

UNITED CHURCH OF CHRIST

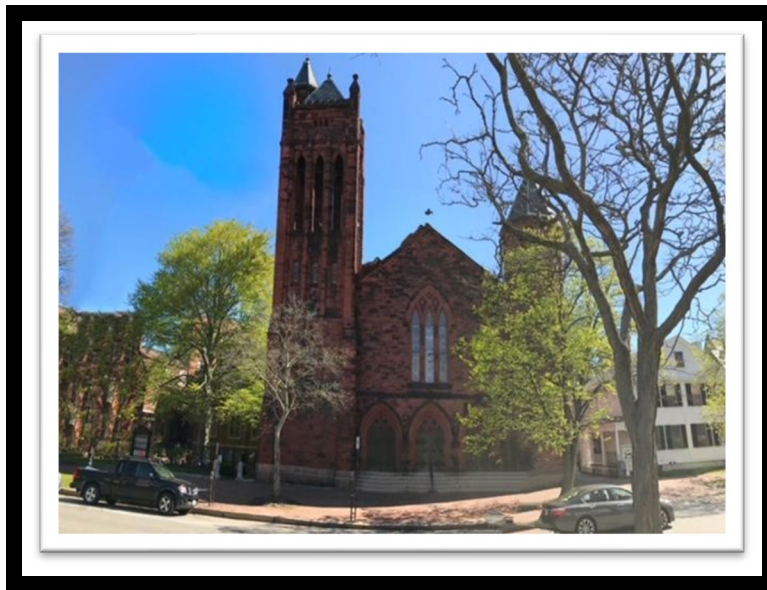
LOCAL CHURCH PROFILE

State Street UCC Portland, Maine

Full-Time Pastor

Maine Conference United Church of Christ

November 18, 2020



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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)

Introduction to State Street UCC

Many of the people on this search committee are relative newcomers to State Street Church, having joined within the last 5 years. When asked why we walked through those doors the first time, most will say the sheer grandeur of this space pulled us in. Yet when asked why we have stayed, each of us will tell you the same thing: We feel loved and welcomed always by this church, and we feel a common sense of yearning for justice and a sense of awe at God's grace.

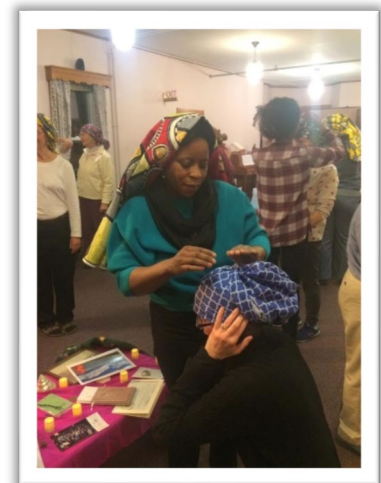
After a few visits to State Street, the history and beauty of this building is simply a bonus. You'll come to realize that even though our Chapel Hall looks like the great dining hall at Hogwarts, the true magic rests in the people who gather here. Chapel Hall tells the story of State Street. If you sit long enough in Chapel Hall, you will hear the clanging of place settings and seats being arranged at the Maundy Thursday supper or other potlucks; the kitchen conversations as the coffee hour crew cleans up; children zooming in and out between the legs of silver-haired adults, children fueled by Oreos and adults fueled by "State Streeter" coffee-and-hot-cocoa beverages.



You'll hear mothers wrestling little ones into their shepherd costumes and adjusting their angel wings before the Christmas Eve pageant, or you'll hear the Christmas band playing during the holiday fair. You may hear the council moderator running the annual meeting or traces of the deep and earnest conversations around books or current events. You may hear singing echoing from the sanctuary as the choir rehearses or the great pipe organ resounding through the building. And you may hear echoes of small working

groups planning special events like the Women's Retreat or the Christian Ed committee giggling while organizing pompoms, glitter, and countless crayons for the next craft project.

You may also hear the Buddhist chanting of the meditation group that rents space upstairs, or the laughter of the preschool children upstairs or ringing of phones in the basement offices of Rippleeffect. It's possible you'll hear languages other than English from the clothing closet that serves so many new Mainers. Who knows...you might even hear the centuries-past movers and shakers who founded this church — some of the families for whom Portland's roadways and parks are named.



If you sit here and listen to the silence long enough, you can understand the legacy of faith in this place. You can savor the beloved community in fellowship, spending time strengthening their relationships with each other and their God. You can sense the love and devotion to each other, and the world, this congregation shares. You will know that we strive to share and show God's grace in Portland and beyond. You will see that Chapel Hall is not magical in a Hogwarts sense — but it may hold that special magic that only striving to build God's Kingdom here on earth can offer.



Across the months of isolation during the covid-19 pandemic, it's become even more clear how much this church means to us and how special this church family is in the times we are together. It's particularly interesting to consider that we've had an interim pastor through this entire pandemic season — a pastor well-suited to our congregation and who has shown great leadership in a difficult time — yet we have drawn on and from one another, finding new ways to connect each week via Zoom with Saturday morning discussion groups, twice-a-week meditation classes, Sunday coffee hour, and even a memorial service for one of our beloved members. We know now that as much as we treasured our previous pastor and as much as we value our interim pastor, the pastor is only one part of the church body. We the congregation are the fire that keeps this building warm, and we can be the sparks that spread that warmth throughout our

community. What we seek in a pastor is someone who can kindle the flame, add oxygen when needed, and burn bright with us.

State Street Church is at a crossroads, we realize, and not just because we seek a new minister. Our church membership is largely elderly, and the younger community is largely “unchurched.” We have a few New Mainers in our church population from Portland’s burgeoning immigrant community. We serve folks who are experiencing extreme poverty and homelessness. We are finding our way through a difficult time and trying to hear and heed the most urgent needs of our community. We seek a pastor who will walk with us, who will guide us when necessary but who will mostly encourage our individual and collective gifts to flourish. We seek a pastor who will help us to work with others in our community, to continue to strive for social justice for all God’s kingdom and creation, and to encourage us to continue to move where and how God calls.

POSITION POSTING

- LISTING INFORMATION
- WHO IS GOD CALLING TO MINISTER WITH US?
- SCOPE OF WORK
- COMPENSATION & SUPPORT

LISTING INFORMATION

State Street Church
159 State Street
Portland, Maine, 04101
statestreetchurch.org/

Maine Conference of the United Church of Christ
Cumberland County UCC
Jonna Jensen, Transitional Conference Minister: (207)616-6704
jjensen@maineucc.org

Summary Ministry Description:

Sometimes a photo speaks volumes, like this one of a recent outdoor service. We were on the cusp of yet another wave of the covid-19 pandemic, and this particular Sunday morning started off dreary. The prospects for a decent turnout for the monthly outdoor communion service at Deering Oaks Park seemed dim. Yet people kept arriving, despite the fog and the chill of a November morning, an uplifting service ensued, and we parted company with a renewed sense of what a special church community this is — and how much more we still can be.



State Street Church has a vibrant, loving dynamic, and we strive to develop that energy and our mission outreach further by enticing a more youthful population to join us, whether it be young families or 20- and 30-somethings. We seek a minister who can help us do just that.

What we value about living in our area:

Portland is a small, progressive city with an idyllic location on Casco Bay, just about 2 hours north of Boston. Foodies love its numerous eclectic restaurants and craft brewpubs. Outdoor enthusiasts love its proximity to sea, forest, and mountains. It is home to the Sea Dogs Minor League baseball team, the Portland Symphony Orchestra, and the Portland Museum of Art. Portland is large enough that it never feels boring, yet small enough that you'll see people you know just about any time you venture out. Our city is shaped by the sea and cradled by the wilderness.

Current size of membership: 121

WHO IS GOD CALLING TO MINISTER WITH US?

Position Title: Full-Time 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: Full Time

Does the total support package meet conference compensation guidelines? Yes

SCOPE OF WORK

PREACHING

- Prepare and lead Sunday morning service, including crafting liturgy and bulletin, sermon preparation, preaching, and offering prayers.
- Minister to children and youth in collaboration with Christian Education Coordinator and committee.
- Collaborate with Music Minister to integrate music into worship the music that best fits with the message.

PASTORAL CARE

- Guide & assist the congregation in faith formation and spiritual development through prayer, Bible study, and service.
- Minister to those who are sick, elderly, in crisis, or grieving.
- In collaboration with lay people, provide pastoral care to people in our congregation and the greater community.
- Seek opportunities for self care and spiritual development.

STRATEGIC LEADERSHIP

- Support congregational education in service of our initiatives (ex. environment, social justice).
- Identify helpful resources for congregational enrichment and empowerment and help the congregation to use their gifts and these resources.
- Support the stewardship committee as they lead the church in faithful financial development and stewardship.
- Coordinate/collaborate with church lay leadership.
- Work with other UCC leaders and lay leaders to develop initiatives and programs to engage children and youth.
- Initiate, inspire, and/or facilitate conversations among congregants (particularly important in online group settings)

COMMUNITY CATALYST

- Grow the church in reputation and membership through community outreach.
- Be savvy with technology, especially live streaming, social media, and online meeting/worship tools — or willing to learn.
- Create and maintain a presence in the community, be a voice for the church, our neighbors, and those who don't have a voice.
- Collaborate with other faith leaders and community leaders throughout the city/immediate region.
- Participate in activities outside the local church such as conference and association meetings.

ADMINISTRATION

- Keep regular weekly office hours in the church in order to be accessible to church members and community.
- Supervise and evaluate church staff.
- Participate in church meetings and church initiatives, prepare reports and portions of newsletters.



The State Street Church congregation seeks a pastor who embraces a team approach and is willing to walk with the congregation, not only in our individual and collective faith journeys, but also in our advocacy for social justice. We are deeply rooted in the Portland community, but want our roots to stretch and grow new shoots. We seek a pastor who is energetic, optimistic, and collaborative with members of the church and the larger community. We seek a pastor who will recognize our individual and collective gifts and encourage us to share them outside the church walls.

We desire a pastor with an inspirational, strong preaching style — someone unafraid to speak truth to power — with a clear grounding in current events and community needs and an ability to connect these to liturgical lessons and faith formation. A love of music is important, as is a sense of humor. We come to church on Sunday morning to be renewed, reenergized, and to walk out into the world with a refreshed sense of purpose.

We have learned in 2020 more than ever that we need a pastor who can be flexible in how they deliver pastoral care and who is open to calling on the congregation to help carry out ministries. The covid-19 pandemic has taught us all how crucial personal connection is — and how sometimes that connection has to be maintained in non-traditional ways. We hope for a pastor who is comfortable with technology and social media, or who is unafraid to jump into new modes when necessary.

COMPENSATION AND SUPPORT

Salary Basis (from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance): \$60,000-80,000

Benefits:

- Salary plus Benefits: \$103,391.96 (previous pastor's package)

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 housing allowance

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

- Given the cost of real estate in Portland, we do not expect the pastor to live in town, but nearby.

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

- Have not offered any incentives in the past

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

- The Maine Conference of the UCC provides support through the Conference Minister. In addition, we will pay for coaching support through an organization such as Clergy Communities of Practice.

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

- N/A

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)

Priorities and Goals for the Future of State Street Church

Immediate community involvement and engagement are vital for the renewal and spiritual growth of State Street Church.

Stated simply, we want to be an every-day church, not a Sunday-only church.



Our congregation has named four clear priorities for the future of SSC:

1. Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church. (e.g. developing a clear and cohesive social media strategy, creating short-term classes open to the full community, partnering with city movements and community organizations)
2. Make necessary changes to attract young professionals, who are moving to Portland in droves thanks to telework and upstart small business, as well as young families to our church.
3. Work to renew and vitalize the community around the church by building coalitions with partners that share this vision and commitment.
4. Develop ministries that work toward healing those broken by life circumstances.

It is important to note that an overwhelming majority of mainline churches across the country have priorities #1 and #2. What is significant for State Street is that priorities #3 and #4 speak specifically to our congregational values and identity and will play a vital part for us in moving forward in ministry and mission.

And, in comparison to other churches, three goals that are unusually strong for our church are:

1. Work as an advocate for social and institutional change so that society might better reflect the values of the kingdom of God.
2. Expand outreach ministries that provide direct services to those living on the margins of society. (i.e. homeless, immigrant, transient persons).
3. Work to renew and revitalize the community around the church by building coalitions with partners that share this vision and commitment.

Critical Abilities for the Next Pastor

- **Preaching:** Inspirational, strong preacher who speaks truth to power. Strong grounding in current events and community needs and how these relate to Biblical lessons and our faith journey. Ability to rouse congregants to action, even when we feel small and powerless. A consistent throughline of hopefulness and grace. Willingness and joy in integrating music into worship that fits with the message.

- **Strategic Leadership:** Social justice & community engagement at the core. Ability to integrate technology and social media planning (i.e., develop a plan with input from congregation, call on others to help execute the plan). Comfortable with video technology in case Sunday worship needs to be delivered online (e.g., snowstorm, pandemic).
- **Pastoral Care:** Engages with children of all ages, a collaborator with a sense of humor. Comfortable one on one as well as in a group. Compassionate, energetic and optimistic. Aging congregation and immigrant population necessitate considerable pastoral care.
- **Community Catalyst:** Collaborates with other leaders in the community, and demonstrates openness, acceptance, and reliability. A team worker who is open to others' carrying out their ministries; ability to recognize personal gifts and talents and encourages people to use what they've got.

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

We recognize that the Church (with a capital C) has a changing role in society, and especially in Portland and in Maine. Churches around the city and region are re-evaluating how they function in and influence the community. For example, many churches are letting go of their large (and mostly empty) church buildings and meeting in smaller spaces so that their finances are going more toward mission than to building maintenance. And more churches are working together and sharing resources when it makes sense, especially when it comes to community programming and outreach. For instance, State Street has joined a group of Portland churches to form a multi-church youth group. And we are in negotiations around a joint Christian Education Coordinator with Woodfords UCC and Williston-Immanuel United Church.

We seek a minister who will be able to build relationships with other church and community leaders, who will keep an open mind when non-traditional solutions are presented, and who can be a community catalyst whenever possible.

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

We've learned so much about ourselves, our church family, and our community during the covid-19 crisis. And some of the things we have wanted to develop have become glaringly critical during this time. The following are some initiatives that the Vision Team has identified based on our surveys and focus groups with the congregation:

- **Reach people where they are in order to grow:**
 - More social media presence to represent who we are to people who are seeking
 - Youtube and/or live stream services for those who can't attend live on Sunday
- **Congregational Care:** establish and organize a Congregational Care Team to take the load off the Deacons and provide ongoing outreach to those who need help (food, specifically, as well as transportation to doctors, for example)

- **Find creative solutions for worship and connection:** examples include, outdoor monthly communion services in Deering Oaks Park; weekly meditation group led by a parishioner; weekly online discussion groups around current events, books, and biblical theme

WHO ARE WE NOW?

Things that are special about State Street Church

State Street Church has been described as a “Magi church” (CAT survey) — meaning, we’re progressive in our theology and adaptable in our behaviors. We are welcoming of all, flexible in our thinking and practice, and affirming that faith is a journey instead of a fixed state of being or an absolute truth. One way to think of the State Street congregation is like a group on a tour bus: we get on because we want to be on a journey, and we’re driven by the wind to wherever the spirit takes us.



Some of the best descriptions of our congregation include rational, intellectual, and efficient. Yet we recognize that we can also appear aloof, unapproachable, and too theoretical; this is a challenge at State Street, as well, that we’d like to overcome, especially in our outreach and reputation in the community. We want people to enter our church and know right away that they are welcome. We want our community to know that State Street can be a partner in efforts to reach people who have recently arrived from other nations, people experiencing homelessness, and people simply searching for a sense of belonging and hope.

Together, we are:

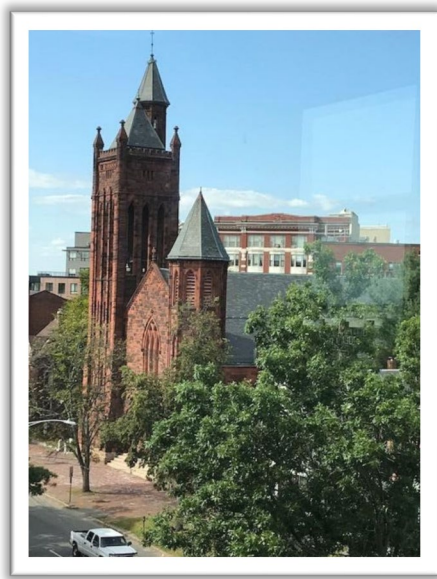
- Progressive in our values — “God is still speaking”
- From many different faith backgrounds — from agnostics to ordained ministers
- An older and aging church family

The CAT showed that worship and music are key and vital parts of the congregation. However, we want to build upon our strong Sunday worship by engaging more people beyond Sundays. Some ideas that have surfaced in focus groups include varied and various practices, such as guided meditation groups, book and/or Bible study opportunities, music events, and mini-courses led by our church family that are open to the community.

State Street is a congregation committed to social justice and social action — in fact, the majority of our congregation has rated social justice and calls to action as the highest attributes of our previous pastor — and it’s important that our next pastor feels this same sense of urgency around social issues. Also important is a commitment to building relationships and partnerships with other Portland-area churches. We recognize that main line churches are struggling to



stay viable, and we know that in order to reach the goals we have as a congregation, we will need to work together with other churches.



Our church building is very special to us, too. State Street Church has a long, storied history and once served as a cornerstone in the Portland community. We rent space in the building as a source of income, and the organizations that use this space are crucial to the community. Our clothing closet has become a necessary resource for the community, too, especially for New Mainers and people experiencing homelessness. We hope to find ways to put some other spaces to good use, such as the fellowship hall and kitchen, for the community, as well.

The following are core ideas that bubbled to the surface around focus group questions, which are noted at the start of each bullet point:

- **What is at the core of who we are and want to become?** We will continue to be Progressive, will have more small group activities, will foster relationships with immediate neighborhood and community (mentioned several times), adapt to housing changes in community, maintain essential character and mission, make more space available for outside groups, welcome all, and have a broader concept of spiritual formation.
- **What's important to us now?** Worship, missions that engage immigrant and homeless populations, Clothes Closet, music, small group and bible study opportunities, Sunday School, fellowship, supporting people in their spiritual journey, community action and outreach, equipping the membership for ministry and mission
- **Who do we impact? Who would miss State Street if it were not here?** All who use our facilities, Clothes Closet clients, missions and organizations we support, the membership, those who need it for rituals and transitions, Christmas and Easter worshippers, the city of Portland as we care for and maintain a landmark, our homeless population, progressives, and social activists
- **What is needed to meet our financial goals?** If we are doing ministry and mission, the money will come. We can apply for grants for specific outreach programs and work for better utilization of our space for more outside groups and non-profits. We can continue our careful fiscal management, online giving, concerts and use of sanctuary, enhance the holiday fair, work collaboratively with other churches in shared resources and purchasing and space usage.

11-YEAR REPORT

(Developed with the help of your conference staff, UCC Data Hub, and MissionInsite)

A PDF of the image below is attached in the Appendix items, for greater readability.

UNITED CHURCH OF CHRIST											
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS											
<i>God is still speaking</i>											
UNITED CHURCH OF CHRIST											
Church#:	281780										
Assoc:	308	Schedule:	0	State Street Congregational UCC			Portland	ME	04101		
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED		
2009	188	68	54	0	2	11	6	0	7		
2010	189	72	46	2	0	11	7	0	6		
2011	189	75	53	0	2	11	13	0	0		
2012	194	74	48	0	9	1	5	0	5		
2013	198	77	47	0	2	15	9	4	4		
2014	194	66	48	3	0	5	9	3	-4		
2015	190	70	63	0	3	15	3	19	-4		
2016	200	82	63	0	0	18	8	0	10		
2017	194	82	56	0	2	4	12	0	-6		
2018	200	78	61	0	4	6	4	0	6		
2019	200	80	49	0	1	6	7	0	0		
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS	
2009	\$291,766	\$195,471	\$6,600	\$5,787	\$12,387	\$1,520	\$13,907	2.26	\$601,144	\$221,437	
2010	\$273,298	\$183,933	\$6,600	\$7,087	\$13,687	\$2,204	\$15,891	2.41	\$473,122	\$293,867	
2011	\$316,865	\$95,464	\$6,600	\$6,998	\$13,598	\$2,436	\$16,034	2.08	\$388,363	\$192,693	
2012	\$294,129	\$22,767	\$6,600	\$7,252	\$13,952	\$2,285	\$16,237	2.24	\$333,133	\$187,064	
2013	\$274,050	\$24,633	\$6,600	\$7,204	\$13,804	\$1,790	\$15,594	2.41	\$314,277	\$175,922	
2014	\$285,158	\$30,683	\$6,600	\$3,437	\$10,037	\$4,143	\$14,180	2.31	\$330,021	\$320,723	
2015	\$291,611	\$110,577	\$6,600	\$2,962	\$9,562	\$3,373	\$12,935	2.26	\$415,123	\$248,699	
2016	\$293,011	\$36,668	\$6,600	\$6,141	\$12,741	\$4,095	\$16,836	2.25	\$345,515	\$209,950	
2017	\$316,067	\$76,873	\$6,600	\$7,165	\$13,765	\$3,307	\$17,072	2.09	\$333,139	\$225,085	
2018	\$301,121	\$91,466	\$6,600	\$7,939	\$14,539	\$3,182	\$17,721	2.19	\$318,842	\$191,549	
2019	\$312,634	\$46,594	\$7,150	\$9,134	\$16,284	\$6,977	\$23,261	2.29	\$335,895	\$198,426	
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE			
2014-2019	3.08	23.08	2.08	-12.90	-41.67	9.64	62.24	1.78			
2009-2019	6.38	17.65	-9.26	-46.15	16.67	7.15	31.46	-32.97			

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church:

		Is this number an estimate? (yes or no)
Number of active members	121	no
Number of active non-members	17	no
Total of church participants <i>(sum of the number above)</i>	138	no

Percentage of total participants who have been in the church:

		Is this number an estimate? (yes or no)
More than 10 years:	45%	Based on membership
Less than 10 years:	45%	"
Less than 5 years:	10%	"

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	Is this number an estimate? (yes or no)
12	13	5	10	12	8	22	27	29	yes

Percentage of adults in various household types:

		Is this number an estimate? <i>(yes or no)</i>
Single adults under 35:	5%	Yes
Joint household with minors:	10%	Yes
Single adults age 35-65:	15%	Yes
Joint household with no minors:	55%	Yes
Single adults over 65:	15%	Yes

Education level of adult participants by percentage:

		Is this number an estimate? <i>(yes or no)</i>
High school:	5%	yes
College:	45%	yes
Graduate School:	45%	yes
Specialty Training:	5%	yes
Other (please specify):		

Percentage of adults in various employment types:

		Is this number an estimate? <i>(yes or no)</i>
Adults who are employed:	45%	yes
Adults who are retired:	50%	yes
Adults who are not fully employed:	5%	yes

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

We have individuals who have worked in the service industry with a high school education as well as quite a few with doctoral degrees. College educated people predominate.

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?

We are a primarily white congregation, but we have a number of immigrants from the Democratic Republic of Congo, Rwanda, and The Sudan. We have only one Black child born in America to parents from the Democratic Republic of Congo. Their other three children were born overseas.

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 have had numerous small group conversations about welcoming diversity. Our annual women’s retreat always includes members who immigrated from Africa. Several years ago, our African immigrants led a significant part of our retreat, teaching us African songs and the elaborate process of arranging colorful cloth headdresses on our heads (not easy).

Our Clothes Closet, which distributes free clothing to the Portland community, has many immigrant customers, especially from Africa. One of our members can speak with them in their language, which is not only helpful but obviously welcoming.

We need more outreach to meet the needs of the immigrant community in Portland.

PARTICIPATION AND STAFFING

(Note: Blank fields are not applicable to our congregation.)

Ways of Gathering	Estimate number of people involved in attendance	Who plans each of the listed gatherings? (<i>list any & all worship planners, such as various lay leaders, pastors, musicians, other staff</i>)
Adult Groups or Classes	75	Members
Baptisms (number last year)	3	Minister
Children’s Groups or Classes	15	Education Committee
Christmas Eve and Easter Worship	306 and 192	Deacons and Minister
Church-wide Meals	50	Lay leaders
Choirs and Music Groups	23	Music Director, No Strings Attached Musical Group
Church-based Bible Study	32	Retired Minister and lay people
Communion (served how often?)	Monthly 75	Deacons and Minister
Community Meals		
Confirmation (number confirmed last year)	0	
Drama or Dance Program	N\A	
Funerals (number last year)	2	
Intergenerational Groups	32	
Outdoor Worship	50	Minister, Reopening Committee, No Strings Attached Musical Group
Prayer or Meditation Groups	20	Mindfulness Classes conducted by retired minister
Public Advocacy Work	15	Missions Board, Saturday Current Events participants and others

Ways of Gathering (continued)	Estimate number of people involved in attendance	Who plans each of the listed gatherings? (<i>list any & all worship planners, such as various lay leaders, pastors, musicians, other staff</i>)
Retreats	Annual Women's Retreat:30-36	Group of 3-5 women members
Theology or Bible Programs in the Community	30	Spiritual/Biblical Discussion Groups within church community conducted by retired minister and one other church member
Weddings (number last year)	0	
Worship (time slot: 10 am_____)	83	
Worship (time slot: _____)		
Young Adult Groups or Classes	4	Member of church
Youth Groups or Classes	15	Christian Education Director, Education Board, church members
Other		

Additional comments:

Our interim minister is working with other Portland UCC ministers to develop a combined program for Christian Education. Numbers of children and individuals willing to commit to teaching Christian Education have been a concern in recent years.

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

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rev. T. Lawrence Gilbert				Y
Rev. Cheryl Anderson (verified)				Y
Rev. Walter Woitasek				Y
Rev. Phillip Shearman				Y
Rev. Carol Kerr	Four-Way Covenant	non-traditional	Private Counseling Practice	N
Rev. Paul Allen				Y
Rev. Jessica Moore (verified)	Four-Way	Outreach Street Ministry; taking a call to her first parish, St. Albans in Vermont	Co-Pastor	N
Rev. Petra Smyth	Three-Way Covenant	Raymond Village Community Church	$\frac{2}{3}$ designated term pastor for three years	N

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:

Revs. Moore, Kerr and Anderson often provide pulpit supply and perform communion in the minister's absence. Rev. Allen conducts theological discussion groups with an emphasis on spiritual growth. Rev. Anderson conducts mindfulness sessions. Rev. Gilbert is on the Board of Trustees and Revs. Moore and Allen are on the Board of Missions. Rev. Voitasek formerly did pulpit supply and Rev. Shearman is often the voice of conscience and remembrance. Rev. Smyth served as minister between the Reverend Jeanette Good's retirement and the beginning of our interim's tenure.

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

Head of Staff	Title	Hours	Supervised by	Length of Tenure for current person in this position
Scott DeBlock	Interim Minister	Full Time	Conference Minister; Church Council	September 2020 to present
Anne Hendrix	Office Administrator	Part time 30 hrs per week	Pastor	2004 – present (16 yrs)
David Maxwell	Minister of Music	Part time 15 - 20 hrs per week	Pastor	1980- present (40 yrs)
Maryam Darjazi	Child Care	Part time 2.5 hrs per week	Pastor	2005 – present (15 yrs)
Christian Education	Director of Christian Ed.	10 hrs per week	Pastor	2018-2020 (2 yrs)
Deborah Towle	Church Sexton	4 hours per week	Pastor	2014-2020 (6 yrs)

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

Our priorities focus on responding to the needs of our community. Many of our programs for members, however, are focused on our older members, without much consistent programming for children.

CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year (July 1 - June 30))

Source	Amount
Annual Offerings and Pledged Giving	\$178,240
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$34,775
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$19,225
Fundraising Events	\$9,281
Gifts Designated for a Specific Purpose	\$22,379
Grants	\$n/a
Rentals of Church Building	\$57,333
Rentals of Church Parsonage	\$n/a
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$500
Transfers from Special Accounts (funds for capital payments)	\$14,413
Other (specify): two unrestricted bequests	\$31,565
Other (specify): Stock gift to help during COVID	\$41,093
TOTAL	\$408,804 (FY20)

Current annual expenses (dollars budgeted for most recent fiscal year): **\$372,229 (FY21)**

(Please see attached appendix items for the most recent church budget and annual treasurer's report .)

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

26.6% of operating funds
25.7% if include capital loan payments as expenses

Has the church ever failed to pay its financial obligations to a minister of the church?

No

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

	Yes or no?
Our Church's Wider Mission (OCWM – Basic Support)	Yes
One Great Hour of Sharing	Yes
Strengthen the Church	Yes
Neighbors in Need	Yes
Christmas Fund	Yes

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

Budgeted - current is 2%

What is the church's current indebtedness?

Total amount of loan debt:	\$282,263
Reason for debt:	Chapel Hall Restoration
Are capital and other payments current?	Yes

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.

Chapel hall windows will be completed fall 2020. Funds on hand to complete.

Refurbishment of basement space for self-help group meetings. Budget \$33,630. Grant funds of \$26,450. Church provides remainder - some volunteer labor reduces total cost to church. Looking at potential ventilation upgrades. Nothing firm currently.

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

Year(s)	Purpose	Goal	Result	Impact
2014	Restore Chapel Hall	\$ 440,000	\$ 229,300	Restoration complete. Borrowed funds to complete. Use funds raised to pay loan.
		\$	\$	
		\$	\$	
		\$	\$	
		\$	\$	

If a capital campaign is underway or anticipated, describe:

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

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

The most recent capital campaign was to make the chapel section of the building watertight and more energy efficient to be able to maintain the ministries in existence, including our Clothes Closet mission and providing affordable space to various community groups.

The previous capital campaign in 2008 involved installing an elevator, making all levels of the building handicapped accessible.

Does your church have an endowment? yes

What is the market value of the assets? \$748,497

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

As needed for operations. Occasional special needs.

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

FY20 7.1%
FY16 9.5%

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past 5 years.

We have generally drawn down between \$50,000 and \$70,000 per year over the past five years. One year when the rate of return was especially high, we used some of the gain to do some needed masonry work on the building.

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

Indefinitely if return continues to average 7.49% annually as it has over the past nine years.

Please comment on the above calculations or estimates:

Endowment:

It is possible that not all funds included in the endowment number above are strictly defined as endowment. We are in the process over the next year to determine how much of those funds were restricted by the donors as to principal and how much was assigned as "endowment" by the trustees at the time of the receipt of gifts or bequests. Over many decades, all of the investments came to be called "the endowment" and the lines have blurred. The endowment number above does not include two recent unrestricted bequests (total \$31,565) nor a stock gift of \$41,000 that we also received recently to help us remain financially sound through the pandemic.

Operating budget:

The budgeted expenses (\$372,229) include two components. One component is the budgeted number approved in the FY20 annual report for FY21 which began on July 1, 2020. (\$359,815) That includes \$12,000 toward capital loan payments. The other component is the \$12,414 taken from the capital loan savings account to complete the payments for the year. (Details in the Capital Projects Report in the FY20 annual report.)

Other Assets:

Reserves (savings):	\$ 71,854 (current operating reserve) \$ 10,387 (remaining window funds) \$ 33,356 (money market account - \$26,450 grant funds plus women's ministry funds)
Investments (other than endowment):	\$27,895 (emergency building reserve CD)

	\$26,305 (savings for capital loan payments - part in CD, part in savings)
--	----------------------------------------------------------------------------

Does your church have a parsonage? NO

Describe all buildings owned by the church:

The main building which includes the sanctuary and the chapel hall is 30,000 square feet.

Describe non-owned buildings or space used or rented by the church:

SSC rents the parking lot across the street from the Funeral home to provide parking for Sunday services.

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

Yes, the entire facility is accessible except for the pulpit & part of the basement.

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

Our church always responds to natural disasters and crises, usually through our Mission Board's budget but as needed through additional collections among church members. We are invariably plotting new ways to use our space advantageously in terms of community outreach and meeting our budgetary obligations. Our Clothes Closet is of vital importance to the Portland immigrant and homeless communities. Rental of nearly all the space not utilized by our church itself serves the greater Portland community extremely well. The following comprise those groups renting space in our church:

- The Children's Nursery School
- Vajra Vidya Tibetan Buddhist Meditation Center
- Portland Intown Contra Dance
- 5Rhythms Dance group
- Two Groups of Narcotics Anonymous
- Rippleffect (Outdoor Expeditionary Learning Program)

Our building is, thus, much more than a house of worship. It provides a home to numerous groups seeking community, support, education and fun. Choir members, on the way to the music room to practice, pass by contra dancers in our fellowship hall, while members of Vajra Vidya may be on their way upstairs to their meditation center. We estimate that State Street serves 4,300 to 4,600 people annually through all these activities. The spaces in our church are rented below market value, which provides a great service to our community, as does the space we provide for support groups.

Through Zoom this past Spring, we formed a group to consider and seek justice concerning current events in our country. The Black Lives Matter movement and racial and immigrant justice have been central to this group's activities. The group was instrumental in having a Black Lives Matter banner placed on our church. Individuals contributed to a Mobile Shower Unit for Portland's homeless population which has been greatly impacted by the Coronavirus.



(photo credit: © Corey Templeton, 2014)

HISTORICAL INFORMATION

“That this Church cannot innocently, longer delay the performing of its own part... in planting another of those golden candlesticks, in the midst of which our Savior walks. These transitions now in progress are destined to try our faith, our mutual affection, and our liberality, beyond our former experience.”

--From the records of High Street Congregational Church (which became State Street UCC), Feb. 1852

We've attached a more detailed account of State Street's history as an appendix. It's important to know that this is a church that's been central in the city of Portland for nearly 200 years and can be seen from many parts of the city. In the 19th century, most of the city's most influential families were members. And during the 20th century, State Street was a bastion of missionary endeavors and its building was central to a number of important local outreach initiatives, including a coffee house in the 1960s, a medical care facility in the 1970, a prenatal clinic in the 1980s, and the Bangor Theological Seminary in the 1990s. This rich history of intellectual and spiritual leadership is woven into everything we do.

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

- We have attracted new populations to worship, like immigrants and people experiencing homelessness, living our promise of being an open and affirming church.
- A rapid rise in property values and increase in population has brought in younger people with higher income and education levels, but they aren't coming to church - this may be a growth edge for SSC.
- When the Bangor Theological Seminary moved out of our building, we had to reframe our thinking to fill rental spaces in the church. That has brought in a number of young, vital organizations that use our building for their home, which makes our historical building an integral piece of the secular community.

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

- The covid-19 pandemic has forced significant changes to how we worship and how we gather as a community.

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.

- Part of our church culture is to resolve conflict as soon as possible. We haven't experienced deep conflict in a long time.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Jeanette Good	14	Y
James Fletcher	17	Y
Garvey MacLean	9	Y

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

We're finding that in this interim period and in our look back through the recent history of SSC, this is a strong congregation that has been able to find its way together through challenging times. We worked really well with Pastor Good, and we're finding we work well with Pastor DeBlock, who is quite different. There is mutual respect and shared responsibility for providing support to the congregation. It's not just one person's job.

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

In 2004, when circumstances demanded that the church downsize the staff, one of our pastors was involuntarily terminated, along with the church secretary and a sexton. At the time, other staff members took a cut in pay, which was eventually restored.

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

WHO IS OUR NEIGHBOR?

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

The church received a MissionInsite report at the beginning of the search process. The report was based on a 15.5-mile circle centered at State Street Church. We felt that this method did not accurately represent the "Portland Flow" of geography, work, and play that exists in Portland (see map in appendix). Therefore, we did our own demographic research that reflected the makeup of Portland. (See Appendix for full report.)

State Street is located on "the peninsula," in the heart of the historic part of Portland. The peninsula has become the "affluent" part of Portland, and the pricing and availability of housing has forced many of those who work here out of the city. We are experiencing a homelessness crisis, exacerbated by the COVID-19 pandemic. Further, while the city is predominantly white, we have an increasingly mixed ethnic community that continues to grow.

- About 60 percent of our members live in the City of Portland proper. About 11% of the population are immigrants, but this number is most likely low as it is based on estimates and 2012 data.
- From the 2019 American Community Survey 29.6% of persons moving into Portland from out of state are between the ages of 19 and 34 years of age.
- Portland's population has a high level of educational achievement with those having an associates degree or higher being 50-55% of the population.
- However, the poverty rate for the peninsula where State Street is located is about 29%, with the two remaining zip codes at 13 and 18 percent.
- Close to 500 individuals are experiencing homelessness as of September 2020 (according to shelter statistics; this number may be higher). The pandemic has made it difficult to shelter as many as in previous years.

By focusing our demographic research on the city of Portland, we confirm that State Street Church has a diverse set of opportunities right here in our hometown – from ministering to the poor and homeless, to engaging the young and educated community moving to Portland, to embracing the growth of ethnic diversity in Portland, and ministering to families and retired people.

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 internal demographics tell us that 39% of our members come from outside the City of Portland, yet we see continuing growth of members coming from within the city. While we represent the traditional New England demographic, we have a robust community of members from all ethnic, gender, education, and employment backgrounds. We are beginning to reflect the demographics cited above.

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

Anne Hendrix/ Office Administrator / State Street Church, Portland
(ph. 207-883-1464 / wtc216a@gmail.com / Office Administrator)

REFERENCE 2

Holly Hoffmann/ Associate Rector / St. Albans, Cape Elizabeth, ME
(ph. 207-572-5110 / hhoffman@stalbansmaine.org / Daughter of Parishioner)

REFERENCE 3

Nicholas Davis / Retired Minister / First Congregational Church of Ellsworth, ME
(ph. 207-460-3452 / ndavis9940@roadrunner.com/ Father of Parishioner)

CLOSING THOUGHTS

- CLOSING PRAYER
- STATEMENT OF CONSENT
- CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

In an early meeting of the search committee, we had a meaningful and insightful discussion about Mark 1:14-20, and what it means to be “fishers of men.” The discussion text used was a combination of the scripture text and excerpts from [Fishers for a New Kingdom—Mark 1:14-20¹](#). The section that follows inspired us to deep discussion — and we continue to be inspired by what it teaches. We hope that you are inspired by these words, as well.

“By following Jesus, the four men have committed to turning their backs on being fishermen in the business sense to being “fishermen of people” in the gospel sense. But what does it mean to fish for people?

The meaning of the metaphor can be difficult for modern readers to grasp. We tend to think of fishing as casting a line in hopes of hauling in a particularly desirable fish such as a trout or marlin. If we catch some other kind of fish—particularly a small or ordinary one—we are disappointed.

*But Jesus has something else in mind. When Jesus first encounters Simon and Andrew, they are “casting a net” into the sea. The verb Mark uses (*amphiballo*) refers to throwing a particular type of net, called an *amphiblesteron* (Louw-Nida, *Greek English Lexicon of the New Testament*). With weights around its outer edge, the net would be thrown into the sea and drawn back out, hauling in whatever fish were in its path. Fishing with such a net was not a precision operation. Rather, it was a general gathering in of whatever fish were in the area, whether “desirable” or not.*

So, too, with the kingdom of heaven. For Jesus to call his disciples “fishermen of people” suggests a similarly broad casting operation to gather people into the kingdom of God. The gospel is a broad net. It is good news for everyone, from the greatest to the least. From the imperial centers to the backwater regions like Galilee. Everyone is invited into the beloved community. The disciples are to cast their nets wide and to welcome whoever may be brought in.

For those of us who wish to follow in the way of Jesus, the implications of this passage are clear. As with the disciples, Jesus calls us away from our service to the exploitative economic structures of our own time and into the business of gathering people into the abundant life that God intends for all. We are to reorient ourselves away from the economics of the Empire—in which some lives have more value than others—and into the economics of God’s kingdom, in which every human being is a person of intrinsic worth.”

¹ Williamson, Jr., R. (2018). “Fishers for a New Kingdom—Mark 1:14-20.” Retrieved August 1, 2020, from The Political Theology Network website, <https://politicaltheology.com/fishers-for-a-new-kingdom-mark-114-20-robert-williamson-jr-2/>

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.)*
The Search Committee consists of Barbara Conroy (chair), Tori Bachman, Devin Dukes, David Kerr, Jane Page, Ginger Raspiller, and Jeffrey Zamboni.

2. Additional comments for interpreting the profile:

Signed: _____

Name / Title / Date: _____

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Jonna Jensen

**UNITED CHURCH
OF CHRIST**



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

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

APPENDIX ITEMS (Attached)

Appendix A — References

Appendix B — 2020 annual report

Appendix C — FY21 Budget

Appendix D — Eleven-year Report

Appendix E — Overview of Data Points from the Mission InSite and CAT

Appendix F — Portland demographics

Appendix G — A Brief History of State Street Church