourselves and what we do. We should build relationships with other churches and faith communities to spread God's love and be an example that will lead others to Christ.

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

One past settled pastor was involved with the Grace Street Ministry in Portland, Maine. Several of our members assisted her in providing food and other resources to street people in Portland once a month when it was her Sunday to minister. A couple of our members continued the practice of providing food and resources, such as clothing, sleeping bags, tents, etc. to the homeless even after our settled pastor left NYCC. Other members have supported their efforts each month by way of money for food and to purchase resources needed by the homeless.

Our congregation, like many in the area, has become smaller since the pandemic. We are looking for opportunities to partner with other churches for joint events and programming to strengthen all of our congregations. We are expanding our Christian Education programming and outreach to the community, including other faith communities. We continue to support the needs of those in the greater community, including the unhoused and those experiencing food insecurity.

CONGREGATIONAL REFLECTIONS

Describe several strengths or positive qualities of your congregation.

Although not “open and affirming” per UCC guidelines, we are a welcoming and all-inclusive community of faith.

In the past year our church developed a Behavioral Covenant, substantially revised our Bylaws, and developed a Standard Operating Procedures manual. We are currently updating the job descriptions of all paid staff. Much of this work was done by members of the congregation while we were without a settled pastor.

Our Music Ministry is very successful, and our choir is a significant draw for the congregation. We hold an Epiphany Concert in January, where members of other choirs and the community perform with our choir. Our choir director is also working on strengthening partnerships with other churches, holding joint performances and sharing our music libraries.

Women’s Fellowship has a very successful Christmas Fair in November just before Thanksgiving, with food, crafts and a silent auction.

The church holds an annual Strawberry Festival which has been very successful in bringing people together and sharing and enjoying “all things strawberry.” We also hold periodic chicken pie sales, featuring our homemade chicken pies.

Our church hosted a 12-week intergenerational program this summer that was divided into two-week sessions on the Bible, the disciples, the fruit of the Spirit, the church, and the world. We averaged nearly 20 attendees each week and over the course of the summer had participants from 7 different churches.

We are restarting our children’s ministry and strengthening our faith formation programming, beginning with an adult discipleship group this fall.

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?

September through June we worship in the church sanctuary. June through September, we worship in the Fellowship Hall where there is climate control.

Our scripture readings follow the lectionary. We have a strong music ministry that enhances our services and is often as powerful as the sermon/message.

In the message, our pastor should help us to apply scripture to our everyday lives. The minister should give a message relevant to all generations and help us to understand how the Bible applies to us today. It should help us face the challenges of our lives and bring us comfort and strength to face whatever life brings.

Describe how your congregation is organized for ministry and mission.

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

We have a Council comprised of the officers of the church and chair of each board: Trustees, Diaconate, and Missions. Pastoral Relations is a standing committee, and other committees are formed as needed and report to one of the boards.

Trustees are responsible for buildings and grounds and oversee church finances in cooperation with Council.

Diaconate is responsible for faith formation, music and worship.

We have a very dedicated mission board which supports local food pantries and our church pet pantry, as well as special fundraisers and donation drives for other events. They also support conference activities.

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

In the past, our minister would attend meetings when there was a change in committee memberships and also if there was something pressing or urgent to discuss. Our pastor does not need to attend every monthly meeting of the Diaconate, Missions, Trustees and Council. Most recently our pastor attended a once-a-month Council meeting which usually lasts 1 to 1.5 hours and also met with the Diaconate when necessary.

Nominations for officers and boards are made by the church Council.

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

At one time our water was determined to be contaminated from rain runoff and non-potable. We immediately tested the water, supplied bottled water to the day care that rented space during that time, shocked the water multiple times to eliminate contaminants, and are now monitored and tested regularly by the Yarmouth Water District.

Can you provide the next minister with a copy of bylaws and/or annual report to further explain the patterns of the church's activity and governance?

Attached is a copy of our 2024 Annual Report, our new bylaws and our behavioral covenant.

CONGREGATIONAL MEMBERSHIP, BUDGET & LEADERSHIP

Current Membership: 84

Membership 5 years ago: 108

Average Weekly Worship Attendance: 33 + 10 online

Participating in Weekly Adult Education: 8

Participating in Youth Ministries: 5-10

Current Year Annual Church Budget: \$ 164,463

Current Year Our Church's Wider Mission (OCWM): \$ 777

Pledging Units: 36 Average Annual Pledge Amount: \$2,800

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, WE ARE A 5 FOR 5 CHURCH.**

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

- One Great Hour of Sharing

- Strengthen the Church

- Neighbors in Need

- Christmas Fund

What is the church's current indebtedness?

Total amount of loan debt: **\$0**

Reason for debt? **N/A**

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.

N/A

Complete the following chart. List all current staff, including ministers. *(Please leave blank any fields that are not applicable to your congregation. Exclude the position you are seeking to fill.)* Indicate which staff person serves as head of staff.

Lyn Glassock, Office Administrator and Bookkeeper
David Myers-Wakeman, music director
Jesse Myers-Wakeman and Peter Dickson, organists
Mark Heath, Sexton

Staff Position

Head of Staff?

Compensation

(full time, part time, volunteer)

Supervised by

Length of Tenure for current person in this position

HISTORICAL INFORMATION

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

- 1. Covid**
- 2. Loss of dynamic members**
- 3. Creation of new bylaws and behavioral covenant, predominantly by lay members**

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

We called a settled pastor and they had to leave within a year due to a complex medical situation. After six months with supply pastors and with the approval of the conference, we asked the previous interim pastor to return while we formed our new search committee and started the process again.

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 worked through a time in which an outside vendor was creating conflict within the church. Since then, we have worked to improve communication and transparency about committee activities and building operations and have adopted a community behavioral covenant to guide our interactions with each other and with the broader community.

MINISTERIAL HISTORY (INCLUDE ALL PREVIOUS MINISTERIAL STAFF FOR THE PAST 30 YEARS:

Rev. Lynn Bujnak; 03/22/92-05/15/94
Rev. William Irish: 05/16/94-06/26/94
Rev. Gilman Healy: 07/18/94-11/30/09
Rev. Alice F. Anderman: 05/01/09-05/09/10
Rev. Mark Wendorf: spring/summer, 2010 (was listed as 2020)
Rev. Martha Hoverson (Spong); June 2011-12/31/12
Rev. Leslie Anne Chatfield; 01/02/13-06/30/15
Rev. Nancy J. White; 07/01/15-01/02/16
Rev. Nancy J. White; 01/03/16-07/30/2021
Rev. Paul Day, 8/31/22-9/1/23
Rev. Zebulon Green; 10/1/23 to 02/2025
Rev. Paul Day, 6/30/25-present

UCC Standing **YES**

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

Y/N/**Ask us**

Has your church been involved in a Situational Support Consultation?

Y/N/**No**

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

Y/N/**No**

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?*

The North Yarmouth Congregational Church participates in UCC collections for disaster relief in addition to OCWM. Locally, we supply clothing for the homeless to the State Street clothes closet, and until recently, we had folks who provided food for the homeless in areas where they were living. This ministry shifted when it became difficult to find where homeless folks were located. We are supporting the Preble Street Teen Center in Portland.

We have an active Pet Pantry, which supplies pet food and supplies to area residents who need assistance to keep their pets. This has been in operation for a number of years and has been transformational when there were no other resources locally filling this need. Our chicken pie sales are appreciated by many in the local community, and our Deacons Fund and Mission contributions are not limited to church members but extend to the local

community as well. We held a Pride service for the community in conjunction with the Gray and New Gloucester churches.

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

We have sought active advice and participation from the Maine Conference when needed in times of conflict, as well as for Search and Call activities. One member served on the Cumberland Association Church and Ministry Committee and as Clerk of the Cumberland Association. Members have attended the Conference Annual Meeting in the past, and we have hosted a Cumberland Association quarterly meeting, as well as a Retired Clergy Luncheon sponsored by the Cumberland Association and an Ecclesiastical Council.

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.

REV. SARA BROBST BARTLETT

REV. ZEBULON GREEN

KATIE MURPHY

Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)

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.

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:

**No service in itself is small;
None great, though earth it fill;
But that is small that seeks its own,
And great that seeks God's will.**

**Then hold my hand, most gracious God,
Guide all my goings still;
And let it be my life's one aim,
To know and do thy will.**

We pray that the Lord will provide a pastor to lead our small congregation in our faith journey, disciple us, pray with us, and join us in service, fellowship and community. We trust that He will provide a spiritual leader for our church family who will minister to all ages, recognize the gifts present in each of us, and prayerfully lead us into the future according to God's will.

STATEMENT OF CONSENT

Name / Position / Setting

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.

- 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.)*

Kathy Whittier
Amanda Skupin
Leslie Eastman
Sandra Brann
Annie Graham
Jess Smith

- Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

VALIDATION BY CONFERENCE

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

Staff Comment:

Signature:

Name / Title:

Email:

Phone:

Date:

November 11, 2025

To Whom It May Concern,

I am Rev. Sara Bartlett, and I currently have the privilege of serving the Second Congregational Church, UCC in Norway, Maine. I also serve on my Association's Church and Ministry committee and was a member of the Maine Conference UCC Board 2018-2024, with the last two years serving as the Board Chair/Conference Moderator.

I am pleased to provide a reference for the First Congregational Church, UCC in North Yarmouth, Maine. This is the church that I grew up in and the church that formed my faith, that which I can now share with others.

This church family is one which has made, and continues to make, an impact on the community of North Yarmouth, and beyond. They have a pet pantry, serving anyone who comes through the doors seeking food for their furry family members. They hold a food drive and provide essentials for a Portland based street ministry. All this outreach is done with love for neighbor, and care coming straight from the heart and soul of the congregation.

The church also has an amazing, uplifting, and well-respected music ministry. The music minister seeks and works in respectful collaboration with others in the church as well as with other faith communities. It is my experience that the music ministry is not, and never has been, focused on ego. Rather, music is part of the corporate way that the congregation connects with God.

The church, as with so many, loves each other, and loves the community through food. They have a well-known fundraiser of homemade chicken pie, and fellowship time is intentionally created for interpersonal connection.

The people of NYCC are there for each other through the pain as well as the joy of each person's life. They send each other cards for both the pain of a loved one's death, as well as the celebrations of life milestones. There are the "Tuesday Gals" a women's group which has been meeting on Tuesdays for decades. These is a group of humans who have relationships extending outside of the church walls.

The church is not officially ONA (Open and Affirming). I do not know where they may or may not be in this process, but culturally, they not only welcome queer people, but they welcome the gifts anyone brings through the doors of the church. I know of at least two queer pastors who have served this church, and they, and their families, were well loved.

As with all churches, there is room for growth. From my experience, how to engage in healthy conflict resolution is a challenge this community. There are some strong personalities within

the church, with the result that sometimes people have deeply hurt each other. There have been times when settled pastors have been hurt in this church. There have been times when settled pastors have hurt the church. There are times when conflict has caused division. I do believe that everyone has the church's best interest at heart, but getting there based on covenantal relationship is a learning curve.

However, despite any challenges this faith community has, they are good people. One example of the church's care for each other is a time in my life when I was lacking in my own self-worth. I was going through a divorce and was devastated. I felt that my future was only going to be painful, and I had no value to anyone. I had not been attending church, and one person, someone who has known me my entire life, convinced me to come back. I followed her suggestion though I saw myself as someone no one would, or could, care about. I was loved into health with the congregation. No one judged me, no one tried to tell me I had to be something I was not, they simply walked with me as I relearned what value I had.

Any settled pastor would be fortunate to serve this group of people. If a candidate has any further questions, they may reach out to me at brobstsara@gmail.com or text/call (207) 330-1336.

Blessings to all in this search and call journey.

Peace,

Rev. Sara Bartlett, M.Div

She/Her

Pastor/Teacher

Second Congregational Church, UCC Norway Maine.

Dear Prospective Ministers,

My name is Zeb Green, and I had the great privilege of serving as the pastor at North Yarmouth Congregational Church for about a year and a half. While my tenure at the congregation was relatively brief, ministering with this church was a great gift to my life. My departure was related to medical needs within my family and not the congregation.

North Yarmouth is a friendly little church in Maine. The people are hungry for prayer, reflection, and fellowship. Over my time there, we leaned into deep conversations around bylaws, community covenants, and how we should show up as the church and the embodiment of Christ's love in this world.

This church has a strong, independent sense of self. The aura of history and tradition is clear, balanced with an understanding that Christianity is a living and growing religion that adapts. The church embraces the ideal of shared ministry, with the pastor facilitating the visions and dreams of the congregation and people coming together to shape the future.

We had wonderful gatherings from the congregation's first Pride service in partnership with the Gray congregation. We shared excellent meals from chicken suppers to a Maundy Thursday dinner and labyrinth walk. Over the summers, we'd gather around a fire pit and make s'mores and just be with each other in a spirit of joy.

I've seen the church tackle difficult conversations while centering on our love for one another. We embraced playing with worship without being bound to a set order of worship. We tried new approaches to reach our neighbors and meet local needs.

I greatly miss this little church and the spirit they approach being the church. I am happy to talk more and be an enthusiastic reference.

Many Blessings,
Rev. Zeb Green
pastorzebulon@gmail.com
843-297-5891

In a small town with few shared public facilities and only a small amount of retail/commercial/gathering spaces, NYCC is an excellent resource for our entire community. The Church has the advantage of being among the oldest structures in town, and it has been beautifully maintained with a Fellowship Hall that conveys just that!

The congregation is friendly and outward-facing with public events that are welcoming and age-friendly. For the congregation as well as a curious visitor, Sunday services are refreshing. A talented team of music directors and choir members create music that is a mix of traditional and unusual pieces. Always uplifting.

I am not a member of the Church but there are things they offer that I've grateful for. In the last few years I've been impressed by NYCC's Blue Christmas service. For me and many others, feeling "less than" during the holidays is isolating and lonely. Going to Blue Christmas is such a peaceful, quiet, and supportive event.

North Yarmouth is lucky to have the Church as a community resource!

-Katie Murphy