

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

Hope United Church of Christ
Rockledge, Florida

Settled Minister

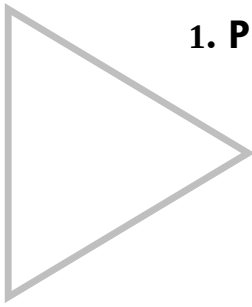
Florida Conference, United Church of Christ

LOCAL CHURCH PROFILE

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



1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: [Hope United Church of Christ](#)

Street address: [2555 So. Fiske Boulevard](#)

Supplemental web links: www.hopeucc.com

Additional ecumenical affiliations:

[None](#)

Conference: [Florida Conference United Church of Christ](#)

UCC Conference or Association Staff Contact Person :

[Rev S. LaTrell Harrison](#)

[Associate Conference Minister for Search and Call](#)

[407-835-7501 \(Office\), 689-500-7386 \(Cell\)](#)

lharrison@uccfl.org

Summary Ministry Description:

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

The uniqueness of our church is that we are a O&A church, the only church in our city that celebrates & officiates same-gender marriages. The vision of the coming years is to be more visibly engaged, to expand our community and to ensure that we are known as a place of radical welcome. We are committed to expanding our outreach so that our neighbors – especially those seeking an inclusive spiritual home – clearly know that all are welcome, valued and affirmed. As we grow, we will continue to strengthen and expand our church family relationships, nurture spiritual depth and live out our faith through meaningful acts of love, justice and service. Our presence in the community will be active and visible – through partnerships, service and participation in local events, including Pride and other celebrations of diversity.

Photographs: [See Addendum 1 \(Church Photos\)](#)

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

- Rockledge’s warm weather fosters a focus on outdoor activities, which include water sports, eco-friendly activities, many parks and recreational facilities.
- Conveniently located near Interstate highways and good state/county highways which allow easy travel to local airports, attractions and areas throughout the state of Florida
- Excellent schools, with new schools being built to accommodate our growing population, excellent shopping and restaurants, low crime rate for Rockledge citizens, a city government that is actively involved in city improvements for the citizens.

Current size of membership: 92 Members

Average attendance: 54 (Hybrid Service In-Church & Zoom)

Languages used in ministry : Not required but Spanish would be useful.

Position Title: Settled Minister

Position Duration:

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*):

½ Time, possibly ¾ Time, depending on experience

Does the total support package meet conference compensation guidelines? Yes

1b. SCOPE OF WORK

Core Competencies:

Our new Pastor should have a strong commitment to seeking justice, a sense of belonging to the wider UCC Community, knowledge of and acceptance of an ONA congregation, and a willingness to assist the Hope UCC congregation as we move forward.

Our new pastor would communicate closely with Hope UCC’s administrative assistant, our Moderator, and Council. Agreed upon office hours depending on the pastor’s availability.

The new pastor will need to be able (1) manage differences in strong opinions, (2) provide dynamic presence in the pulpit and (3) demonstrate an ability to assist Hope UCC in their efforts to move toward new governance and restructuring planning.

The pastor would lead the Sunday worship service and provide some pastoral care.

1c. COMPENSATION AND SUPPORT

Salary Basis: \$ 54,000.00 Total Compensation

Benefits (*choose one*):

Professional Expenses - \$1,000

Vacation – Negotiated with Pastoral Relations Committee

What is the expected living situation for your next minister?

Living nearby with Housing Allowance

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

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

Sabbatical after - years - To be negotiated

Professional expenses - To be negotiated

Peer and professional supports available for ministers are available through the Florida Conference.

Conference guidelines stipulate a ½ position would require 20 units/hours commitment and a ¾ time 8 units/30 hours. Typically, Sunday sermon and preparation time accounts for 3.5 units/10 hours. We would hope that the remaining units would be divided between pastoral care, normal office administration and meetings. However, actual breakdown to be negotiated.

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.

- Welcoming & Inclusive: Creating a visibly safe, inclusive space where all people feel valued and loved.
- Meaningful Worship and Faith Education: Offering spiritually enriching worship services that reflect diverse experiences and invite participation from all ages and identities. Providing inclusive Christian education – Bible study, discussion groups that encourages questioning, growth and relevance to modern life.
- Authentic Community & Pastoral Care: Building a caring, connected community that supports members through life's challenges (illness, grief, financial hardship, etc.), ensuring no one feels alone.

- Justice & Advocacy: Promoting equity in areas such as LGBTQ+ rights, racial justice, housing, and food security.
- Local Outreach: Serving neighbors through partnership and becoming known as a welcoming, justice-oriented presence. Hope UCC Partnerships includes: Sharing Center, Matthew's Hope, Hope & Hearth thrift store.
- Visibility as an Open and Affirming Church: Outward-facing, public affirmation (signage, website, events) so that LGBTQ+ individuals and allies know they are welcome before they even walk in. Hope UCC Participation includes: Space Coast Pride Parade and an O&A reference on the church website.

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

Participating in and providing spiritual leadership to our congregational members as we work together to achieve each of these goals. By offering Spirit-filled preaching, collaborative leadership, and a visible presence in the wider community, our next minister will equip and inspire Hope UCC to live its faith beyond Sunday worship. Together with lay leaders, this pastor will help us deepen our members' spiritual lives, organize and sustain ministries that serve our neighbors, and build partnerships with local organizations so our congregation's compassion and witness are clearly felt in Rockledge and beyond. We imagine a minister who delights in nurturing others' gifts, empowers teams to lead new outreach initiatives, and walks alongside us as we grow in courage, creativity, and joy in sharing God's love beyond our walls.

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

Currently, our primary language for worship and congregational life is English, and we expect our next minister to be a clear, compassionate, and theologically thoughtful communicator in English. We also recognize that Brevard County and Rockledge are increasingly diverse communities, and we sense a call to deepen our ability to welcome neighbors from diverse cultural and linguistic backgrounds. For that reason, we would value a minister who is culturally curious, comfortable engaging people from different racial, ethnic, and socioeconomic backgrounds, and eager to help us learn practices of hospitality that cross cultural lines. While additional language fluency (for example, Spanish or Creole) is not required, any capacity to connect across languages or cultures would be a gift that strengthens our ministry of welcome, reflects our understanding of God's expansive love, and supports our desire to become a more inclusive and community-engaged congregation.

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

Spiritual Development & Faith Formation

- A leader who nurtures spiritual depth and leads meaningful, inclusive worship rooted in the Gospel.
- Someone committed to creating opportunities for others to grow in faith, ask questions, and deepen their relationship with God.

Leadership

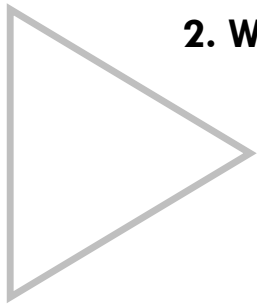
- A leader who can collaborate effectively with church members and leaders.
- Someone skilled in guiding change and navigating conflict; experienced in shared leadership and empowering others.
- Someone who can navigate conflict with transparency and accountability.

Pastor Care & Presence

- Being present and attentive to others' emotional and spiritual needs.
- Someone who will foster a culture of mutual care within the congregation.
- Someone who will provide empathetic, confidential care during times of crisis, grief, and transition.

Justice Advocacy

- As an Open & Affirming congregation, we are committed to an extravagant welcome and justice for all people. Someone who connects faith with action.



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)

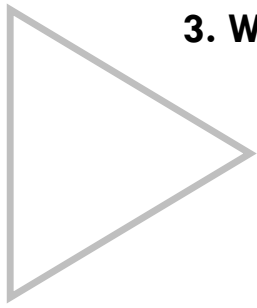
Who is God calling you to become as a congregation?

We, the congregational family of Hope United Church of Christ, are called to be active disciples of Jesus Christ. Following Christ’s example, we strive to ensure that all who enter our doors feel welcome. As Christ directs in Matthew 25:35-40, all who come seeking healing, comfort, and rest for the soul should find respite in our faith community. With our spiritual gifts, we strive to extend grace to the broader community and to those seeking to know God’s love.

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?

We at Hope UCC saw an opportunity when we organized a thrift store, which gave the community a place to shop, offered affordable pricing, and helped us learn who we are as we meet the needs of those around us in the community. The outreach not only strengthened our connection with the community but also helped us welcome new members and build meaningful relationships.



3. WHO ARE WE NOW?

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

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

We hope UCC acknowledges that we don’t have all the answers but are willing to explore the great questions of faith and life. We are the only church in our city that celebrates and officiates same-gender marriages. We welcome diversity in theology, ethnicity, sexual orientation, and abilities. We desire to be a regional voice for progressive Christianity and endeavor to offer outreach that enriches the lives of all who enter our doors.

“Trust God with all your heart, and don’t rely on your own understanding; acknowledge God in everything you do, and God will direct your paths”. (*Proverbs 3:5-6*)

Our life of faith begins with humility and trust. Hope UCC affirms that we do not have all the answers, yet we are willing to explore the great questions of faith and life together, trusting in the God who “directs our paths” as we seek to follow Jesus in our daily lives (*Proverbs 3:5–6*). In worship and teaching, God is most often portrayed as a loving, faithful presence who welcomes all, walks with us through seasons of doubt and discovery, and calls us to a more just and compassionate world.

Our commitments are evident in our practice: we are the only church in our city that celebrates and officiates same-gender marriages, and we joyfully welcome diversity in theology, ethnicity, sexual orientation, gender identity, and abilities as gifts to the body of Christ. We understand the Holy Spirit as the creative energy that continually surprises us—stirring courageous conversations, widening our doors, and empowering us to be a regional voice for progressive Christianity in Brevard County. In the Spirit’s midst, we experience curiosity rather than fear, welcome rather than exclusion, and a growing desire to offer outreach that enriches the lives of all who enter our doors and of those we have yet to meet.

Describe several strengths or positive qualities of your congregation.

One of our congregation's strengths is its people. The congregation is like an extended family. We spend time together, enjoying meals, playing games, making sandwiches, and working at the church's thrift store. In addition, there are activities conducted off the church campus, such as providing assistance to congregation members in their homes.

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?

Sundays are busy at Hope UCC, and the weekly worship service takes place in our beautiful sanctuary. The Sunday service is a hybrid format, hosting both live and online participants. Live music is provided by our music director and choir. After the service, the congregation gathers in the social hall for refreshments, snacks, or a meal. Finally, after refreshments, there is a weekly Bible study discussion.

Good preaching is the ability not only to read the gospel but also to help apply it to today. Help the congregation understand how to apply the gospel to their everyday lives.

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?

This year, during the weeks leading up to Easter, an interim pastor provided a first-person narrative from Mary's perspective on certain parts of Jesus's life leading up to his crucifixion. She also tried to create an interactive service, asking people in the congregation to share their thoughts on the meaning of the Gospel reading. Based on feedback from the congregation, everyone enjoyed both of these events.

Also, Bible study is held each week following Sunday service.

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?

Church leadership officers consist of a Moderator, Assistant Moderator, Clerk, and Treasurer. The council consists of the officers plus committee leads. A council meeting is held each month, and each committee also hosts a monthly meeting. Most of these meetings are held online via Zoom.

Communication in general is a struggle, and we have been trying to shift from committees to teams for quite a while.

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

There are formal monthly council meetings that run about 1 – 1 ½ hours. Committee meetings vary from 30 minutes to 1 ½ hours, depending on the number of topics and the amount of discussion. In addition to these formal meetings, there are numerous conversations held multiple times a week among the office administrator, Moderator, Music director, and Minister.

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

Quick decisions that cannot wait for the next council meeting are handled via email and phone calls. An email will be distributed to the council members explaining the issue at hand and the proposed motion, requesting a quick vote to be captured electronically.

The outbreak of COVID-19 in March 2020 and the subsequent quarantine forced the church to quickly reimagine how it communicated with the congregation and the community. With the aid of a generous grant from the Florida Conference, the church invested significantly in additional internet technology for its existing AV system to continue Sunday services remotely. Additionally, the church used Zoom as a way to continue normal church business and the activities of church committees. To combat the isolation that COVID-19 entailed, the church created a Zoom “Coffee Chat” outreach activity. Coffee Chat was held twice weekly and allowed members to counter the isolation engendered by COVID-19 and maintain a sense of connectedness. The innovation was so successful that Coffee Chat continued for three years after the restrictions of COVID-19 were lifted. To date, the church continues to offer a hybrid service, with approximately 25% of members attending remotely via Zoom.

- 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]

The current bylaws are out of date, and updating them has been discussed numerous times. That being said, they are still our governing document.

Addendum 6: Annual Report 2025

3b. 11-YEAR REPORT

Addendum 2

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	71	
Number of active non-members:	21	Includes non-members & inactive members
Total of church participants (sum of the numbers above):	92	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	62%	NO
Less than 10, more than 5 years:	17%	
Less than 5 years:	21%	

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
2%	4%	9%	0%	2%	2%	23%	21%	38%	NO

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	10%	NO - Based on a congregation-wide survey
Households with minors:	2%	
Single adults age 35-65:	16%	
Joint households with no minors:	28%	
Single adults over 65:	44%	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	14%	NO
College:	60%	
Graduate School:	20%	
Specialty Training:	16%	
Other (please specify):	2%	

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	38%	NO
Adults who are retired:	58%	
Adults who are not fully employed:	4%	

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

Those church members who are currently employed represent a broad spectrum of occupations, including students, engineers, other Space Coast aerospace and technology professionals, educators, healthcare workers, retail and service workers, small-business owners, and retirees who remain active through part-time and volunteer work.

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?

Hope UCC is a small, predominantly white congregation that includes a few Black members and their extended families, who regularly participate in the church's life. In our context, however, the most visible expression of diversity is our identity as an Open and Affirming congregation: approximately half of our active members are LGBTQ+, and many others are family, friends, and allies. When we speak of “diversity,” we mean both our commitment to the full inclusion of LGBTQ+ persons in every aspect of congregational life and our desire to grow in racial, cultural, generational, and ability diversity over time. We recognize that we are not yet as racially or culturally diverse as our wider community, and we see this as part of our ongoing

call—to keep widening the welcome, examining our own biases, and creating a spiritual home where people from many backgrounds can belong and thrive.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:

Our diversity extends along the economic spectrum more than the color spectrum. However, our diversity is primarily LGBTQ; approximately half the membership identifies as LGBTQ. The church has not recently held a conversation about our diversity outreach. However, we now need to use the “Welcoming Diversity Inventory” to begin addressing this oversight. The Inventory will be distributed to the congregation to assess how we ‘think’ we are addressing the outlined points, and corrective actions will be taken accordingly.

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		Book Club (monthly) Twice-Weekly Park Walk Women’s Luncheon (Monthly) AA Meetings ¹
Baptisms <i>(number last year)</i>	5	
Children’s Groups or Classes		
Christmas Eve and Easter Worship	75	
Church-wide Meals		Full meal monthly, Heavy refreshments after service
Choirs and Music Groups	8 - 10	Typically 2 rehearsals per week (Thursday evening & Sunday)
Church-based Bible Study	4 - 6	Sundays after church service

Communion (<i>served how often?</i>)	Once Monthly	First Sunday of month
Community Meals	6 - 8	Matthew's Hope ² Wheelbarrow Ministry ³ 'Souper Bowl' Sunday Food to Sharing Center
Confirmation (<i>number confirmed last year</i>)		
Drama or Dance Program		
Funerals (<i>number last year</i>)	3	
Intergenerational Groups		
Outdoor Worship		
Prayer or Meditation Groups		
Public Advocacy Work	8-10	Thrift Store, Blood Drive
Retreats		
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)		
Worship (time slot: 10-11:30 a.m.)		Typically one Sunday service
Worship (time slot: 10 AM – 11:30 AM)		
Young Adult Groups or Classes		
Youth Groups or Classes		
Other (<i>New members Celebration</i>)	12	

Additional comments:

¹ Alcoholics Anonymous meets daily in the Church Social Hall (12-13 meetings per week).

Reference: David Johnson. 321-446-6854 Email: cocoafish2013@gmail.com.

² Matthew's Hope provides sandwiches to homeless people.

³ Wheelbarrow Ministry weekly collection of non-perishable food, which is delivered to the Sharing Center. David Brubaker. 321-631-0306. Email: david.brubaker@sharingcenter.org

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)
Beane, Linda			Retired	Yes
Beneby, Vonshelle	4		Hosp. Chaplain	No
Bundy, Mark				No
Carey, Donna			Retired	Yes
Flynn, William			Retired	Yes
Griffin, Marie				No
Long, Jennifer				No
Richards, Michael				Yes

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:

Although we have a number of retired and active ministers in our congregation, none served as the pastor of Hope UCC.

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
Office Administrator		Part Time 15 Hours/Week	Minister	6 Months
Media Specialist		Part Time 2 Hours/Week	Minister	6 Months
Choir Director		By Performance	Minister Music Comm.	4 Years

REFLECTION

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

Based on a review of demographic data and the ministry activities of Hope UCC, a subjective assessment indicates a church committed to local service and advocacy. A significant portion of the activity addressed in-kind needs, particularly food and other essentials. Additionally, the church thrift store (Hope and Heart) serves as a resource for the local community, offering affordable goods and services. As an ONA church, the congregation strongly supports advocacy for LGBTQ+ and other potentially marginalized groups. The overall ministry of this church and congregation is to provide a welcoming and accepting environment for all who wish to enter.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$ 114,450
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	NA
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	NA
Fundraising Events (Thrift Store & Raise Right)	\$ 17,700

Gifts Designated for a Specific Purpose (Designated Funds)	\$ 30,272
Grants	\$ -0-
Rentals of Church Building - Social Hall (AA Meetings)	\$ 9,600
Rentals of Church Parsonage	NA
Support from Related Organizations (e.g. Women's Group)	NA
Transfers from Special Accounts	NA
Other (specify): Memorial Funds	\$ 11,426.00
Other (specify): Special Offering/Other Income	\$ 2,700
TOTAL	\$ 186,148

Current annual expenses (dollars budgeted for most recent fiscal year): \$ 144,450.00

Addendum 3

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

30% of the church's budget is minister salary/ Housing Allowance

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)

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

X One Great Hour of Sharing

X Strengthen the Church

X Neighbors in Need

X Christmas Fund

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

What is the church's current indebtedness? Hope has no indebtedness

Total amount of loan debt: 0

Reason for debt: NA

Are capital and other payments current? Capital campaign for new LED sign -\$2,000.

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.

No new projects are currently envisioned.

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

Year(s)	Purpose	Goal	Result	Impact
2017-2018	New roof, LED sign, other	\$70,000	\$ 68,000	
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
2026	Purchase of new LED Sign	\$25,000	\$23,000	
		\$	\$	

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

Hope UCC has been Five for Five for the past 25 years.

Special mission offerings for 2025 were as follows:

Christmas Fund \$392.00, One Great Hour of Sharing \$456.00, Strengthen The Church \$532.00, Neighbors In Need \$558.00, Church World Service (Blankets) \$585.00

Does your church have an endowment? NO

What is the market value of the assets? NA

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

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

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: [NA](#)

At the current rate of draw, how long might the endowment last? [NA](#)

Please comment on the above calculations or estimates: [NA](#)

Other Assets

Reserves (savings): [\\$ 64,188.82](#)

Investments (other than endowment): [\\$ 170,588.00](#)

Does your church have a parsonage? [NO](#)

Describe all buildings owned by the church: [Sanctuary/Office/Ed Complex
Social Hall, Storage Garage](#)

Describe non-owned buildings or space used or rented by the church: [None](#)

Which spaces are accessible to wheelchairs?

[With the exception of the pulpit, which is currently not accessible, all other areas are accessible.](#)

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?

[Our review of the church's finances highlights two things: the congregation is financially stable, and its members are generous and deeply caring. Financial stability is evidenced by available investment funds, the ability to raise funds for necessary capital campaigns, and a consistently balanced budget. For many years, the congregation has contributed to numerous mission campaigns, and locally, it continues to support local food banks, organizations that support the homeless, and the thrift store, which helps local families.](#)

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.

[The outbreak of COVID-19 in March 2020 and the subsequent quarantine forced the church to reimagine how it communicated with the congregation and the community. With the aid of a generous grant from the Florida Conference, the church invested significantly in additional](#)

internet technology for our existing AV system to continue Sunday services remotely. Additionally, the church used Zoom as a way to continue normal church business and the activities of church committees.

To combat the isolation that COVID-19 entailed, the church created a Zoom “Coffee Chat” outreach activity. Coffee Chat was held twice weekly and allowed members to counter the isolation caused by COVID-19 and maintain a sense of connectedness. The innovation was so successful that Coffee Chat continued for three years after COVID-19 restrictions were lifted. To date, the church continues to offer a hybrid service, with approximately 25% of members attending remotely via Zoom.

In January 2023, the Church began operating a thrift store. Although the initial purpose was to raise funds for the Church, it has proven to be a significant means of outreach to the community. The store offers gently used clothing at extremely modest prices and has been well attended. The store is visited by a large number of people from Rockledge and central Brevard.

Describe a specific change your church has managed in the recent past.
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. Recent survey results? How do we express in an optimistic view?

Hope, like most churches, deals with some level of conflict and discord. Most members see a need for the church to grow and adjust, but differ on how that should happen. Conflict resolution is an area where our church struggles. Most of our conflict is caused by a lack of communication and a lack of consistent vision and direction. A desirable quality in a new minister is the ability to be a good arbitrator - someone who can assist members in reaching consensus.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Karen Curtis-Weakley	2018 – 2025	Yes
Celestine Fields	2017-2018	Yes
Clarice Mitchell	1999 – 2015	Yes
James Rapp	1995 - 1998	Yes

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

Upon review of the demographic data and the ministry activity of Hope UCC, a subjective assessment indicates a church committed to local service and advocacy. A significant portion of

the activity addressed in-kind needs, particularly food and other essentials. Additionally, the church thrift store (Hope and Heart) serves as a resource for the local community, providing affordable goods and services.

As an ONA church, the congregation strongly supports advocacy for the LGBTQIA+ and other potentially marginalized groups. The overall ministry of this church and congregation is to provide a welcoming and accepting environment for all who wish to enter.

The congregation is looking for a pastor who interacts with members not just on Sunday morning but every day of the week. Someone with strong communication skills that extend beyond the Sunday morning sermon. Someone willing to engage members individually and to call when a congregant misses 2 or 3 weeks.

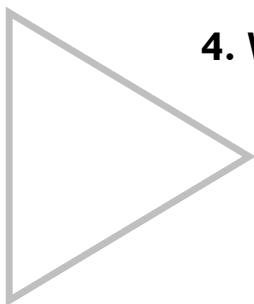
Also, we have had ministers who reflect both ends of the administrative spectrum – either too ‘hands-on’ or ‘no hands-on’. We need someone who can work with and manage the staff. Too much or too little involvement tends to foster confusion and missed opportunities.

We are seeking a minister who can effectively engage with committees and help build consensus.

Has any past leader left under pressure or by involuntary termination? **No**

Has your church been involved in a Situational Support Consultation? **No**

Has a past pastor been the subject of a Fitness Review while at your church? **No**



4. WHO IS OUR NEIGHBOR?

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

a. COMMUNITY VISION

b. MISSION InSite

4a. COMMUNITY VISION

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

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?

Our present mission is to open our church to everyone and provide the help they need to find their way to God, no matter where they are in their journey. We also fight injustice as a community by joining protest marches or attending school board meetings. Hope UCC has participated in the Space Coast Pride event in Melbourne for the last 3 years. During this event, our congregation participated by marching in the parade and hosting a booth. At the booth, we provided free water and small token giveaways to encourage LGBTQ+ individuals and friends to learn that Hope UCC is an O&A church and that everyone is welcome, no matter where you are on your journey. Community Market / Community Day / Fall Festival – The intention of each of these activities is to combine community outreach with church fundraising. Halloween trunk or treat / Easter egg hunt – community outreach events

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

Because the Florida Conference has no Association, our church sends delegates to both the Florida Conference meetings and the national biannual meetings, in one form or another. In recent years, members have served on the Board and on the Discernment Committee.

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) | ☐ Global Mission Church |
| ☐ Creation Justice | ☒ Open and Affirming (ONA) |
| ☐ Economic Justice | ☐ WISE Congregation for Mental Health |
| ☒ Faithful and Welcoming | ☐ Other UCC designations: |
| ☐ God Is Still Speaking (GISS) | ☐ Designations from other Denominations |
| ☐ Border and Immigrant Justice | ☐ None |
| ☐ Inter-cultural/Multi-racial (I'M) | |
| ☐ Just Peace | |

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?

With the right encouragement and leadership, we would be open to exploring more of these topics.

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

Members of a Methodist church join us in preparing sandwiches for Mathew's Hope, which provides food for the homeless. We also join other churches in providing peanut butter and other food items for the community food pantry. To our knowledge, there are no ecumenical or interfaith clergy groups that meet in our area.

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

Our church has just adopted a new, up-to-date mission statement, and it will take some time for the members and leadership to integrate it into the church's work.

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 minister leads worship, preaches the sermon, administers the sacraments of baptism, matrimony, and burial, visits and comforts the sick, and is available for counseling.

4b. MISSION InSite

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

Central Brevard County, including the city of Rockledge, has a high concentration of churches—many clustered along or near Fiske Boulevard (see Addendum 4). According to a 2022 survey, approximately 77,400 residents identified with a mainstream religious tradition, with 58% affiliating as Catholic and 40% as members of other Christian denominations.

Although Rockledge is located on Florida's "Space Coast" and 32% of its residents hold at least a bachelor's degree, the prevailing cultural and religious climate remains largely conservative. This orientation is evident in many of the area's congregations.

In contrast, Hope United Church of Christ embodies a distinctly progressive and inclusive theological identity. Since becoming an Open and Affirming (ONA) congregation in 2010, about half of its members identify as LGBTQ+. The church's ethos is reflected in the message on its electronic sign: "No matter who you are or where you are on life's journey, you are welcome here."

Hope UCC seeks to engage more intentionally with what it understands to be an underserved niche within the community—individuals who are disaffiliated, marginalized, or spiritually searching and who are drawn to an inclusive theology grounded in the ethical vision of Matthew 22:37–40.

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?

The area immediately adjacent to the Hope is a single-family residential area (Addendum 5). The homes are older, probably built in the 1960s–1970s. The racial and economic background likely reflects that of Rockledge in general, but is more on the lower end of the economic spectrum. Unfortunately, none of the residents have chosen to attend our church. This is likely due, at least in part, to Hope's commitment to Open and Affirming.

The church has held a number of Saturday events and Game Nights, which were open to the public and the local community. Although reasonably well attended, they have not translated into Sunday attendance. Interestingly, those who do attend the church regularly come from considerably farther away, perhaps 20-25 miles distant, such as Palm Bay to the South, Titusville to the North, and Satellite Beach to the East.

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

Hope's demographic is young progressives seeking a more inclusive Gospel message. Hope's greatest competition for this focus group is other UCC churches. Within a 25-mile radius, there are two other United Church of Christ churches. Fortunately, Hope's best asset in attracting potential members is our friendliness. The phrase often used to describe a guest's first experience at Hope UCC is "extravagant welcome." Guests often comment that they are made to feel welcome from the moment they enter our doors.

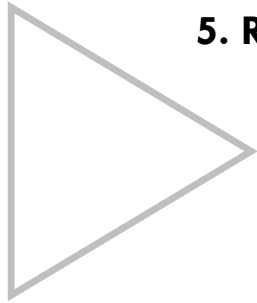
What do you hear when you talk to community leaders and ask them what your church is known for?

The impression community leaders have of Hope depends on their relationship. Hope has a very positive relationship with groups supporting the poor and the needy. Hope routinely provides non-perishable food to the local food pantry (Sharing Center), and church members make sandwiches twice weekly for Matthew's Hope. Additionally, the church supports One Blood by providing a location and support for a twice-annual blood drive.

However, Hope's positions on gay rights (Pride Day), immigrant rights, and other 'sensitive' areas are not always well received.

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

Quite often, what attracts new and/or potential members is their desire to ‘get involved’. However, a major problem is exactly ‘how’. Quite often, the person(s) are unfamiliar with UCC polity, which can cause friction and frustration. They often find church bureaucracy cumbersome. However, church membership is trying to address that problem by streamlining the church’s By-Laws.



5. REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1

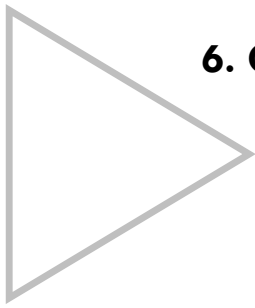
Rev. Eileen Norrington. Retired UCC Minister
321-626-2290
eileennorrington@yahoo.com
Former Member

REFERENCE 2

Rev. Jennifer Long. UCC Minister
pastorjenniferlong@gmail.com
Former Member, Short-term Interim Minister

REFERENCE 3

Dyanne Edds
321-890-7708
dae1105@aol.com
Former Member



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:

Grant me, O God, an understanding heart, that I may see into the hearts of your people, and know their strengths and weaknesses, their hopes and their despairs, their efforts and their failures, their need of love and their need to love. Through my touch with them grant comfort and hope and the assurance that now life begins at any age and on any day, redeeming the past, sanctifying the present and brightening the future with the assurance of your unfailing love and grace brought to us in Jesus Christ, your Son, our Lord. Amen

George Appleton (1902-1993) Anglican Bishop of the Church of England

Do not forget that the value and interest of life is not so much to do conspicuous things ... as to do ordinary things with the perception of their enormous value.

Teilhard de Chardin (1881-1955) French priest – philosopher, mystic, teacher

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?

The contents of this document are largely the work of the Ministerial Search Committee with assistance and guidance provided by the Church Moderator and members of the congregation.

2. Additional comments for interpreting the profile:

Signed:

Name : Paul S. Capaldo, Chair
Ministerial Search Committee

Date:

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: *Sarah LaTrell Harrison*

Name / Title: [Rev S. LaTrell Harrison](#)

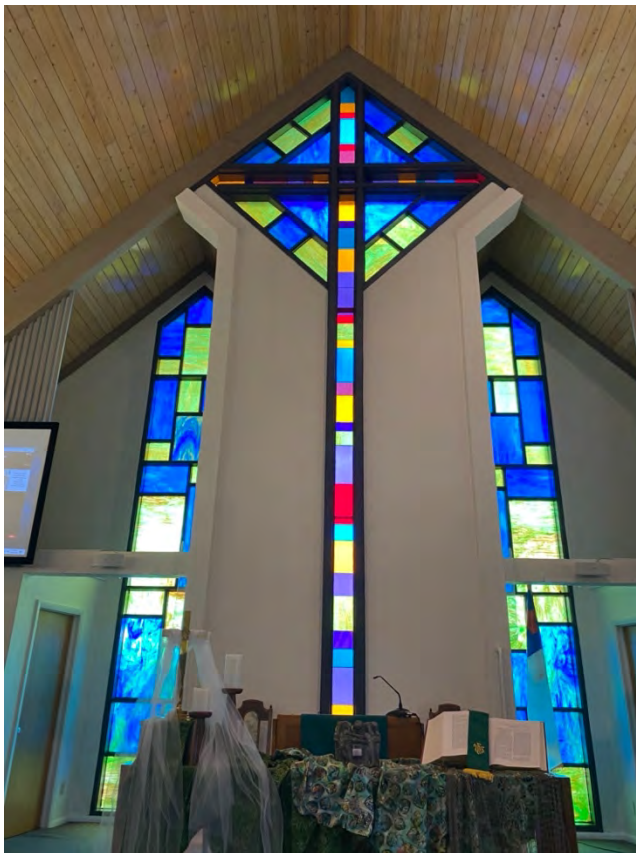
[Associate Conference Minister for Search and Call](#)

Email: lharrison@uccfl.org

Phone: [407-835-7501 \(Office\)](#), [689-500-7386 \(Cell\)](#)

Date: 6-4-26

ADDENDUM 1 : Church Photos



ADDENDUM 2: Eleven Year Church Profile



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

Church: 528 - HopeUnited Church of Christ - Rockledge, 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
2015	93	58	14	0	1	3	4	31	-31
2016	88	45	13	0	0	3	5	3	-5
2017	92	62	15	0	0	13	8	1	-4
2018	93	61	20	4	1	10	3	11	1
2019	92	62	25	0	0	4	2	3	-1
2020	98	71	23	0	0	10	1	3	6
2021	98	29	9	0	0	6	4	2	0
2022	95	28	16	0	0	7	3	7	-3
2023	100	37	0	0	0	20	15	0	5
2024	102	55	0	1	0	5	4	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
2015	\$111,523.00	\$0.00	\$1,500.00	\$1,734.00	\$3,234.00	\$0.00	\$3,234.00	1%	\$111,523.00	\$117,175.00
2016	\$110,205.00	\$0.00	\$1,850.00	\$3,220.00	\$5,070.00	\$0.00	\$5,070.00	2%	\$110,205.00	\$109,618.00
2017	\$123,682.00	\$0.00	\$1,850.00	\$11,288.00	\$13,138.00	\$3,343.00	\$16,481.00	1%	\$133,593.00	\$112,692.00
2018	\$115,082.00	\$0.00	\$1,850.00	\$18,242.00	\$20,092.00	\$750.00	\$20,842.00	2%	\$125,828.00	\$107,555.00
2019	\$135,539.00	\$0.00	\$1,850.00	\$6,079.00	\$6,929.00	\$245.00	\$7,174.00	1%	\$136,253.00	\$109,379.00
2020	\$134,598.00	\$30,000.00	\$1,850.00	\$6,582.00	\$8,432.00	\$3,371.00	\$11,803.00	1%	\$168,423.00	\$111,694.00
2021	\$125,472.00	\$0.00	\$1,850.00	\$13,636.00	\$15,486.00	\$2,265.00	\$17,751.00	1%	\$134,679.00	\$116,439.00
2022	\$132,184.00	\$0.00	\$1,500.00	\$9,080.00	\$10,580.00	\$1,180.00	\$11,760.00	1%	\$136,630.00	\$117,147.00
2023	\$125,752.00	\$0.00	\$1,500.00	\$10,601.00	\$12,101.00	\$1,205.00	\$13,306.00	1%	\$133,229.00	\$133,278.00
2024	\$132,723.00	\$0.00	\$1,375.00	\$4,451.00	\$5,826.00	\$1,490.00	\$7,316.00	1%	\$135,638.00	\$121,492.00

% Change	Members	Avg Weekly Attendance	CHR ED/ Faith Form	Total Additions	Total Removals	CURR Local Expenses	Total OCWM	Total Expenditures
2020 - 2025	4.08	-22.54	-100.00	-100.00	-100.00	-1.39	-30.91	-19.35
2015 - 2025	9.68	-5.17	-100.00	-100.00	-100.00	19.01	80.15	21.80

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

ADDENDUM 3: 2026 Annual Budget

2026 Budget

Hope UCC

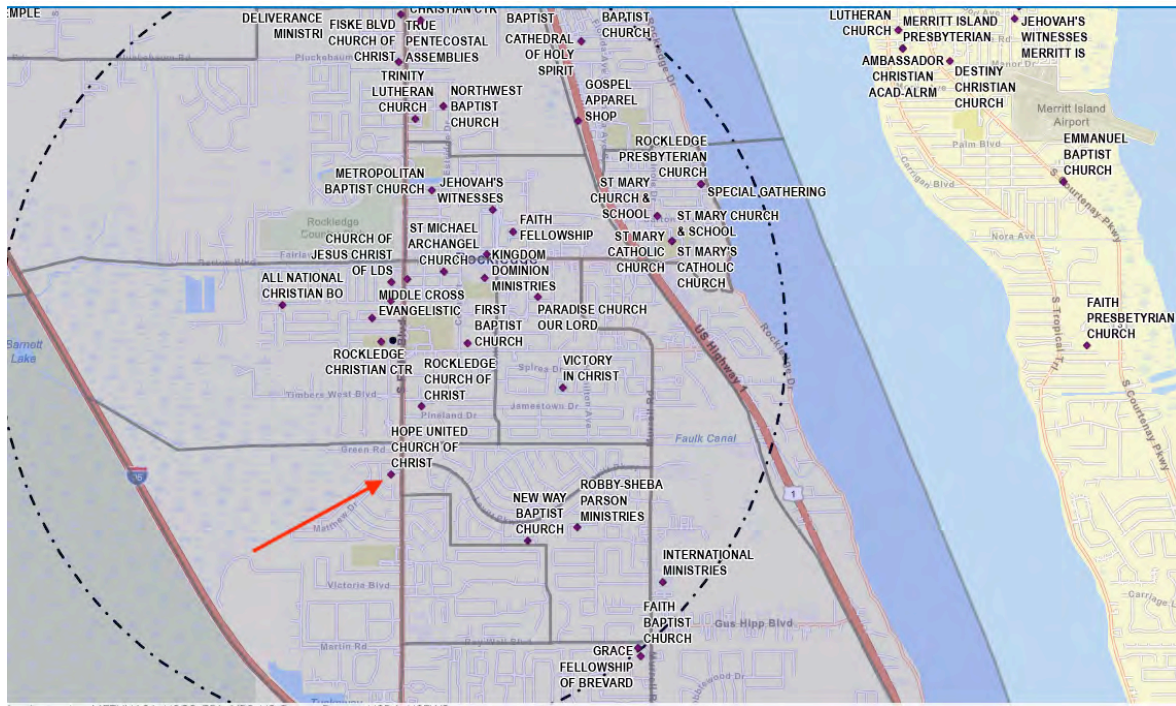
Proposed Budget

	2025	Year ended	2026
	Budget	12/31/25	Budget
General Revenue			
Offering Pledged	\$111,500.00	\$ 87,130.74	\$95,000.00
Offering Non-Pledged	\$12,500.00	\$ 21,526.06	\$18,450.00
Offering Plate	<u>\$1,000.00</u>	<u>\$ 1,028.61</u>	<u>\$1,000.00</u>
Subtotal	\$125,000.00	\$ 109,685.41	\$114,450.00
Other Revenue			
AA Meetings	\$ 8,788.00	\$ 8,237.00	\$8,800.00
Church Use Fees	\$779.00	\$ 874.00	\$800.00
Church Fundraisers			
Hope 'n Heart	\$13,125.00	\$ 17,609.70	\$17,000.00
Raise Right Profit	\$500.00	\$ 538.34	\$700.00
Special Offering / Other Income	\$2,500.00	\$ 773.82	\$2,500.00
Interest - Bank Accounts	<u>\$100.00</u>	<u>\$ 132.02</u>	<u>\$200.00</u>
Subtotal	\$25,792.00	\$ 28,164.88	\$30,000.00
Total Revenue	\$150,792.00	\$ 137,850.29	\$144,450.00
Total Disbursements	\$ 150,792.00	\$ 143,435.67	\$144,450.00
Surplus/Deficit	\$ -	\$ (5,585.38)	\$0.00
Hope UCC Assest as of 12/13/25			
CCU Checking (Operating Funds)	\$ 46,969.80		
CCU Savings (Propperty Inusrance Reserve)	\$ 5,070.97		
CCU Money Market	\$ 10,239.76		
CCU Fundraising Account	<u>\$ 1,776.27</u>		
	\$ 64,056.80		
Investment Fund	as of 12/31/25	as of 12/31/24	
United Church Fund	\$ 170,588.09	\$ 147,757.57	15% increase
TOTAL HOPE UCC ASSETS	\$ 234,644.89		

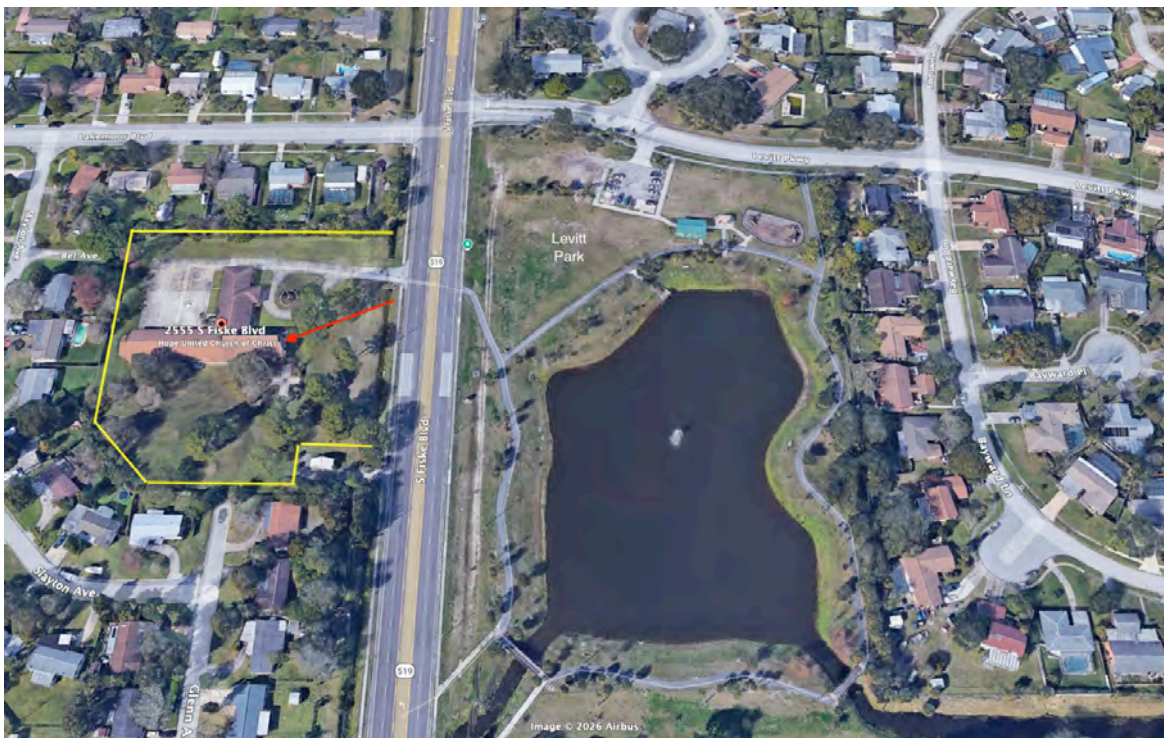
Disbursements	2025 Budget	Year ended 12/31/25	2026 Budget
Deacons			
General Support Items	\$ 350.00	\$ 375.26	\$150.00
Greeter Expense	\$ 150.00	\$ 6.25	\$50.00
Sanctuary Enhancement Expense	\$ 200.00	\$ -	\$0.00
Total	\$ 700.00	\$ 381.51	\$200.00
IT NETWORK			
Equipment	\$ 500.00	\$ 90.46	\$0.00
Subscriptions	\$ 500.00	\$ 129.99	\$2,381.00
UCC Annual Fee Website (remove for 2026)	\$ 750.00	\$ -	\$0.00
Total	\$ 1,750.00	\$ 220.45	\$2,381.00
Christian Education			
Programs for Children and Youth	\$ 300.00	\$ 98.92	\$50.00
Adult Programs	\$ 150.00	\$ 12.00	\$87.00
Total	\$ 450.00	\$ 110.92	\$137.00
Music			
Adult Choir Music & Supplies	\$ 250.00	\$ 17.96	\$50.00
Total	\$ 250.00	\$ 17.96	\$50.00
Stewardship & Missions			
Care Team	\$ 200.00	\$ -	\$0.00
Our Church's Wider Mission	\$ 1,500.00	\$ 1,500.00	\$500.00
Per Capita Fees	\$ 1,500.00	\$ 1,390.00	\$1,350.00
Stewardship Campaign	\$ 150.00	\$ 180.91	\$50.00
Total	\$ 3,350.00	\$ 3,070.91	\$1,900.00
Hospitality & Fellowship			
Hospitality/Fellowship Fund	\$ 250.00	\$ -	\$0.00
Total	\$ 250.00	\$ -	\$0.00
Growth & Development			
Church/Community Activities	\$ 180.00	\$ 40.30	\$0.00
PRIDE - registration, materials and supplies	\$ 500.00	\$ 660.75	\$200.00
Total	\$ 680.00	\$ 701.05	\$200.00
Pastoral Relations and Support			
	\$ 250.00	\$ 26.99	\$425.00
Total	\$ 250.00	\$ 26.99	\$425.00
Justice & Witness Ministry			
	\$ 200.00	\$ 185.00	\$0.00
Total	\$ 200.00	\$ 185.00	\$0.00

Disbursements	2025 Budget	Year ended 12/31/25	2026 Budget
Trustees			
Electric*	\$ 9,000.00	\$ 9,544.45	\$10,000.00
Water	\$ 2,520.00	\$ 2,453.10	\$2,400.00
Phone & Internet Bundle	\$ 1,420.00	\$ 1,411.42	\$1,450.00
Maintenance -Building & Equipment	\$ 3,000.00	\$ 2,070.33	\$1,500.00
Maintenance - Grounds	\$ 5,000.00	\$ 6,300.00	\$5,000.00
Cleaning Service	\$ 1,680.00	\$ 1,109.99	\$2,100.00
Property Insurance (Liability Coverage)	\$ 7,000.00	\$ 8,362.00	\$8,600.00
County Tax - Waste & Ambulance Fee	\$ 200.00	\$ 203.54	\$200.00
Automatic Emergency Defibrillator (AED)	\$ 300.00	\$ 299.00	\$300.00
*supplemented by cross lighting funds Total	\$ 30,120.00	\$ 31,753.83	\$31,550.00
Property Insurance Savings Fund	\$ 5,000.00	\$ 5,000.00	\$5,000.00
Total Compensation and Benefits	\$ 35,120.00	\$ 36,753.83	\$36,550.00
Administrative			
Office Supplies	\$ 600.00	\$ 419.33	\$600.00
Office Equipment	\$ 2,500.00	\$ 1,997.89	\$2,000.00
Postage	\$ 100.00	\$ 73.00	\$150.00
Corporation Annual Report	\$ 75.00	\$ 61.25	\$75.00
CCLI License -move to Subscriptions 2026	\$ 250.00	\$ 257.00	\$0.00
Florida Conference	\$ 1,500.00	\$ -	\$0.00
Treasurer Supplies - \$100 to Subscriptions	\$ 800.00	\$ 374.32	\$300.00
Total	\$ 5,825.00	\$ 3,182.79	\$3,125.00
Salaries. (2.7% COLA)			
Substitute Musician	\$ -	\$ 2,420.00	\$0.00
Finance Administrator	\$ 6,240.00	\$ 6,125.00	\$6,411.00
Music Director	\$ 12,854.00	\$ 9,132.34	\$13,201.00
Office Administrator	\$ 11,700.00	\$ 10,237.50	\$12,020.00
Marketing/Social Media Specialist	\$ 1,800.00	\$ 682.50	\$1,850.00
Total	\$ 32,594.00	\$ 28,597.34	\$33,482.00
Church Payroll Tax			
FICA plus Medicare Payment	\$ 2,493.00	\$ 2,802.97	\$2,500.00
Worker's Comp. Insurance	\$ 600.00	\$ 487.00	\$600.00
ADP Servicing Fee	\$ -	\$ 794.64	\$1,200.00
Total	\$ 3,093.00	\$ 4,084.61	\$4,300.00

ADDENDUM 4: Map Hope UCC Relative to Other Churches



ADDENDUM 5: AERIAL VIEW OF HOPE UCC & SURROUNDING COMMUNITY



Hope

United Church of Christ

2025

Annual Report

Moderator's Report

During the year as the moderator, I chaired each of the monthly council meetings worked closely with the pastor and council members we developed the agenda to do the work of the church. I attended workshops and webinars hosted by UCC including finance, spiritual growth, restructuring, and security. I was also able to represent our church at the annual Women's Conference at the San Pedro retreat center thanks to a wonderful group of friends who donated money for my registration, gas and even some fun money. I attended most of the committee meetings and operated as Zoom host for several of them. I also am a member of the Care team, Tech team, and the book club. I oversee the online prayer chain.

I continue to work at the Hope n' Heart thrift store on the weekends they are open and on other days to help sort, price and pack donations. The store continues to be a source of income as well as outreach and support for the community. Our congregation friends, and customers provide donations to keep our shelves and tables filled. One of members of our store staff takes clothing that cannot be sold to a recycling center to keep the clothes out of landfill. The store also routinely donates overflow items to other thrift stores.

We continue to help The Sharing Center with monthly food collection's, and we also. donate items to the Cocoa Humane Society We continue to help Matthew's Hope, an organization in Cocoa that helps the homeless population in our area. The main thing we do is make sandwiches. Last year we made 11,449 sandwiches. I continue to be grateful that visitors to our church feel so welcomed. I'm proud to be a part of this church. Our little church does wonderful work in our community.

We said goodbye to our settled pastor Rev. Karen Curtis-Weakley as she moved to a new position at another church. Then we welcomed Pastor Jennifer Long as an interim as we begin the search for a new settled pastor. Our congregation is looking for ways to restructure our leadership using Teams vs committees and I look forward to the transition into this way of leadership. The officers and most of the committee members made a commitment to stay in place for the transition for six months and Pastor Jennifer has agreed to help us with this new process.

I look forward to all the possibilities ahead for Hope Church in 2026.

Blessings,

Tonia Patterson, Moderator

Christian Education

This year, Christian Ed. provided and supported programs and activities for both children and adults with only four active committee members. We had our annual 'Souper Bowl' Sunday where 267 cans of soup and \$122 in cash donations were collected to support the Central Brevard Sharing Center. Children's packets continue to be provided for visiting children to keep the children busy during worship services.

Christian Ed. conducted several Children's messages, especially during the Lenten and Advent seasons. The Advent season titled 'What Child Is This?' allowed the children to collect money to donate to World Church Services purchasing blankets. They collected \$45.24 during the four weeks of advent. This year, we offered several bible and book studies led by Rev. Michael Richards. The Bible study is ongoing where the Gospel of Luke and the Book of Acts are being studied. We also read and studied the book 'The First Advent in Palestine throughout the Advent season. Bible Study is held on Sunday after refreshments in the choir room behind the Sanctuary.

In July, Christian Ed. hosted a one-day event 'Community Day'. This endeavor was a congregation-wide event with many volunteers helping to make this day successful. We provided games, crafts, food and goodie bags filled with school supplies. There was an ice cream truck selling ice cream and other goodies. We had the Fire Department there showing off their truck and equipment along with the Rockledge Police Department helping to direct traffic and keeping us all safe. In August, we held our annual School Supply Collection drive meeting the needs of the children from the congregation and teachers including raising money to provide a book for each child in a classroom of 1st graders.

This committee continues to provide refreshments on the first Sunday of every month. We've hosted several potlucks including our annual Christmas potluck with a cookie exchange. It is our best hope that the Christian Ed. committee will continue to provide and support the programs and activities into the New Year of 2026 as we transition into new leadership.

Respectfully submitted,

Denise Cotton, Christian Education Co-Chair

Hope UCC
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TREASURER

Hope UCC's new financial structure completed its first full year in 2025. Betty Capaldo, Treasurer, Leslie Ventura, Finance Administrator and The Finance Team met regularly throughout the year as we navigated new and different ways to present our financial reports for the church. The Finance Team consisted of Betty Capaldo, chair; Julie Becker, Mary Spar (church members) and Leslie Ventura, Finance Administrator (Hope UCC staff member).

As with any new system we did encounter some challenges but without exception, we all worked together to find solutions. Our intent is to continue to offer transparent, clear, financial management and reporting to the Church Council and Congregation.

The year 2025 was a difficult year financially for many, including the church. Even as frugal as we were in our spending, we ended the year with a small deficit of \$5,585.37. Thanks to all Committees for their conscientious management of expenses. Although our revenue did not rise to our budget goals, the church remains financially stable. Many thanks to the generous monetary donations of our church members and friends. We are appreciative for the continued mission with AA meetings and the church volunteer efforts with Hope 'n Heart thrift store and other church/community supported fund raisers.

The Finance Team would like to thank each and every member of the Hope UCC church family for their continued offering of time, talent and treasure.

Respectfully Submitted,
Betty Capaldo, Treasurer

Stewardship

The Stewardship Committee is thankful for all the support in 2025 and for the giving of pledges for 2026. Hope Church raised a total of \$87,140 with 29 pledges. In addition, we have raised funds for our special mission offerings and outreach. Through December 31st these totals are:

Disaster Relief: \$120.00
Christmas Fund: \$392.00
One Great Hour of Sharing: \$456.00
Strengthen the Church: \$532.00
Neighbors in Need: \$558.34
Church World Service Blankets: \$585.00

(Strengthen the Church and Neighbors in Need totals doubled from last year!)

We had 15 participants in the Raise Right fund raiser with a profit to the church of \$534.06 for the year. Thank you to all who participated in the Raise Right program. We pray that we can continue with this mission.

On behalf of the Stewardship Committee, I want to say thank you again to all who have participated in the financial program of Hope UCC in 2025 and have a wonderful 2026. We can do all things with the help of God.

Sincerely,

Netta Elam, Chair, Stewardship Committee

Deacons Committee Hope United Church of Christ Deacons Committee Report for 2025

Blessings, peace, and thanks to our Hope UCC Deacons Committee and congregation as we continue to share our best.

In 2025, our committee, which includes the Creative Arts Team and the Technology Team, continued to improve the hybrid service. We purchased two new computers to update our programs, met monthly to trouble shoot audio visual concerns, routinely reviewed best practices and revised our volunteer schedule. The Tech team will begin meeting the third Sunday of each month after worship beginning in January 2026.

Deacons continue to oversee the Safe Church Conduct Committee, the Shepherd's Fund, and organize schedules for greeters, ushers, liturgists, and refreshments. We also provided name tags, welcome bags, and new members bags. On occasion, we also order logo shirts at the church's request. Deacons meet monthly on the third Thursday of each month at 7:00 on zoom. All are welcome to attend. During Reverend Karen Curtis' Weakley's recovery from foot surgery, we made arrangements for pulpit supply and zoom services where the pastor could preach from home.

In November, we prepared the sanctuary for the Hanging of the Greens, and during the Advent season, we offered the congregation the opportunity to support the Church World Service blanket ministry, observing the theme of blanketing the world in love, where people could donate in honor or in memory of loved ones. This year, we received \$630.24 in donations for Church World Services. CWS blanket ministry was also incorporated in children's messages during our worship series, "What Child IS This?" The children made their own donation of \$45.24.

Our pastor, Rev. Karen Curtis-Weakley, accepted a call to Progressive Spirit UCC in Jacksonville and celebrated her last Sunday with us January 4, assisted by Associate Conference Minister Michelle Taylor, Rev. Vonshelle Beneby, Rev. Michael Richards, and Reverend Jennifer Long.

We will welcome Pastor Jennifer Long as our interim from January 11-April 15. She will lead us through the search process and help us complete our visioning process. We look forward to serving our congregation in 2026.

Music Committee
Hope UCC
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Music Committee

The members of the Music Committee during 2025 were Betty Capaldo, Chair; Diana Short and Rev. Karen Curtis-Weakley. Rev. Linda Beane continued to serve in an advisory capacity.

Hope UCC is blessed to have Chris Rakauskas as our Music Director since April 2022. She has provided a blend of music styles in our worship service as our congregation does enjoy a variety of music. Chris shares her expertise not only on the keyboard but on piano, organ, guitar, and percussion in addition to her beautiful singing voice.

Chris organized the choir for various performances during the year. The choir sang during Lent and on Palm Sunday, Maundy Thursday, and Easter Sunday. The choir also sang during the Advent Season and Christmas Eve. Chris provided lovely music for our special Blue Christmas service once again this year. The Music Committee wishes to thank our musicians, singers, Rev. Karen, and the Tech Team for their amazing creativity and talent. We especially want to thank Shelle Waller for sharing her incredible talent with us not only during Chris' absence but on many other occasions during the year. We also would like to offer appreciation and thanks to Leslie Mitchell, who served as Substitute Musician for several Sundays this year.

The music program at Hope UCC has continued to inspire and uplift each one of us throughout the year.

Betty Capaldo, Chair

Clerk's Annual Report 2025

This year had been a very busy year filled with many twists and turns. Church Council Meetings There were 11 meetings held from January through December of 2025. I attended 10 of those meetings.

Congregational meetings were held on January 12, 2025 for the Annual meeting. Meetings in regards to the electric sign were held May 4, June 29, and October 5, and an informational meeting was held December 21, to prepare for next year's budget.

Congregational Gatherings:

Weekly Park walks

Monthly Book Club via Zoom

Women on the move luncheon meetings, 4th Saturday of each month.

Worship Services

Worship services were held in person and via Zoom every Sunday in 2025.

Church Statistics

Deaths - 3 Baptisms - 5

Transfers out - 1 Transfers in - 2

New Members – 12

The congregation has also been involved in many volunteer activities and outreach programs. Members participated in service, including food drives, aid for SPCA shelter, and supporting families in need throughout out the community.

Additionally, we held special services for the Easter and Christmas Seasons which provided opportunities for reflection, meditation, and introspection.

It has been a pleasure to be the Clerk and see the many ways our church is family to each other and the community beyond. I look forward to a new year filled with new challenges and adventures.

“Jesus answered them, ‘Have faith in God!’” – Mark 11:22

