

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to become

?

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!

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

CORAL ISLES CHURCH
TAVERNIER, FL

SETTLED PASTOR

FLORIDA CONFERENCE, UNITED CHURCH OF CHRIST

,
December 8, 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.

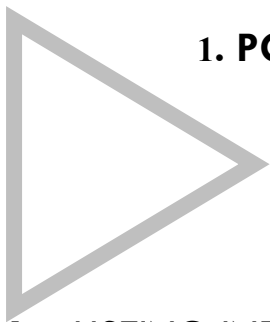
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. 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: **Coral Isles Church**

Street address: **90001 Overseas Hwy, Tavernier, FL 33070**

Supplemental web links: **CorallIslesChurch.org**

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

Member – Florida Conference – United Church of Christ

Conference: **Florida Conference**

Association:

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

**Rev. LaTrell Harrison, Associate Conference Minister of Search and Call, and
Congregational Care**

Cell Phone: 689-500-7386

Email: LHarrison@uccfla.org

Summary Ministry Description:

Coral Isles Church (CIC) is the only Open & Affirming church in our area. Our small church family – including our annual winter snowbirds – is a very loving, welcoming congregation. We say “No matter who you are or where you are on life’s journey, you are welcome here”. CIC is a place to grow in our faith while asking questions and evolving on our spiritual journeys.

We are seeking a UCC pastor who will love, guide, teach, inform, inspire, coach, and challenge us, console and counsel us. We have a desire to grow in our personal relationship with God.

We come to Church seeking a message that will enable us to turn Jesus’ teaching into how we can live our lives through God’s love, not wrath. God is still speaking, and we are still listening. We love our church’s style of sermon and need someone who will encourage us to be this church and also help us to become even more engaged.

We are looking for a pastor whose preaching style will attract new members while continuing to engage and retain our current members. Our Sunday services are very casual and we welcome well behaved pets along with coffee and snacks in our sanctuary.

Photographs:

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



Feeding the Hungry at Methodist Church God's Kitchen/ Welcoming New Members

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

The Keys, being a string of islands, has small-town friendliness. Our weather is a subtropical paradise. The natural environment of our clear, blue-green waters provides opportunities for fishing, diving, sailing, and swimming that attract people from all over the world.

Current size of membership: **48 Members, plus 25 non-members who attend regularly.**

Languages used in ministry (*other than English*): **English Only, although a few members are also fluent in Spanish.**

Position Title: **Settled Minister**

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

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

Scope of work for full time PASTORAL POSITION (40-50 hours weekly / 10-12 units)

- preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.
 - faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them
 - leadership development by working with people in the church to create ministry and programs
 - pastoral care in collaboration with lay people
- A resource from the MESA Ministry Team | 2/1/2017
- community engagement and leading the way for the church to be an ambassador of God's love
 - weddings and funerals for participants in the worshipping community
 - strategic planning for current and new directions in ministry
 - attend meetings and give leadership as needed to church programs, in collaboration with lay leadership
 - participate in wider church activities such as conference and association meetings

- administration responsibilities (unless delegated) such as email, website, church supply purchasing, more
- faithful financial development and stewardship
- responsibility for supervision of staff
- availability to wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations
- counseling, listening and referral
- study and prayer to increase faith and to improve skills so as to lead, teach, preach better
- energizing and deepening the spiritual connections and faith understandings of others in all they do

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.)

- **Open-Minded**
- **Inspiring**
- **Accessible**
- **Flexible**
- **Sincere**
- **Management Skills**

1c. COMPENSATION AND SUPPORT

Salary Basis *(from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance)*: **\$60,000 up to \$75,000 depending on Education and Work Experience.**

Benefits *(choose one)*:

Salary includes Optional 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 nearby with a portion of the salary going towards housing allowance. One could expect to pay \$2500-\$3000 and up per month.**

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

Our next minister would need to find their own housing in the area.

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

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

Upper Keys Ministerial Assn, FL UCC, 2 Ordained Ministers in our Congregation.

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

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.

Same as below.

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

Be an active participant in the following:

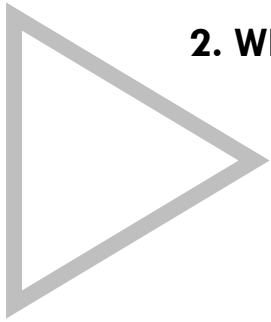
- **Engaging youth in the community including Children's Shelter**
- **Community Resource Council**
- **Engaging with other local clergy**
- **Becoming aware of opportunities to help low income and homeless community**
- **Annual Pet Blessing**
- **Feeding the hungry**

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

Our congregation speaks English.

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.

- **Caring for All Creation**
- **Working Together for Justice and Mercy**
- **Strengthening Inter- and Intra-Personal Assets**
- **Exhibit a Spiritual Foundation and Ongoing Spiritual Practice**



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?

To continue to support the church spiritually, financially, and in all ways so that we may become a thriving entity that is a beneficial and integral part of the community. To welcome and be open to all people who are seeking God. Our motto is “No matter who you are or where you are on life’s journey, you are welcome HERE!!

Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation. *For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?*

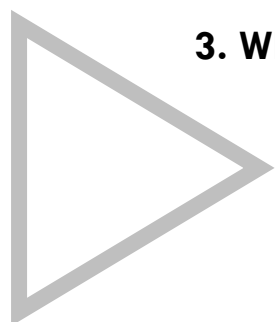
One of our biggest challenges is the small size of our congregation. Due to the seasonal and transient nature of our community, it is difficult to grow our numbers. Many seniors leave to areas better equipped with medical and other age-related support and those that stay are less able to devote time and energy to the church. Also, as the only progressive church in our area we are definitely in the minority.

The existing congregation has welcomed and participated in many activities and opportunities to increase membership, while becoming more visible in the community, e.g.:

- **Experiential Services**
- **Fellowship Activities such as plays, movies, dinners, and outdoor adventures**
- **Fellowship Hour including lunch after Sunday services**
- **Bible Studies**
- **Craft Groups**
- **Winter Festival**
- **Participating in feeding the hungry and/or homeless**
- **Trunk or Treat**
- **Drum circle**
- **Earth Day events**
- **I Care Cleanup**
- **Pride Month (including Savvy Ally Training)**

- Suicide Prevention Training (NAMI)
- CPR training
- American Legion
- 12 Step groups
- The Historical Preservation Society of the Upper Keys
- Community composting and recycling events
- Community music events
- Providing Space for non-partisan outreach

CIC puts on what has become our annual fundraiser for the church known as our Winter Festival. It consists of outside vendors such as artisans and local and non-local businesses. The Church puts on a huge yard sale, an auction, a plant sale, a recycled jewelry sale, and food and beverage sales. Volunteer musicians play throughout the day. It is very well attended by the community and a great fellowship event for the Church. Last year we raised around \$28,000 during this one day event.



3. WHO ARE WE NOW?

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

- CONGREGATIONAL REFLECTIONS
- 11-YEAR REPORT
- CONGREGATIONAL DEMOGRAPHICS
- PARTICIPATION AND STAFFING
- CHURCH FINANCES
- 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?*

We are all together on a faith journey to have a personal relationship with God. The love, compassion and welcome are what attracts people to our doors. Our welcome is unconditional.

The following “New Creed” from the United Church of Canada best sums up CIC.

We are not alone,

We live in God’s world.

We believe in God:

Who has created and is creating,

Who has come in Jesus,

**The Word made flesh,
To reconcile and make new,
Who works in us and others
By the Spirit.**

We trust in God.

We are called to be the Church:

**To celebrate God's presence,
To live with respect in Creation,
To love and serve others,
To seek justice and resist evil,
To proclaim Jesus, crucified and risen,
Our pledge and our hope.**

In life, in death, in life beyond death,

God is with us.

We are not alone.

Describe several strengths or positive qualities of your congregation.

- **Open to all who want to worship.**
- **Barnabas Fund/Local Community Needs**
- **Open and Affirming**
- **WISE Church**
- **Non-judgmental**
- **Loving, warm, and welcoming church family**
- **Open Communion Table**
- **Recognizing that God loves all people**
- **Filled with love for one another**
- **Bible Study opportunities**
- **Active Missions and Outreach participation**
- **Community Composting**
- **Advocacy Emails**
- **Coral Connection Weekly Newsletter**

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?

- **10:00 am on Sunday mornings in our sanctuary**
- **We welcome well behaved pets**
- **We enjoy refreshments in the sanctuary**

- People are welcomed and greeted and offered coffee
- We wear name tags so visitors will know our names and we offer them one
- Our volunteer music minister leads a small choir and band with live music
- MS Power Point scripture, words to songs, etc.
- We share joys and concerns from the congregation and include them in prayer
- We have a progressive, educational, uplifting, thought provoking, and inspiring message
- It is a very casual and comfortable experience with lots of music
- Opportunities are presented to volunteer, learn, share, join, support the Church and community.
- Congregation reads the closing message and blessing.
- Lunch is served after service.

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?*

Our Spiritual Development Committee has evolved in the past four years with the support of our most recent pastor and the congregation. We recently changed the name from Faith Formation and Development to emphasize the process nature of spiritual growth, regardless of age. Adult programming is one of their responsibilities as well as sponsorship of adult educational and church supportive activities. Spiritual Development has had not less than 4-5 voting members and has met an average of once a month with the pastor usually in attendance.

The congregation has been consistently very generous in its budgetary support of Spiritual Development programs and activities, especially considering the size of the congregation. The curriculums have been built up and have sufficient money in our line items to buy supplies and meet other miscellaneous expenses.

Weekday or evening, as well as after Sunday service adult programs have been provided. There are 4 to 7 programs provided each year. Some of the programs in the past have included:

- Living the Questions
- The Parables Study
- Who was Jesus
- What My Grandmothers taught me - Genealogy of Jesus
- Come to the Waters
- Evolution & Christianity

We have also put on special events such as:

- **LGBTQ+ Ally training**
- **CPR Training**
- **Suicide Prevention Training**
- **The Movie “1946”**

Our average attendance of children is 0-2 children each week. There is a “family friendly” area in the sanctuary for families with children with toys and activities.

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?

See attached Organizational Chart

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

The Church Council, Diaconate, and Spiritual Development each meet once a month for approximately one hour. Pastoral Support meets as needed/requested by the pastor.

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

- **Hurricane Irma: The congregation got together and cleaned up outside, organized and facilitated repairs. Council voted on building repairs. Some communication by phone, email and word of mouth. We also assisted some elderly church members with cleanup at their homes and provided space for FEMA employees working in the area to meet.**
- **COVID: For a time we had to be closed, so we quickly organized online services. We opened our chapel with masks and social distancing for those without computer access. We ordered and provided specially wrapped communion elements for when we were able to reopen, and provided masks and hand sanitizer. We did not pass the offering plates or the attendance books or offer lunch.**

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]

Yes.

3b. 11-YEAR REPORT

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

Attached

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	48	No – it is an average from records kept
Number of active non-members:	25	No – it is an average from records kept
Total of church participants (sum of the numbers above):	73	No – it is an average from records kept

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	20+	Yes
Less than 10, more than 5 years:	5-20	Yes
Less than 5 years:	10-15	Yes

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>
4	0	2	4	6	8	9	25	15	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	0	Yes
Households with minors:	4	Yes
Single adults age 35-65:	3	Yes
Joint households with no minors:	60%	Yes
Single adults over 65:	15-20%	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:		We don't track this.
College:		We don't track this.
Graduate School:		We don't track this.
Specialty Training:		We don't track this.
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:		We don't track this.
Adults who are retired:		We don't track this.
Adults who are not fully employed:		We don't track this.

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

Although we don't track this we do have a high percentage of retirees. Past and current professions include Teachers, Attorneys, Social Workers, Realtors, Librarians, Doctors, Speech and Language Pathologists, Veterans, Pastors, Business Owners, Fitness Instructors, etc.

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?

Although we are basically all Caucasian, we do have a few Hispanic members. We would love to be more racially diverse. Diversity means to us sexual preference, gender identity, those dealing with mental health issues, etc. as well as race.

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)?

Please note the date. Comment after the exercise:

We address and discuss weekly in Worship.

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	5	Pastor & Spiritual Development
Baptisms <i>(number last year)</i>	2	Pastor and Diaconate
Children's Groups or Classes	1-2	Spiritual Development
Christmas Eve and Easter Worship	50	Pastor, Diaconate, Music Minister
Church-wide Meals	15-30	Fellowship, volunteers
Choirs and Music Groups	6	Music Leader
Church-based Bible Study	7	Pastor, Spiritual Development
Communion – 1 st Sunday of Month	Most Attendees	Pastor, Diaconate
Community Meals	3-6	Prepare & Serve Dinner at Methodist Church 1 time per month
Confirmation <i>(number confirmed last year)</i>		
Drama or Dance Program		
Funerals <i>(number last year)</i>	2	Pastor, Diaconate, Music Leader
Intergenerational Groups		
Outdoor Worship	30	Pastor, Diaconate, Fellowship, Music Leader
Prayer or Meditation Groups	10	Volunteers
Public Advocacy Work	10-15	Pastor, Outreach Committee, Volunteers
Retreats		

Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	0	
Worship 10:00-11:00 am-Summer	25-35	May-October
Worship 10:00-11:00 am-Winter	45-50	November-April
Young Adult Groups or Classes		No Young Adults
Youth Groups or Classes	6-8	Youth from Children's Shelter Learning to Embroider
Other- Crafters	8	Coral Isles Crafters

Additional comments:

A meal is prepared and offered to all in attendance after each Sunday service to encourage fellowship. During winter months we sometimes offer "Dinner & a Movie" with discussion afterwards.

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)
Terry Hudson			Sub-Pastor Not UCC Ord.	Yes
Pam Feeser		Methodist Pastor	Christian Counselor Service	No

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: **Occasional Pulpit Supply**

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
Admin/PowerPoint	Brian Wojciechowski	PT	Pastor	2.5 years
Bookkeeper	Anita Myers	PT-Remote	Treasurer	2.5 years
Custodian	Sue Brown	PT	Pastor	40 years

REFLECTION

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

We have a variety of offerings considering the size of our congregation. Our attendance fluctuates due to our seasonal and transient population. We need leadership to continue these gatherings and regularly attract new attendees to increase membership to include young adults, families, and the newly retired.

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year **ended June 30, 2025**)

Source	Amount
Annual Offerings and Pledged Giving	\$108,465
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$ 0
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$ 0
Fundraising Events	\$ 27,604
Gifts Designated for a Specific Purpose	\$ 9,491
Grants	\$ 5,000
Rentals of Church Building – MARC, Healthy Start, etc.	\$ 48,212
Rentals of Church Parsonage	\$ 27,416

Support from Related Organizations (e.g. Women's Group)	\$
Transfers from Special Accounts	\$
Other (specify): Misc Income	\$ 522
Other (specify): Rental of Outdoor Space to Taco Truck	\$10,800
TOTAL	\$ 237,510

Current annual expenses (dollars budgeted for most recent fiscal year): **\$ 223,287**

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.

For many years our church has been on a July 1st to June 30th fiscal year. In 2025 we voted to convert our fiscal year to the calendar year. Our last full year's budget was for July 1, 2024 – June 30, 2025 (attached). Also attached is the year-end financial statement for that same period. We then had a budget for July 1, 2025 to December 31, 2025 (attached). We are in the process of developing our annual budget for fiscal year 2026.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **41% Including Pastor Compensation Package, Staff, and Ministries.**

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) **No**

Yes- Our Church's Wider Mission (OCWM – Basic Support) **\$4,947 UCC**

Occasionally - One Great Hour of Sharing

No - Strengthen the Church

Occasionally - Neighbors in Need

No - Christmas Fund

Our own fund for those in need –

Barnabas Fund - \$5,874

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

Barnabas & UCC – 7.5%

What is the church's current indebtedness? **None**

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.

N/A

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

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

If a capital campaign is underway or anticipated, describe: N/A

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

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

Does your church have an endowment? Yes

What is the market value of the assets? \$28,449 as of 10-23-2025

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

No funds have been drawn yet. In the future, funds may be drawn under certain circumstances, and with congregational approval.

What is the percentage rate of draw (last year, compared to 5 years ago)? \$0

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: \$0

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

Please comment on the above calculations or estimates:

Other Assets **As of 10/28/2025**

Reserves (savings): **\$208,008**

Investments (other than endowment): **\$ 208,008-Reserves and Investments are one and the same.**

Does your church have a parsonage?

We have a rental house used for Workforce Housing.

Fair market rental value of the parsonage: **\$2,300/month, \$27,600/year**

How is the **Rental House** used? **Leased to Admin and Family**

Street / City / State / Zip: **110 Fontaine, Tavernier, FL 33070**

Finished square footage: **1,176**

Number of Bedrooms **3**, Number of Bathrooms:**2**

Assessed real estate value:

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

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

Condition of structure, systems and appliances **New as of 2.5 years ago.**

Entity in the church responsible for review and needed repairs

Property Committee

Describe all buildings owned by the church:

Main Building:

Sanctuary

Offices/Storage

Kitchen/Fellowship Hall

2nd Building:

MARC-Resale Store – Rental

Florida Keys Outreach Coalition – Rental

Small Chapel

Keys Healthy Start – Rental

Storage

3rd Building:

Single Family Rental House

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.*) **Both Buildings, All Spaces Except Pulpit/Alter**

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?*

A few years ago, the Church began to fund almost half of the Barnabas Fund, which provides for individuals in need. Previously, this had been funded solely by donations from the congregation. We believe that taking care of those in need in our community is an integral part of our ministry.

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.

- **Becoming Open & Affirming 25 years ago**
- **Becoming a WISE Church in 2022**
- **Adding Virtual Church Services**

The most important event in the past 10 years was learning to lead our own church and not depending on the Pastor.

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

Probably our most recent change was having our pastor retire. Several members really stepped up and planned and staffed all of our Sunday worship services through the end of the year. They were amazing!

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 really don't have conflict.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev William North	20	Yes
Rev Ira Chace	8	Yes
Rev Bonnie Frost	18	Yes
Rev Kerby Avedovech	5	Yes
Rev Bruce Havens	4	Yes

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?

Y/N/Ask us **Ask Us**

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us **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? *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?*

- **Participating in feeding the hungry and/or homeless**
- **Trunk or Treat**
- **Drum circle**
- **Earth Day events**

- **I Care Cleanup**
- **Pride Month (including Savvy Ally Training)**
- **Suicide Prevention Training (NAMI)**
- **CPR training**
- **American Legion**
- **Community composting and recycling events**
- **Pet Blessing**
- **Globally – Heifer, UCC Disaster Relief**

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

Pastor and Lay Persons have attended State Conference and Recent Regional Meeting.

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) | ☐ Just Peace |
| ☐ Creation Justice | ☐ Global Mission Church |
| ☐ Economic Justice | ☒ Open and Affirming (ONA) |
| ☐ Faithful and Welcoming | ☒ WISE Congregation for Mental Health |
| ☐ God Is Still Speaking (GISS) | ☐ Other UCC designations: |
| ☐ Border and Immigrant Justice | ☐ Designations from other denominations |
| ☐ Inter-cultural/Multi-racial (I'M) | ☐ 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?

We are working on becoming a Just Peace Church and Creation Justice Church.

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

We have participated with Burton Memorial Methodist Church on Earth Day events, and volunteer in their "God's Kitchen" once a month, preparing and serving dinner to those in need. We also collect and deliver food to their food pantry.

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.

Vision

A community of faith where in God's love ALL are accepted and honored for who they have been, embraced and affirmed for who they are and empowered and supported to be who they are called to be.

Mission

To follow the ways, teachings and challenge of Jesus—with sleeves rolled up, minds fully engaged and hearts widely open; honoring and protecting the dignity of all individuals, every animal and every atom of creation; boldly embracing curiosity and wonder, worship and study, commitment to justice and service and vibrant excellence in hospitality and community.

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?

Our expectations would be based on need. We have not overtasked previous Pastors so that time spent on needed work was prevented. Our best guess would be 25% community and 75% congregation based.

4b. MISSION InSite

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

The report reflects a big decrease in all age groups under age 18. That we do not have many children attending certainly is in line with those numbers. The report also shows big increases in ages 65 and up. We have recently been targeting that segment which would include early retirees.

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's demographics reflect those of the neighborhoods adjacent to our church and others with whom we connect.

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

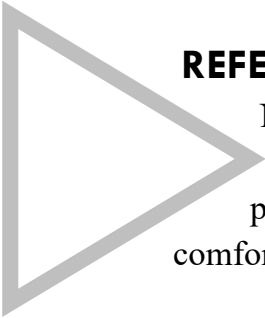
Our snowbird members are represented in the growing segments of ages 65-74 and 75 and up. Also, the decline in young people is reflected in our ministry.

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

Some in our community would describe Coral Isles as “that church”. They mean it as a negative, but we have turned it into a positive: Yes! We are THAT church! We have it on our t-shirts. We have been called “Woke”, “The Gay Church”, etc. On a positive note, many know us for giving support when no one else will through our Barnabas Fund. (Some churches turn away people in need and send them to us.) We are known for being very friendly and welcoming. We are also known as the church that lets pets come to church. Some people know us for the Taco Truck we have on our grounds.

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

Some of our members and attendees came and stayed because of a positive interaction with our Pastor and liked what they/our Church stands for. Some people get involved because of the consistent, empowering message delivered each Sunday. Others love the warm welcome and the feeling that we truly are a family. Some love the live music, some love our community involvement. They like that we are not judgmental, and that it is about the journey. We even had one member who came because of the messages on our sign out front.



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.

Letters requested but not yet received.

REFERENCE 1

Kerby Avedovech/ Retired UCC Pastor/Living in Utah

Phone: 305-509-9070/ Email: Avedovech@gmail.com/ Former Pastor at Coral Isles Church

REFERENCE 2

Val and Pete Conde/ Former Members, Deacons, Choir, Council Members at CIC

Phone: 305-240-1002/ Email: KeysValandPete@hotmail.com/ Former Members who moved away to Central Florida.

REFERENCE 3

Carol Schinella/ Former Member

Phone: 305-942-9633/ Email: MollyHotTamali@hotmail.com/ Former Member who moved to Vero Beach, FL

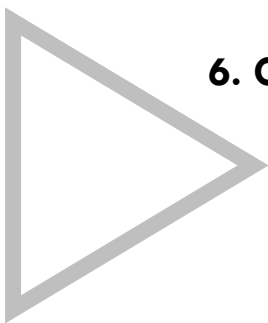
PROMPTS FOR REFERENCES

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 the Pastor's Journey

Gracious and Holy God, Source of all Love and Justice,

We lift up this Pastor who is now beginning a new chapter of journey and ministry with a church community committed to being open and affirming.

We pray for the journey itself:

- **Grant them courage to lead with authenticity and to speak the truth of Your inclusive love without fear.**
- **Grant them wisdom to learn the unique story of this new community and to discern the path forward with grace and humility.**
- **Grant them resilience to navigate the changes and challenges that come with any new call, and to persevere in the pursuit of justice and compassion.**

We pray for their ministry:

- **May their heart be a wellspring of radical welcome, echoing Christ's invitation to all people, without exception or condition.**
- **May their hands be tools of healing and service, extending care to the marginalized, the oppressed, and all who seek a spiritual home.**

- **May their words be a light of progressive vision, inspiring the congregation to continually grow in understanding, faith, and action for a more just world.**

We pray for the partnership:

- **Bless the Pastor and the congregation with a deep mutual respect and a shared commitment to the expansive Gospel.**
- **May they be bound together in a holy covenant of love and liberation, modeling for the world the beautiful, diverse body of Christ.**

Surround this Pastor with your Holy Spirit as they step into this sacred work. May they feel your constant affirmation, knowing their gifts and calling are truly welcome here. 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 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.)*

Pastor Search Committee Members:

- **Susan Ashmore, Church Council, Diaconate**
- **Chris Morgan, Church Council Moderator, Diaconate**
- **Tracy Carter, Church Council, Spiritual Development**
- **SuzAnne Jessup, Church Council, Snowbird**
- **Frank Jessup Snowbird**
- **Greg Friedman, Member**
- **Susanna Valdes, Member**
- **Chris Rigano, Member**
- **Eric Anderson, Leader of Last Search Committee, Member**

Brian Wojciechowski, Member, Office Administrator

2. Additional comments for interpreting the profile:

Signed: *Susan Ashmore, Pastoral Search Committee, December 8, 2025*

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: Yes

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

Staff Comment: Yes

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

Staff Comment: Yes

My signature below attests to the above three items.

Signature:



Name / Title: Associate Conference Minister for Search and Call & Congregational Care

Email: LHarrison@uccfla.org

Phone: 689-500-7386

Date: 12/8/2025



**Coral Isles Church
Goals
2024 – 2027**

Vision

A community of faith where in God's love ALL are accepted and honored for who they have been, embraced and affirmed for who they are and empowered and supported to be who they are called to be.

Mission

To follow the ways, teachings and challenge of Jesus—with sleeves rolled up, minds fully engaged and hearts widely open; honoring and protecting the dignity of all individuals, every animal and every atom of creation; boldly embracing curiosity and wonder, worship and study, commitment to justice and service and vibrant excellence in hospitality and community.

Year 1 People

In the next year, CIC will focus on increasing “people on the property,” for worship, community awareness/education programs, rental space, etc. targeting both initial and return visits.

Year 2 Financial

In the second year, CIC will focus on remaining financially solvent and increasing endowment and/or general fund by 10% of budgeted revenue per year.

Year 3 Property

In the third year, CIC will focus on making our property match our vision and mission statement.

During the past year, CIC council conducted a congregational workshop to identify and prioritize ideas and concerns in the following focus areas: Mission and Outreach, Fellowship, Spiritual Development, Diaconate/Worship and Fundraising/Stewardship. With that input, the council met and established the above goals.

Our progress toward our Year 1 goal, People, has been substantial. The Diaconate has reviewed membership and contacted folks who had not attended any recent church activities, they initiated and continue a Card Ministry, as well as continue with church greeters who welcome congregants and offer a welcome mug to visitors. Mission and Outreach has partnered with local churches and community organizations to offer programs for the congregation as well as the community. Spiritual Development has continued to offer children's activities during worship as well as to offer adult education activities including bible study and NAMI programs. Fellowship has continued to host lunch after worship and community dinners at local restaurants as well as welcoming the Fuller and MS bicycle groups and Long Walk Home. Property has expanded community use of CIC property by providing space for community organizations to meet as well as the establishment of a food truck. Additionally, the Barnabas fund has assisted numerous individuals and families both in our congregation as well as in the community. Finally, this year was the 13th annual Winter Festival which has become a highly anticipated community event. These programs will continue as we transition into Year 2.

In Year 2, our Goal will be to focus on Financial growth in order to continue and expand our Ministry and presence in the Upper Keys community. We will be offering our stewardship campaign this spring, presenting a workshop on Planned Giving and seeking community grants.



**Coral Isles Church
Goals
2024 – 2027**

Respectfully Committed,

Tracy Carter

Past Moderator,

Spiritual Development Committee Chair



United Church of Christ ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS

Church: 605 - Coral Isles UCC - Tavernier, FL

Assoc/Conf: No Associations in Florida

Schedule: 0 - UCC Church

Year	Members	AVG Weekly Attendance	CHR ED / Faith Form	Confirmation	Confession	Transfer Or Reaffirm	Death Or Trans Out	Other Losses	Net Membs Adds-Removed
2014	95	50	7	19	0	0	1	17	1
2015	100	48	7	0	6	1	2	0	5
2016	110	48	7	0	12	0	2	0	10
2017	108	50	7	0	0	0	2	0	-2
2018	105	48	13	0	3	0	6	0	-3
2019	84	38	3	0	2	0	4	19	-21
2020	84	38	3	0	0	0	0	0	0
2021	84	38	3	0	0	0	0	0	0
2022	84	38	3	0	0	0	0	0	0
2023	45	35	15	0	0	5	24	20	-39
2024	47	35	16	0	0	0	0	0	0

Year	Current Expenses	Capital Payments	Basic Support	Additional UCC Giving	Total OCWM	Other Support	Wider Mission	Basic Supp % Curr Local	Total Expend	Pledges And Offerings
2014	\$178,429.00	\$0.00	\$614.00	\$0.00	\$0.00	\$23,753.00	\$23,753.00	0%	\$202,182.00	\$123,370.00
2015	\$188,983.00	\$0.00	\$676.00	\$0.00	\$0.00	\$4,075.00	\$4,075.00	0%	\$193,058.00	\$143,966.00
2016	\$204,960.00	\$0.00	\$737.00	\$0.00	\$0.00	\$14,490.00	\$14,490.00	0%	\$219,450.00	\$151,389.00
2017	\$190,050.00	\$0.00	\$675.00	\$0.00	\$0.00	\$0.00	\$0.00	0%	\$190,050.00	\$105,549.00
2018	\$241,119.00	\$0.00	\$737.00	\$0.00	\$0.00	\$61,290.00	\$61,290.00	0%	\$304,509.00	\$124,764.00
2019	\$212,355.00	\$0.00	\$737.00	\$0.00	\$0.00	\$17,775.00	\$17,775.00	0%	\$232,230.00	\$115,142.00
2020	\$212,355.00	\$0.00	\$736.00	\$0.00	\$0.00	\$0.00	\$0.00	0%	\$212,355.00	\$0.00
2021	\$212,355.00	\$0.00	\$614.00	\$0.00	\$0.00	\$0.00	\$0.00	0%	\$212,355.00	\$0.00
2022	\$212,355.00	\$0.00	\$250.00	\$0.00	\$0.00	\$0.00	\$0.00	0%	\$212,355.00	\$0.00
2023	\$108,582.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,000.00	\$3,000.00	0%	\$113,082.00	\$94,464.00
2024	\$110,000.00	\$0.00	\$114.00	\$1,500.00	\$1,500.00	\$4,000.00	\$5,500.00	0%	\$115,500.00	\$89,401.00

% Change	Members	Avg Weekly Attendance	CHR ED / Faith Form	Total Additions	Total Removals	CURR Local Expenses	Total OCWM	Total Expenditures
2019 - 2024	-44.05	-7.89	433.33	-100.00	-100.00	-48.20	1500	-50.26
2014 - 2024	-50.53	-30.00	128.57	-100.00	-100.00	-38.35	1500	-42.87

For more information about report data, please visit [Data-Hub-Church-Field-Guide.pdf](#)

If I could only use one word to describe Coral Isles Church, that word would be “heart.” Heart for each other. Heart for the community. Heart for those facing challenges. Heart for social justice. Heart to spread Jesus’ message of love in a conservative community.

Coral Isles is situated on Plantation Key in the Upper Keys. With the exception of Key West, the Keys are considered a rural community. It is also a conservative community; politically and theologically. The congregation is comprised of both local residents and snowbirds. It is also comprised of people from a variety of political viewpoints. Often the more conservative members are part of Coral Isles because of LGBTQ+ and social justice concerns rather than progressive theology. The socio-economic make-up of the congregation runs the gamut from people living on derelict boats to those residing in McMansions. And interestingly, to this congregation, it makes no difference.

- The past ten years, Coral Isles has made a concerted effort to become more involved in the community. Participating in faith-based events and working with local non-profit organizations. They currently rent space to MARC (a not for profit agency that provides wrap around life services for adults in Monroe County who have developmental issues), Healthy Start, and the Florida Keys Outreach Coalition. They work with Burton United Methodist to serve meals. Their Barnabas Fund provides small but impactful funding for individuals in need.

Another community outreach event is the Winter Festival which is held each year in early March. The Winter Festival is a market with local art, various products, food and music. It also has a flea market and non-profit tables. It provides significant funding for Coral Isles and serves as a community-wide event.

The two main challenges for Coral Isles are music and Children’s Ministry. For several years the congregation used Midi-files to support their choir. Unfortunately, those files were lost in a computer purge. They currently have a small band, with a limited repertoire, to support worship.

Children’s Ministry has been a challenge for years. After a number of years, hours of research, unknown time spent on preparing unused curriculum, and serious soul searching, Coral Isles has made the decision to focus on ministering to young retirees and elders of the community.

I had the honor of serving Coral Isles Church as interim, designated, and settled pastor. It was a community that grabbed my heart and one I continue to hold dear. There are challenges to serving a progressive faith community in a conservative location. But ministering to and with Coral Isles is worth every challenge you will encounter.

Coral Isles Church

My husband and I grew up in the Methodist church. When we moved to the Keys we skipped church for quite a long time. I had always enjoyed a Sunrise Service and when I saw that there was one on the beach we decided to attend.

We were warmly welcomed by the minister and members of the church. We were quickly drawn into leadership roles in the church. We also were members of the choir. When we left the Keys in 2014, it was with great regret.

We became an Open and affirming Church during that time. It was a time of some division. Several people left the church. We eventually regained members and enjoyed the diversity in our Congregation.

It was difficult to leave such a supportive Congregation, but we were moving to Central Florida. Whenever we have visited the Keys, we attend Coral Isles and always feel welcomed again. It is a friendly place with many wonderful activities.

Sincerely,

Valgene Conde

Coral Isles Church

Profit & Loss Budget vs. Actual

July 2024 through June 2025

	Jul '24 - Jun 25	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
Barnabus Income	11,791.05	4,200.00	7,591.05	280.7%
Dividend & Interest	139.14			
Fundraising Events				
Winter Fest Auction	6,512.41			
Winter Fest Bake Sale	438.00			
Winter Fest Food and Beverage	2,872.00			
Winter Fest Jewelry and art	1,958.49			
Winter Fest Other Income	20.00			
Winter Fest Plant Sale	120.00			
Winter Fest Sponsors	10,695.15			
Winter Fest Vendor space rental	3,393.12			
Winterfest Yard Sale	5,127.46			
Fundraising Events - Other	1,535.44	25,900.00	-24,364.56	5.9%
Total Fundraising Events	32,672.07	25,900.00	6,772.07	126.1%
Giving				
Collections	31,217.14	27,700.00	3,517.14	112.7%
In-Kind Giving	0.00	0.00	0.00	0.0%
Pledges	77,248.75	74,500.00	2,748.75	103.7%
Restricted Gifts				
Back Bay Mission	240.00	800.00	-560.00	30.0%
Church	0.00	2,400.00	-2,400.00	0.0%
Community	0.00	0.00	0.00	0.0%
UCC Grant	373.00			
Restricted Gifts - Other	213.00			
Total Restricted Gifts	826.00	3,200.00	-2,374.00	25.8%
Giving - Other	62.00			
Total Giving	109,353.89	105,400.00	3,953.89	103.8%
Heifer Fund	763.00			
Miscellaneous Income	-915.36	300.00	-1,215.36	-305.1%
Rentals				
MARC	52,449.68	51,100.00	1,349.68	102.6%
Other	6,562.51	2,500.00	4,062.51	262.5%
Parsonage	27,418.32	27,600.00	-181.68	99.3%
Total Rentals	86,430.51	81,200.00	5,230.51	106.4%
Total Income	240,234.30	217,000.00	23,234.30	110.7%

Coral Isles Church

Profit & Loss Budget vs. Actual

July 2024 through June 2025

Expense	Jul '24 - Jun 25	Budget	\$ Over Budget	% of Budget
Administrative				
Advertising	1,085.69	200.00	885.69	542.8%
Interest Expense	-21.63			
Office Supplies	2,809.49	3,500.00	-690.51	80.3%
Other	376.53	700.00	-323.47	53.8%
Professional Fees	1,845.00	1,900.00	-55.00	97.1%
Taxes	5,073.29	5,300.00	-226.71	95.7%
Technology Support	1,204.77	1,800.00	-595.23	66.9%
Total Administrative	12,373.14	13,400.00	-1,026.86	92.3%
Fellowship				
Kitchen Expenses	4,735.96	1,500.00	3,235.96	315.7%
Social	352.46	1,300.00	-947.54	27.1%
Total Fellowship	5,088.42	2,800.00	2,288.42	181.7%
Fundraising Events Expenses				
Winter Fest Advertising-Media e	1,917.40			
Winter Fest Food and Beverage s	841.63			
Winter Fest Other Expenses	1,020.00			
Fundraising Events Expenses - Other	1,289.37			
Total Fundraising Events Expenses	5,068.40			
Ministries				
Christian Ed-Children & Youth Program Costs	0.00	1,000.00	-1,000.00	0.0%
Total Christian Ed-Children & Youth	0.00	1,000.00	-1,000.00	0.0%
Chritian Education - Adult	342.55	0.00	342.55	100.0%
Diaconate-Fee for Service	250.00			
Diaconate Other	705.00			
Music	538.33	1,000.00	-461.67	53.8%
Pastoral	0.00	150.00	-150.00	0.0%
Ministries - Other	2,124.56			
Total Ministries	3,960.44	2,150.00	1,810.44	184.2%
Outreach				
Back Bay Mission	0.00	0.00	0.00	0.0%
Barnabus Fund	5,874.10	4,400.00	1,474.10	133.5%
Community				
T-Shirts	0.00	0.00	0.00	0.0%
Community - Other	0.00	1,800.00	-1,800.00	0.0%
Total Community	0.00	1,800.00	-1,800.00	0.0%

Coral Isles Church

Profit & Loss Budget vs. Actual

July 2024 through June 2025

	Jul '24 - Jun 25	Budget	\$ Over Budget	% of Budget
Heifer Fund	0.00	800.00	-800.00	0.0%
Missions	2,822.92	2,000.00	822.92	141.1%
Total Outreach	8,697.02	9,000.00	-302.98	96.6%
Payroll				
Administrative Staff *	17,468.75	17,000.00	468.75	102.8%
Christine Ng				
Salary	45,499.92			
Total Christine Ng	45,499.92			
Pastor Salary				
Housing	27,999.84			
Pastor Compensation	0.00	74,500.00	-74,500.00	0.0%
Pastor Salary - Other	0.00	0.00	0.00	0.0%
Total Pastor Salary	27,999.84	74,500.00	-46,500.16	37.6%
Payroll Taxes	5,057.49	4,900.00	157.49	103.2%
Payroll - Other	2,275.00	0.00	2,275.00	100.0%
Total Payroll	98,301.00	96,400.00	1,901.00	102.0%
Property				
Insurance	31,682.50	34,200.00	-2,517.50	92.6%
Maintenance-Custodial	8,940.00	9,400.00	-460.00	95.1%
Maintenance-Other	13,911.05	10,200.00	3,711.05	136.4%
Repairs/Replacements	6,401.72	8,000.00	-1,598.28	80.0%
Utilities	28,492.44	16,500.00	11,992.44	172.7%
Total Property	89,427.71	78,300.00	11,127.71	114.2%
Reconciliation Discrepancies	-231.13			
Total Expense	222,685.00	202,050.00	20,635.00	110.2%
Net Ordinary Income	17,549.30	14,950.00	2,599.30	117.4%
Net Income	17,549.30	14,950.00	2,599.30	117.4%

Coral Isles Church

Profit & Loss Budget vs. Actual

July through December 2025

	Jul - Dec 25	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
Barnabus Income	295.00	4,000.00	-3,705.00	7.4%
Dividend & Interest	48.39			
Fundraising Events				
Winter Fest Vendor space rental	700.00			
Fundraising Events - Other	0.00	6,000.00	-6,000.00	0.0%
Total Fundraising Events	700.00	6,000.00	-5,300.00	11.7%
Giving				
Collections	7,012.60	14,000.00	-6,987.40	50.1%
Pledges	18,479.64	40,000.00	-21,520.36	46.2%
Restricted Gifts				
Back Bay Mission	0.00	0.00	0.00	0.0%
Church	0.00	500.00	-500.00	0.0%
Community	0.00	800.00	-800.00	0.0%
Total Restricted Gifts	0.00	1,300.00	-1,300.00	0.0%
Total Giving	25,492.24	55,300.00	-29,807.76	46.1%
Miscellaneous Income	523.26	100.00	423.26	523.3%
Rentals				
MARC	18,715.88	26,000.00	-7,284.12	72.0%
Other	12,750.00	10,400.00	2,350.00	122.6%
Parsonage	2,300.00	13,700.00	-11,400.00	16.8%
Total Rentals	33,765.88	50,100.00	-16,334.12	67.4%
Total Income	60,824.77	115,500.00	-54,675.23	52.7%
Expense				
Administrative				
Advertising	100.00	200.00	-100.00	50.0%
Office Supplies	1,487.89	1,400.00	87.89	106.3%
Other	0.00	200.00	-200.00	0.0%
Professional Fees	450.00	900.00	-450.00	50.0%
Taxes	0.00	5,100.00	-5,100.00	0.0%
Technology Support	917.97	600.00	317.97	153.0%
Total Administrative	2,955.86	8,400.00	-5,444.14	35.2%
Fellowship				
Kitchen Expenses	915.03	1,300.00	-384.97	70.4%
Social	101.27	400.00	-298.73	25.3%
Total Fellowship	1,016.30	1,700.00	-683.70	59.8%

Coral Isles Church

Profit & Loss Budget vs. Actual

July through December 2025

	Jul - Dec 25	Budget	\$ Over Budget	% of Budget
Ministries				
Christian Ed-Children & Youth				
Program Costs	0.00	0.00	0.00	0.0%
Total Christian Ed-Children & Youth	0.00	0.00	0.00	0.0%
Chritian Education - Adult	214.91	500.00	-285.09	43.0%
Music	16.55	300.00	-283.45	5.5%
Pastoral	0.00	0.00	0.00	0.0%
Wednesday Worship	128.15			
Ministries - Other	25.00			
Total Ministries	384.61	800.00	-415.39	48.1%
Outreach				
Back Bay Mission	0.00	500.00	-500.00	0.0%
Barnabus Fund	1,378.01	4,400.00	-3,021.99	31.3%
Community				
T-Shirts	0.00	1,300.00	-1,300.00	0.0%
Community - Other	0.00	0.00	0.00	0.0%
Total Community	0.00	1,300.00	-1,300.00	0.0%
Heifer Fund	0.00	800.00	-800.00	0.0%
Missions	179.76	3,900.00	-3,720.24	4.6%
Total Outreach	1,557.77	10,900.00	-9,342.23	14.3%
Payroll				
Administrative Staff *	6,188.26	9,500.00	-3,311.74	65.1%
Christine Ng				
Salary	14,029.82			
Total Christine Ng	14,029.82			
Pastor Salary				
Housing	8,166.62			
Pastor Compensation	0.00	0.00	0.00	0.0%
Pastor Salary - Other	0.00	38,500.00	-38,500.00	0.0%
Total Pastor Salary	8,166.62	38,500.00	-30,333.38	21.2%
Payroll Taxes	1,546.69	2,700.00	-1,153.31	57.3%
Total Payroll	29,931.39	50,700.00	-20,768.61	59.0%
Property				
Insurance	5,444.60	11,500.00	-6,055.40	47.3%
Maintenance-Custodial	2,720.00	4,600.00	-1,880.00	59.1%

Coral Isles Church

Profit & Loss Budget vs. Actual

July through December 2025

	Jul - Dec 25	Budget	\$ Over Budget	% of Budget
Maintenance-Other	1,968.00	6,000.00	-4,032.00	32.8%
Repairs/Replacements	819.22	3,300.00	-2,480.78	24.8%
Utilities	7,494.57	12,500.00	-5,005.43	60.0%
Total Property	18,446.39	37,900.00	-19,453.61	48.7%
Reconciliation Discrepancies	10.00			
Total Expense	54,302.32	110,400.00	-56,097.68	49.2%
Net Ordinary Income	6,522.45	5,100.00	1,422.45	127.9%
Net Income	6,522.45	5,100.00	1,422.45	127.9%