

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE



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

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

UNITED CHURCH
OF CHRIST



**UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE**

**Irondequoit United Church of Christ
Rochester, NY**

Called Pastor

Genesee Valley Conference

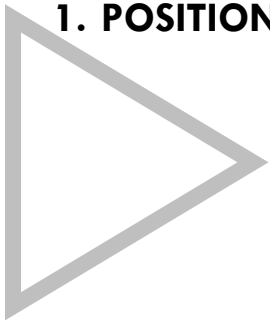
05/02/22

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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: Irondequoit United Church of Christ

Street address: 644 Titus Avenue, Rochester, New York 14617

Supplemental web links: <https://irondequoitucc.org/>

Additional ecumenical affiliations (e.g. denominations, communions, fellowships): None

Conference: NYS Conference

Association: Genesee Valley

UCC Conference or Association Staff Contact Person:

Name: Reverend Ryan W. Henderson

Title: Associate Conference Minister

Phone: 315-446-3073

Email: rhenderson@uccny.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?

Irondequoit United Church of Christ (IUCC) would like to support our membership to become a diverse, caring and vibrant community of people who are filled with God's love and are willing to share it with the world. In order to get there, we need to create more excitement and creativity in our worship as well as fellowship and involvement in our community through outreach opportunities. We are in need of a pastor that has the experience, passion and desire to help facilitate us becoming that church.

Photographs:



East Side of Main Entrance



East Side, Door #2



Sanctuary, February 2022



Chancel and Bell Choir Concert 2019



Outdoor Worship 2021

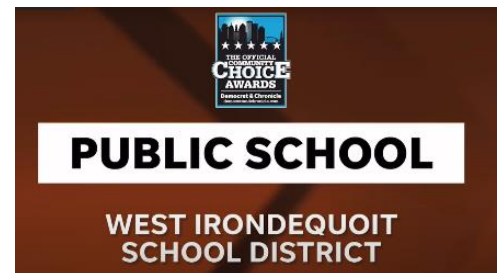


Christmas Pageant 2018

What we value about living in our area:

Irondequoit has a small-town atmosphere with a strong sense of community while still enjoying the benefits of a city close by with cultural and sporting events. We value our location, given that Irondequoit is bounded by three bodies of water (Lake Ontario, Genesee River, Irondequoit Bay). The water is easily accessible for relaxation and recreation by our residents, which provides a sense of tranquility, peace and beauty. In addition, Irondequoit has [Durand Eastman Park and many hiking paths.](#)

We are proud of our highly ranked school systems in East (currently #16) and West Irondequoit (currently #6), out of 46 districts in Monroe County, which is adapting to changing demographics and diversity in our area. In fact, “12/2021: West Irondequoit CSD voted Best Public School in Rochester in D&C Community Choice Awards.” See **Attachment A: “Irondequoit’s 14617 ZIP code is one of the hottest in the US.”**



Current size of membership: 138 active members and 30 active non-members, for a total of 168 church participants.

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

Position Title: Called Pastor

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

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association.

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

Does the total support package meet conference compensation guidelines? Yes

1b. SCOPE OF WORK

We are looking forward to hiring a minister who can lead the following programs:

- Strategic planning for an increased and renewed vision.
- Faith formation and vitality; especially pertaining to those with younger and more diverse families.
- Community engagement including working with other faith groups and outside organizations to share ideas and make a significant difference.
- Leadership development to assist our staff and teach lay leaders the skills necessary to more effectively spread the love of God in our congregation and community.

Core Competencies:

(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)

We feel that in order to help our congregation grow in our faith and capacity to reach out, we need a minister who is a visionary, and is also inspiring and passionate. To help us overcome some of our previous habits of conflict, a person with facilitator skills would also be beneficial.

1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*):

Starting at \$42,000 for a person with 5-10 years of experience and can be negotiated upward, based on candidate's education and experience.

Benefits:

They are a percentage of the salary basis based on UCC guidelines and can include the following:

- Annuity (pension) is 14% of the salary basis, based on UCC guidelines.
- Health & Dental is covered 100% of the UCC Medical & Dental Benefits Plan.
- Social Security Offset, FICA, is 7.65% of the salary basis.
- Life Insurance/Disability is 1.5% of the salary basis.
- Travel/Mileage is calculated according to the standard mileage rate published by the IRS, currently 58.5 cents per mile.
- Professional Expenses/Meetings is \$1,000 annually.

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*)?

We would expect the pastor to live nearby and we are providing a housing allowance.

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

The next minister is expected to live relatively close to our church and have reliable transportation so that they are able to be present in the building for a variety of days and times. This would allow for in-person interactions with the members of the congregation and other groups/individuals using our campus.

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

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

The Genesee Valley Association offers a monthly minister's gathering. There is also a biyearly Association meeting, and yearly conference gatherings. The NY Conference offers a peer-to-peer community of practice groups in addition to a variety of online and in-person continuing education experiences.

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

Since we are looking for a full-time pastor, we don't expect that they would be participating in additional employment.

1d. WHO IS GOD CALLING TO MINISTER WITH US?

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

In order for us to live into our mission, we would request that our pastor lead a strategic planning exercise with our Leadership Team and other lay leaders using a template to assess where we are and where we want to be. We wish to work toward becoming a more diverse, caring and vibrant community of people who are filled with God's love and are willing to share it with the world.

After establishing the strategic plan, the respective lay leaders will work with the congregation to help implement it, with oversight by the pastor. We would hope to find creative ways to engage with the breadth of our community and to reach young people and families.

In addition, we would expect our new pastor to lead inspirational worship services as well as other growth opportunities that are relevant, meaningful and uplifting to help provide the energy our congregation needs to actively seek out and bless others in need of God's love.

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

We envision our called pastor to be supportive of our efforts in the various groups we engage in outside IUCC's walls and be willing to have some level of participation with them. This may include providing inspiration for new and exciting ventures where we could make an impact in our community and beyond. Our congregation has a long history of contributing our time, talents, and finances to many organizations.

Examples of ways that we have supported organizations include:

- Hosting the annual fundraiser for the [Sunset House](#) Hospice's 5K race on our property which includes providing homemade soups to the participants.
- Making Tex-Mex soup annually for the Souper Bowl fundraiser to benefit the [Eastern Service Workers Association](#). Together with ESWA, we also hosted an event where people affected by the rising costs of energy were able to voice their concerns to local power companies and politicians.
- We held a Praise Band concert with the proceeds given to [Drug Free Irondequoit](#), a community organization that is helping to promote healthy and substance free youth.
- Consistently collecting donations for the [Irondequoit Community Cupboard](#) including items for the children's backpack program and the food grown in IUCC's two community gardens.
- Our Green Group has worked on pertinent climate issues through interaction with [Rochester Area Interfaith Climate Action](#), including hosting a dynamic speaker who shared the many ways we can be personally involved.

These are only a few of the many organizations that IUCC has been pleased to support. We hope to be known as a church that truly does welcome and love our neighbor.

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

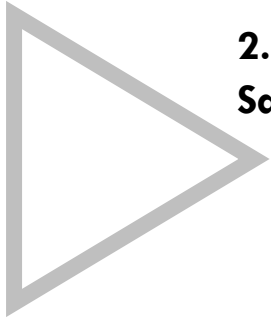
None required.

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.

So that we can continue to develop our ministry and mission we believe that our minister needs to have the following areas of excellence:

- 1) Exhibiting a spiritual foundation and continuing with ongoing spiritual practice which includes loving God, following Jesus Christ, and being guided by the Holy Spirit while living a life of discipleship. They should understand the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.

- 2) Building transformational leadership skills which will empower the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit. This will require strategically creating the future of God's Church while still performing the necessary and appropriate administrative tasks. It will be important for them to encourage leadership development of self and others through continuing education and lifelong learning.
- 3) Caring for all creation including providing hope and healing to a hurting world while keeping in mind the challenges of mental health and wellness which are needed to nurture and care for God's creatures. Currently we host several groups (AA, Al-Anon, [Drug Free Irondequoit](#)) and counselors in our building. In addition, we acknowledge that our hurting earth is in need of our attention and would like that to be one of our priorities. Our pastor also needs to faithfully steward the resources of the Church.
- 4) Working together for justice and mercy understanding the direction provided in Micah 6:8 (*And what does the LORD require of you? To act justly and to love mercy and to walk humbly with your God*). Our pastor needs to assist us in practicing the radical hospitality of God and the UCC while helping us to overcome any bias that we may have. We want to care for and welcome ALL of God's creation, regardless of race, creed, sexual orientation or disabilities (either physical or mental). We do this through participation in activities throughout our community. We would like to become change agents by engaging more intimately in mission and outreach projects.



2. WHO IS GOD CALLING US TO BECOME? Diversity Survey-Sample Profile

“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?

The members of IUCC are yearning to become a congregation that invites, includes and celebrates diversity.

We are eager to serve God faithfully and purposefully.

Our aim is to become a congregation that continues our traditions but also adapts to different types of worship. We are willing to start new traditions, while nurturing and fostering each other's spiritual growth and development.

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

IUCC is being called by God to continue to expand on the work we have started with the community. We are beginning to discover ways our congregation can help with the building of a tiny home project for the chronically homeless in nearby Rochester through [REACH Advocacy](#). We have also participated in the annual PRIDE Parade and events regarding the climate crisis. In addition, our church is active with a nutrition center in the City of Rochester, our town's food cupboard, and we have hosted a 5K walk/run fundraiser for a local hospice for the last 19 years.

We sponsor a Viscom group and various neighborhood and community groups in need of meeting space. Our building is currently being used by a community nursery school, 2 AA groups, 3 Scout troops, 2 Al Anon groups, a Zumba class and the Rochester Metro Jazz Orchestra who practices at the church. Last fall we hosted "Girls on the Run", a seasonal program that trains girls ages 10- 12 in exercise and running techniques, with the goal of competing in a 5K race. In October they helped us winterize the two Community Gardens on the church property.

Due to COVID-19 we have had to adapt our ways of Worship, and we started with Outdoor worship and then moved to indoor worship using Zoom. We incorporated streaming services for those who either could not, or chose not to attend in person worship. IUCC has consistently provided worship services in a safe manner throughout the Pandemic.



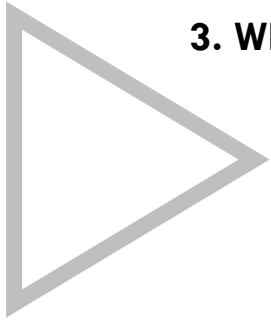
2020 Outdoor Worship during the pandemic, held across the street on our community music stage

We are addressing financial challenges of our congregation by thinking out of the box. We have started to rent office space within our building to small business owners who appreciate the safe space, central location, reasonable rent and our welcoming attitude.

We have tenants who provide different types of therapy including:

- anxiety disorders with adolescents and adults
- addiction and couples counseling
- families who have suffered trauma or who are in foster care
- teens with attention deficit and other disorders.

In 2022 we began providing space to [Drug Free Irondequoit](#), an organization helping youth in our town and nearby community lead healthy lives. We may also be hosting a Silver Sneakers exercise group and are considering allowing other faith communities to worship in our building.



3. WHO ARE WE NOW?

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

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

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

IUCC’s Mission Statement: “*We extend God’s love and extravagant welcome to all to share in our community of worship and following Jesus, to work together toward a more just world.*”

We recognize two Sacraments, Baptism and Communion.

We envision God as an All-powerful, loving and forgiving being.

We live as a forward-thinking congregation, celebrate the unique gifts of each person and respect individuals’ spiritual journeys including questions and doubts. We believe faith is more than Sunday worship. We recognize the work of the Holy Spirit among us collectively as well as individually. As a congregation and as individuals, we regularly experience God’s grace.

Describe several strengths or positive qualities of your congregation.

We are committed to supporting each other and welcome new worshipers. We are Open and Affirming, a Just Peace church, and have renovated our building to make it handicap accessible.

Our congregation also values outreach, justice, and music in worship. We have been very dedicated to continuing worship services and the music that enhances them throughout the pandemic. Our innovation resulted in outdoor worship services on a stage across the street, with sound accessible through our car radios. Subsequent outdoor services were held on our church grounds.

Indoor worship services, sometimes with pre-recorded vocal music (due to COVID-19 concerns), have been made available for our congregation in the sanctuary (an average of 36 each Sunday) and for our members as well as the public to view either in real time on Zoom (at least 10 each week) or later on [YouTube](#) (averaging about 30 views per week). The public has also been visiting our website, asking questions about using our building, renting space, or whether we offer Sunday School. This provides us with an opportunity to interact more with our community, which we plan to take advantage of.

As indicated above, inspiring music is highly valued by our congregation. At one time, we held two services, a contemporary and a traditional, each with its own music. Now we have the advantage of a hybrid service that combines both music styles.

Outreach has always been important to members of our congregation. In recent years it has not been given the priority that many of us want. One of our goals at this point is to elevate outreach among our initiatives by directing more time, money, and creativity toward it. A recent initiative was the establishment of two community gardens.

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?

Typically, worship takes place in our church sanctuary every Sunday morning except during the summer months when we have outdoor worship on our church grounds. Over the last two years, the weekly worship service has been made available on Zoom for those not present in person due to COVID-19. Worship is based around scripture readings, with both contemporary (praise band) and traditional (organ, bell choir, and occasional instrumental) music chosen to support the scripture-related sermon message. The Worship Team plans the worship services.

Baptisms are officiated by the minister, with the child's parents, siblings, and sometimes other relatives joining the minister in the front of the sanctuary near the baptismal stand. We celebrate the baptism by carrying the child throughout the sanctuary so that all of the congregation can see the child up close. After the minister performs the sacrament of baptism the parents and congregation responsively read their vows to support the child spiritually. Since we are primarily an older congregation, we haven't had many opportunities for baptisms but we hope to see that change.

Our congregation views good preaching as:

- thought provoking, intellectually stimulating sermons
- spiritual and Bible-based
- real-life takeaways
- avoid “political” hot button topics which may create division or sides
- dynamic & engaging
- includes examples, and personal anecdotes
- sprinkled with humor
- easy to listen to and follow

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

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

Our vision for faith formation and education programs is based on successful programs in previous years. Historically and prior to the pandemic, IUCC provided adult educational opportunities, generally on Sunday mornings after the worship service. Bible studies have been and are currently led by the minister on weekdays and evenings. Recently we have offered several book studies: *Waking Up White*; *Beyond Resistance*; and *On Fire: The Case for the Green New Deal*. We have also shown several videos regarding justice and climate issues and offered an Enneagram workshop series. These have helped us to broaden our horizons and be more cognizant of the diversity and many needs beyond our own circles.

A few years ago our adult education program used NOOMA videos, a series of short spiritual films that look at our world from Jesus’ perspective. Each Sunday, one of the 10 to 15 minute videos was watched, followed by discussion among the participants present. The films were impactful and fostered meaningful discussion about how Jesus calls us to live our lives. The educational sessions were well received but the responsibility for preparing and running them fell largely on the minister, who already had multiple responsibilities on Sunday mornings.

Small groups have been very effective in faith formation and creating a strong, spiritual bond among members of the congregation. One very successful offering was a DVD series - *Living the Questions* which took place on Sunday evenings in the large home of a couple in our congregation. Another was TGIF (Thank God It’s Friday) which was a combination of bible/book study and social event which was held Fridays after work. Recently we haven’t been able to continue many of the small group gatherings due to COVID-19 restrictions.

Several of the youth in our church participate in a small group called Viscom (visual communications), that creates videos which are often used in worship for the benefit of the congregation. In addition, they run the equipment that records the worship services that are placed on [YouTube](#) for the public and that are also broadcast via Zoom to members of the congregation (or others) through our website. Two youth are also present as sextons for every Sunday service as well as for other services such as funerals or weddings. During the height of the pandemic, when performing music in person was deemed unsafe, they assisted in recording instrumental and vocal music performances to be used as a part of Sunday worship services. Additionally, we have a youth member on our Pastoral Search Team.

We are investing in a new position for a part-time Youth Ministry Director in our budget for 2022. The Leadership Team is working to develop roles/responsibilities for this position.

Describe how your congregation is organized for ministry and mission.

- The operations of the church are the responsibility of elected members that include the Leadership Team and Church President, Vice-President, Clerk, Contributions Secretary and Treasurer for Church, Endowment, and Memorial Fund as described in the By-Laws. The minister is primarily responsible for the spiritual health of the church. **See Attachment B: “IUCC By Laws.”**
- Besides the Leadership Team, church members also serve on teams for Finance, Endowment, Facilities & Maintenance, Worship, Personnel, and Outreach that support the operations of the church. There are also several service groups including Material Aids, Ruth Circle, Concerning Women, and Viscom. Most of these groups meet at least once a month and may meet more often as needed.
- IUCC is also home to a number of groups in the community that provide services and programs. Currently, rooms are rented by the Irondequoit Cooperative Nursery School and four mental health counselors for children and family support services.
- Other areas of the church are available for programs run by outside organizations that include Alcoholics Anonymous, Al-Anon, Boy Scouts, Girl Scouts, Rochester Metro Jazz Orchestra, A Cappella choir, Zumba, and Irondequoit Girls on the Run.
- During the past two years, due to COVID-19, IUCC has offered Sunday service to be viewed on the Church web page via Zoom. These services are also collected and published via [YouTube](#). A weekly email newsletter is sent to all church members and active participants, and monthly the Lighted Cross is sent by email and also mailed through the post office to all church members. **See Attachment C: “The Lighted Cross.”**

Where does your church struggle for vision?

Our church has struggled for vision with respect to our long-term outlook. There has been a significant resistance to change especially within some of our aging membership. Currently we are hurting due to the many disruptions over the past six years and are still healing including managing the many challenges of the COVID-19 pandemic which resulted in a prolonged pastoral search process.

We have however made progress towards an energized vision as we recently voted to take a bold step to invest in IUCC's future. We voted to use a portion of our endowment to invest more money into our programs which will provide assistance in reaching more people in our community.

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

Leadership meets monthly to address operations in the Church. The Worship, Finance, Facilities, and Outreach teams generally meet monthly to address issues they are responsible for. Leadership is ultimately responsible for approvals of other teams' initiatives. Meetings typically run an hour to an hour and a half. Additional meetings are called if required and the pastor participates in the Leadership and Worship Team meetings.

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

Nearly six years ago, IUCC began a search to replace our pastor of 5 years who was retiring. Two co-pastors were suggested as one of several options. They could serve as transitional ministers who would perform the functions of an interim minister and potentially later fill the role of our settled, longer-term minister if we chose to call them. We hired them as transitional ministers and started our search process. Our congregation loved our new transitional co-pastors and encouraged the search team to consider calling them, which the search team did, unfortunately without considering outside candidates. Most of us were unaware that our transitional co-pastors did not get along well, at least in part due to the fact that they were unevenly matched relative to their pastoral experience.

Three years ago, our congregation then faced a crisis when one of our two co-pastors decided to resign. It happened quite suddenly, just before the Christmas holidays, and caught us all by surprise. Since each of them were part-time pastors and did not wish to serve us full time, contractually one could not stay when the other left. Some of our members had bonded with one pastor and some with the other, so sides were taken and this led to tension within our congregation.

The Leadership Team moved quickly to set a date for the second pastor to preach her final sermon, providing four additional months of her tenure with our church.

Concurrently we commenced a search for an interim minister and hired one relatively quickly. The one we hired had vast experience preaching in many parts of the world but had never served as an interim pastor (though she had received the interim training). Her time with us (about two and a half years) was helpful in many ways, but also at times controversial. Unfortunately, she left for another position prior to us completing our current search process.

- **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. See Attachment B: "IUCC By Laws."**

3b. 11-YEAR REPORT

UNITED CHURCH OF CHRIST
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC
YEARBOOKS



Church#: 463000

Assoc: 524 Schedule: 0 Irondequoit UCC Rochester NY 14617

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2010	354	200	27	0	0	1	12	65	-76
2011	298	125	57	7	12	0	47	0	-28
2012	328	130	56	4	7	0	9	0	2
2013	330	120	52	0	0	12	10	0	2
2014	326	115	54	0	0	2	6	0	-4
2015	319	105	126	0	0	0	7	0	-7
2016	318	106	62	2	3	0	6	0	-1
2017	318	106	62	0	0	0	0	0	0
2018	309	100	20	0	0	4	4	5	-5
2019	215	98	38	0	0	0	64	30	-94
2020	215	98	38	0	0	0	0	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
2010	\$274,683	\$0	\$3,316	\$838	\$4,154	\$5,498	\$9,652	1.21	\$284,335	\$186,317
2011	\$274,683	\$0	\$3,316	\$4,521	\$7,837	\$0	\$7,837	1.21	\$282,520	\$188,040
2012	\$256,841	\$0	\$4,000	\$2,632	\$6,632	\$0	\$6,632	1.56	\$263,473	\$186,845
2013	\$263,621	\$141,930	\$4,000	\$7,575	\$11,575	\$3,712	\$15,287	1.52	\$420,838	\$183,010
2014	\$280,156	\$0	\$1,000	\$1,676	\$2,676	\$0	\$2,676	0.36	\$282,832	\$176,869
2015	\$236,784	\$0	\$5,250	\$7,279	\$12,529	\$0	\$12,529	2.22	\$249,313	\$171,404
2016	\$226,554	\$0	\$3,000	\$1,601	\$4,601	\$0	\$4,601	1.32	\$231,155	\$173,033
2017	\$226,554	\$0	\$3,000	\$2,694	\$5,694	\$0	\$5,694	1.32	\$232,248	\$0
2018	\$226,554	\$0	\$3,000	\$3,200	\$6,200	\$0	\$6,200	1.32	\$232,754	\$189,167
2019	\$264,587	\$0	\$3,050	\$4,304	\$7,354	\$0	\$7,354	1.15	\$271,941	\$188,507
2020	\$264,587	\$0	\$3,050	\$810	\$3,860	\$0	\$3,860	1.15	\$268,447	\$0

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2015-2020	-32.60	-6.67	-69.84	0.00	-100.00	11.74	-69.19	7.67
2010-2020	-39.27	-51.00	40.74	-100.00	-100.00	-3.68	-7.08	-5.59

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.

Please note that in the above 11-Year Report, the numbers for membership and average weekly worship attendance shown for the year 2020 exactly match the numbers from 2019 and are higher than the numbers reported in the next section (3c, Congregational Demographics) and elsewhere in this profile. Due to COVID-19 and lack of access to the church building, the end-of-year numbers were not reported for 2020, so the 2019 numbers were repeated. Also, during the last two years, IUCC had members that didn't feel comfortable attending worship in person, in the sanctuary, and some others are awaiting the completion of the pastoral search process.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	138*	
Number of active non-members:	30**	
Total of church participants (sum of the numbers above):	168	

* 92 participants who attend and/or give to the church; 18 home bound (some give); 28 attend only Christmas/Easter services (some give) = total 138

** 10 adults; 20 children

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	89%	
Less than 10, more than 5 years:	4%	
Less than 5 years:	7%	

Number of total participants by age:

0-11	12-18	19-34	35-49	50-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
15	5	2	21	32	32	61	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	0%	
Joint households with minors:	15%	
Single adults age 35-64:	6%	
Joint households with no minors:	60%	
Single adults 65 or over:	19%	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	6%	√
College:	53%	√
Graduate School:	7%	√
Some college/vocational:	7%	√
Unknown:	27%	√

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	42%	√
Adults who are retired:	57%	√
Adults who are not fully employed:	1%	√

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

Our congregation represents a variety of occupations, including a pastor, a lawyer, those in engineering, education (professor, teachers, librarian), financial services, health related fields (pharmacist, nurses, mental health professional, audiological services), law enforcement, and marketing. In addition, our members are restaurant workers, trades people (carpenter, electrician), clerical workers, home health aide, social worker, self-employed, fire fighter, county transportation department worker, research technician, veterinary technician, copywriter, and research writer. As indicated in the MissionInsite Report for our area, blue and white collar occupations are closely split.

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?

IUCC has five African American and four Filipino active participants, with the remainder of the congregation being White and of European descent. We are very open to becoming more diverse both racially and ethnically, in fact it is one of our goals. We are an Open and Affirming church, with some gay couples and individuals in our congregation. In addition, our church building is ADA accessible, which is a benefit not only for some of our members, but also for other groups utilizing our building.

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 congregation took the Welcoming Diversity Inventory survey electronically in September (9/12/21 to 10/3/21), and a Diversity Team from the UCC conference presented our pastoral search team with the results on 12/07/21. This team helped us understand the cultural implications of hiring a diverse candidate. The survey results showed that the vast majority of our congregation is open to calling a minister who is a person of color, LGBTQ, differently-abled or disabled, or female (historically as well as recently we have had a number of female pastors). We are also open, as a congregation, to additional work, training, or conversations to help us prepare for a pastor from one of these categories. IUCC is a church that is hopeful and very open to being accepting, with trained professionals at the conference level available to help us actually live this out and feel comfortable with the day-to-day reality. Most importantly, we are committed to doing the work to get there; we are looking to better ourselves and fulfill our goal of being a truly inclusive church.

Recently we have added additional portraits to the historical mural of Jesus, overlooking the sanctuary. We recognized the importance of displaying ethnically and racially diverse images of Jesus.



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	Material Aids – 7 Ruth Circle – 20 Bible Study – 12 Prayer Group – 5	Pastor and Lay Leaders
Baptisms (<i>number last year</i>)	2	Pastor
Children’s Groups or Classes	5	Christina Ed Director
Christmas Eve and Easter Worship	Christmas Eve – 31 (2021) 206 (2019) Easter – 67 (2021) 141 (2019)	Pastor and Lay Leaders
Church-wide Meals		
Choirs and Music Groups	Praise Band – 8 Bell Choir – 6 Chancel CHOIR – 10-12 people Small Choir – 3-5	Musical Staff and Lay Leaders
Church-based Bible Study	10	Pastor

Communion (<i>served how often?</i>)	35 (2021) 72 (2019)	Once a month - Pastor and Worship Team
Community Meals		
Confirmation (<i>number confirmed last year</i>)		
Drama or Dance Program		
Funerals (<i>number last year</i>)	4	Pastor
Intergenerational Groups		
Outdoor Worship	39	(During Summer) Pastor and Worship Team
Prayer or Meditation Groups	5	Pastor
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)		
Worship (time slot: 10:00 a.m.)	40 (2021)	Pastor and Worship Team
Worship (time slot: 9:30 a.m.) Summer outside	39 (2021)	Pastor and Worship Team
Young Adult Groups or Classes		
Youth Groups or Classes		
Other		

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 Marvin Krieger			Children's Story, Liturgist, and Bridge Pastor	Y
Rev Raymond Probst			Retired	Y

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

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 Manager	No	Full time	* Pastor	10 years
Music Director	No	Part time	Pastor	15 years
Band Director	No	Part time	Pastor	1 month
Worship Techs	No	Part time	Office Manager	2: 3 years 2: 1 year
Maintenance	No	Part time	Pastor	TBD, currently vacant
Custodian	No	Part time	Pastor	2 years

* Pastor is head of staff.

REFLECTION

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

Our church is still very much monocultural despite the UCC mantra, “No matter who you are or where you are on life’s journey, all are welcome here.” We want to be a family focused church, but we haven’t been successful serving the needs of our youth over the past few years. Our pastoral search reflects our wish to become a more diverse, welcoming, and inclusive church.

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year - 2021)

Source	Amount
Annual Offerings and Pledged Giving	\$152,000
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$11,200
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$3,400
Fundraising Events	\$0
Gifts Designated for a Specific Purpose	\$8,086
Grants	\$0
Rentals of Church Building	\$13,800
Rentals of Church Parsonage	\$ N/A
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$0
Transfers from Special Accounts	\$0
Other (specify): Payroll Protection Plan loan, forgiven 2021	\$26,000
Other (specify):	\$
TOTAL	\$214, 486

Current annual expenses (dollars budgeted for most recent fiscal year): \$ 309,900

Attach most recent church budget, spending plan, operating statement, or annual treasurer’s report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here. See Attachment D: “Budget.”

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 28.2%

Has the church ever failed to pay its financial obligations to a minister of the church? No

Is your church 5-for-5: Yes, we include each of the following contributions during the church year.

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

These 5-for-5 are collected as special offerings throughout the year, spearheaded by our Outreach Team.

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

OCWM is a line item in our budget.

What is the church's current indebtedness? We have no loan debt.

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.

We undertook a necessary gutter replacement project for our sanctuary building in 2021, estimated cost \$30,000 which has been paid via Capital Fund allowance, an additional draw from Endowment funds, and member contributions.

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

Year(s)	Purpose	Goal	Result	Impact
2012-2015	Sanctuary & entry renovation including 4-stop elevator at main entry Replaced roof on WCTC building. Replaced 3 windows Reconfigured Chancel Replaced Carpet in Sanctuary	\$156,000	\$383,031	Vastly improved accessibility to building, sanctuary & other areas, upgraded restrooms and created more flexible sanctuary space. Total pledges: \$153,922 Endowment: \$193,000 Fund raising and grants: \$8,241 Leftover from 2001 Drive: \$26,667

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

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

The prominent mission component for the most recent capital campaigns was to make the church more accessible to everyone that enters our building.

Does your church have an endowment? Yes

What is the market value of the assets? \$640,656

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

Our operating budget includes a 4% of earnings contribution from Endowment earnings. Additional draws are made with Leadership Team and congregation's approval to offset.

Operating Budget deficits:

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

Percentage rate of draw for 2021 was 4%. The draw is the average of the last three years.

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

We have been drawing on the endowment for the last 5 years.

At the current rate of draw, how long might the endowment last? 5 years

Please comment on the above calculations or estimates:

The church has been drawing down on the Endowment every year to meet expenses.

Other Assets:

Reserves (savings): \$ 16,000 - We have a Memorial Fund which may be accessed upon request to fund specific expenditures.

Investments (other than endowment): None

Does your church have a parsonage? No

Describe all buildings owned by the church:

Our campus is a complex of three interconnected buildings dating from 1911 (Fellowship Hall, lobby & offices); 1926 (sanctuary, dining room & kitchen); and 1960 (Education wing). The buildings have been well cared for and maintained over the 100+ year life of the congregation. These connected buildings sit on a corner property with ample parking (some of which is leased rent-free to the local school district) and approximately 2.2 acres of land. The property contains a fenced playground and a community garden where we grow vegetables for donation to local food pantries, as well as a pollinator garden. We also sponsor a clothing donation shed and recently added a "little free library" at our main entrance.

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

Which spaces are accessible to wheelchairs?

Our building renovation completed in 2015 made all areas of the church wheelchair accessible via 4-level elevator, ramp or at-grade entries. Everyone using the building can gain access to the worship space including pulpit, fellowship and dining areas, office and meeting areas. We also have a hearing loop in the sanctuary.

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 congregation has always felt that outreach was an important directive from God and we have attempted to live up to it. Recently it has become more difficult due to an aging membership and COVID-19, however we have continued to make it a priority by being more creative.

Local mission giving through IUCC's Outreach Team has been tied to UCC's "3 Loves" with \$6,350 budgeted in 2021. Our OCWM contribution was \$2,750 and we paid per capita dues to the Genesee Valley Association of the NY Conference of \$1,773. In addition to our financial outreach, we open our building to a variety of groups. We have developed good relationships with these groups and have often heard how having a safe and convenient space in which to meet benefits their organization, and its members.

Over the past several years we have presented and voted on our budget before a stewardship campaign, to give the congregation an account of how their contributions have been spent and to promote a budget we aspire to instead of matching expenses to contributions. This has been positively received.

In 2021 we embarked on a newly energized initiative of leasing unused space in our building to a NFP cooperative nursery school and several individual licensed therapists working with children, families, and individuals in different specialties. This is of mutual benefit as it helps offset our operating expenses and helps provide a valuable service to the surrounding community while sharing our asset, which is our building and grounds. We are exploring additional ways to better serve our neighbors through our building and campus.

We have invested in an Outreach Ministry Director as part of our 2022 budget. While we are still defining what this position would entail, we envision this person will help us reach out to and support our community and improve our church's website and presence on social media.

3f. HISTORICAL INFORMATION

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

- We had a well loved and respected minister that served our congregation for more than 25 years. When he retired it was a very difficult loss for IUCC and it was a struggle to replace him.
- Similar to many faith communities, over the past few decades we have continued to deal with an aging congregation (and community) which has led to fewer financial and volunteer resources for the work of the Church.
- Within the last 10 years we have put forth efforts to become a more inclusive faith community and building. We voted to become *Open and Affirming* and have done our best to live into that allegiance. For example, in 2015 IUCC made a large financial and time

commitment when we decided to make our entire building handicap accessible. We also had a small team of individuals who served as disability liaisons to help us make sure that we were paying attention to everyone’s needs.

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

The most serious recent event was when our co-pastors left very unexpectedly in 2019 which caused a lot of chaos and greatly affected the entire congregation. We quickly needed to find an interim pastor and were able to find her after a few months of searching. About ten months later we began having to deal with all the challenges of COVID-19. That additional complication has also caused us to have a much longer pastoral search process than is usually expected.

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

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

Unfortunately, we do not have a policy or protocol for dealing with conflict. This is a flaw that we are becoming more aware of and realize that it is something we need to address proactively. Recently we have had isolated conflicts over things such as masking and COVID-19 policies.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Loren McGrail (Interim)	2019 - 2022	Y
Margo Markesteyn & Tim Meyer	2016-2019	Y
Michael Dack	2010-2016	Y
Janice Lee Fitzgerald (Interim)	2008 - 2010	N
Dale Davis	2001-2008	Y
Jerry Smith	1995-2000	Y
Robert Bermudes	1972-1993	Y

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

- We would like our next pastor to focus on relationship building so that all members feel heard, connected, and included in important decisions.
- We have issues with change, for example some members of the congregation have difficulty adapting to the style of the incoming pastor.
- We are learning that it helps to be flexible for the greater good of the congregation.
- We need to clearly communicate past issues to new leadership during the hiring and interview process.

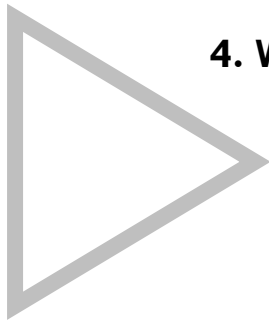
In addition, we have gained more insight about ourselves and our history as a congregation. In hindsight, we recognize missed opportunities to:

- Find ways to reach out to our community. We need to identify opportunities as diversity increases and family income decreases in our town.
- Devote more time and funding to outreach, otherwise our mission is only to ourselves.
- Pay closer attention to our "family," the congregation, and reach out when members aren't in church so they know we care.
- When members drift away, find out why and work to change the concern if it is appropriate and possible.

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?

Many members of our congregation volunteer at several different organizations in our community and often our Outreach then brings special needs and requests to the entire church for their participation. These include:

- [Sunset House](#) Hospice which has an annual 5K race which is a very successful fundraising event that is hosted by our church. Many of our members make soup, help set up and tear down tents, serve the participants at the end of the race and share our building and lawn for the event.
- [Salem Nutrition Center](#) cooks and distributes lunches twice a week to needy individuals in the City of Rochester. Several of our members have been intimately involved in the running of this program which has even continued throughout the current pandemic.
- The Concerning Women group once a year solicits monetary donations from women in our congregation. This has taken place for the last several years and all funds are then given to not-for-profit organizations that support the needs of women and children.
- Our Material Aids group makes a number of handmade items (beautiful quilts, school bags, etc.) and collects school supplies which are sent to other parts of the world, many through [Church World Service](#).
- In 2019 we started our Green Group which is learning how we (as individuals and a church) can take better care of our earth and its residents. We also advocate for policy changes in our community and our government to help with the climate crisis by sending letters and attending events/rallies.
- We have two community gardens on the IUCC property which are tended by members of the congregation. The harvested foods are donated to our local food pantry.

- A few years ago, we made a commitment to have a butterfly/pollinator garden to help with the critical decrease in their populations. A small group of individuals continue to tend to this garden which is in the front of the church and seen by people who are walking by.

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

During the last few years our participation with the wider UCC has been fairly limited due to the amount of churn and challenges we have been going through. Our interim pastor was quite involved in presenting at some of the UCC events and would share insights and suggestions during her messages. In the past we did have members that attended the NYS conferences and Genesee Valley meetings. Unfortunately, we have not taken advantage of many of the services which are available, however IUCC has continued to faithfully participate in UCC’s Our Church’s Wider Mission and 5 for 5 Special Offerings because we know that they are very important.

We hope that our new pastor will encourage members of the congregation to get more involved including attending events with them. The important messages can be shared with the congregation to help with our spiritual growth and prepare us to spread the love of Christ to others.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.) Check any statements below that apply to your UCC faith community.

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

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

We are very proud of our ONA statement and have attempted to make it clear that everyone is welcome through our signage, participation in PRIDE activities and messages in our worship services. We have donated money to organizations supporting people who may be hurting due to their differences.

We would like our new minister to better communicate what the UCC's values are, what resources exist, and how we can be more involved. This needs to inspire those that are interested however it also should be accomplished without becoming political in the process. IUCC is also a Just Peace church. We try to live into this statement by partnering with organizations such as [Eastern Service Workers Association \(ESWA\)](#). In addition, we are beginning to get more involved in working with the youth in our community through the [Pathways to Peace](#), [Center for Youth](#), [Cameron Community Ministries](#), and [Drug Free Irondequoit](#) to keep them from resorting to violent behavior, suicide or substance use which are all very prevalent in our area. We help to support these organizations financially as well as serving on their boards, writing letters, and contacting our political representatives regarding the concerns and needs of these organizations.

IUCC is interested in becoming a congregation that is Accessible to All (A2A). We have already made many changes to our building to make it easy for people to get to all 3 levels by installing an elevator at our main entrance; widening the entry to the hallway leading to our upstairs meeting rooms which allows room for a wheelchair; handicap accessible restrooms on 2 levels; and full access to the chancel via a ramp. We also offer special headsets which work with the hearing loop in the sanctuary for those with hearing challenges.

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

Our Material Aids group has been making beautiful quilts and collecting items and funds for [Church World Service](#) which provides assistance to people in countries around the world who are suffering. Concerning Women is a small group that has a yearly fundraiser (sells pecans) and asks for donations from women within our church. The money is then donated to several organizations that provide services to women and children. We participate in the [UCC's NY Pennies for People](#) where money is collected by the 9 associations across the state and grant awards are given to charitable organizations.

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 mission statement: “We extend God’s love and extravagant welcome to all to share in our community of worship and following Jesus, to work together toward a more Just world.”

This mission statement was created toward the beginning of the pandemic, so many of the activities and efforts we would normally be doing have been greatly reduced. During our weekly worship we have been known to take several minutes at the beginning to “pass the peace” and everyone is invited to share their joys and concerns during our time of prayer. Both of these help us to feel like we are truly part of God’s family. Prior to COVID-19 we offered casual fellowship after worship services, several faith formation presentations, and a variety of learning events that often centered around outreach and justice opportunities. Bible study and other virtual book studies and meetings have continued throughout the pandemic. We have expended a great deal of energy and finances to help make our building welcoming, accessible and available to many local organizations as well as our own congregation.

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 previous pastors have participated in a variety of other ministries both within the UCC and the community. The congregation has not necessarily encouraged or discouraged these efforts however we have been supportive of their level of participation. Pastors have attended UCC conferences and events and others have stepped up to help in their absence. Some of our ministers have participated in local events (i.e. PRIDE Parade, NY Renews for Climate, and Women’s March) and as members of community organizations. We hope that our called pastor will do similarly. The Pastor will work with the Leadership Team on managing these priorities.

4b. MISSION InSite

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

Our area is considered “homogeneous,” with the largest racial/ethnic group being White (not Hispanic), according to the MissionInsite report, but it does have Black and Hispanic populations that have been and are continuing to increase as a percent of our town population. Our town is served by two separate school districts, West Irondequoit and East Irondequoit. IUCC is located in the heart of West Irondequoit, which had a Black population of 5% and a Hispanic population of 6%, as of 2019 (most recent data available).

Since East Irondequoit is somewhat more diverse than West, the Black and Hispanic populations for the entire town of Irondequoit were (as of 2019) both 9%. Given that those percentages were 3.5% and 3%, respectively in 2000, it is clear that our town is increasing in racial diversity. So our church is surrounded by a community that is primarily White, but is increasing in diversity. Furthermore, the neighborhoods of East Irondequoit and the city of Rochester, which is just south of IUCC, have more diverse populations than the neighborhood immediately adjacent to our church. Both of these facts provide an opportunity for IUCC to attract new members that would lead to a more diverse congregation.

The MissionInsite report also shows that the median family income in our immediate neighborhood and surrounding areas is somewhat less than the median income in New York State as a whole and is expected to fall even further behind. Consequently, the number of families in poverty will increase. In addition, compared to the state, children in families within our neighborhood are less likely to live in two parent households. These trends could provide IUCC with an opportunity for new outreach initiatives that help to support families in our community (i.e. we are initiating a program that will provide clothing to those in need and we could also imagine IUCC having an after school program so children have a safe place to go when their parent is still at work.)

How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

Our congregation's demographics are similar racially and economically to the neighborhood adjacent to our church (West Irondequoit), but our church's population is weighted more heavily toward the 65 and older group.

When considering other neighborhoods that our church connects with, East Irondequoit and the northern part of the city of Rochester, have demographics that are more racially/ethnically diverse and have lower average household incomes than our immediate community.

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

One of our congregational goals is to become a more racially and ethnically diverse congregation. Given that our community is mostly white non-Hispanic (85%), we need to seek out and attract people of more diverse backgrounds nearby or in surrounding communities in order to achieve that goal.

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

We are known for our willingness to host many groups and organizations from our larger community. Through our signage, activities, and programs we show that we support and truly welcome all. Examples include marching in the Irondequoit Memorial Day, 4th of July, and City of Rochester PRIDE parades; supporting the [Sunset House](#) 5k race (which raises funding for end of life care); holding forums for candidates prior to elections (Get Out the Vote); participation in [Family Promise](#) (previously Rochester Area Interfaith Housing Network) where we accommodated homeless families in our church for a week at a time; and hosting our own Strawberry Festival for the community. These events have recently been much less frequent due to COVID-19 and our aging population, but we would like to return to them. Finally, IUCC is known for our hybrid worship services that include musicians playing both contemporary (praise band) and traditional organ music (sometimes with instrumentalists).



IUCC Members in PRIDE Parade June 2019

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

New people say that they became involved with the IUCC because they felt welcome. They cite the friendly, welcoming people and the mantra proclaimed by the pastor at the beginning of each service, “No matter who you are or where you are on life’s journey, all are welcome here.” Newcomers appreciate IUCC’s Open and Affirming status and the church’s efforts to help the community, including volunteering at [Salem Nutrition Center](#) and collecting food for the [Irondequoit Community Cupboard](#), among others. They also indicate that they feel comfortable and enjoy volunteering in church programs like music, youth, and outreach. This helps them feel like part of the church family.

Our Closing Statement

We are currently at an inflection point in the life of our congregation, evaluating how we want to proceed as the isolation and social distancing of COVID-19 subside and as an era without consistency in pastoral leadership comes to a close. We are welcoming back our church family, determined to renew and reinvigorate the life of our church.

As we look ahead to the future, we are carefully examining who we are and who we want to become, what our strengths are, and what we value most: being an inclusive church that welcomes all, experiencing outreach to our community, providing music that inspires, nurturing our youth, supporting spiritual growth, and fostering fellowship. Now is the time to live into these aspirations and goals, to become the church we have dreamed of becoming for so long. We are determined to put forward the time, talents, and financial resources of our congregation toward that end. We envision traveling this road with a new pastor who shares our commitment and is ready to rise to the challenge with us.

5. REFERENCES



Name: David McLaughlin

Position: ICNS Board Member

Setting: Irondequoit Community Nursery School

Telephone: (585)775-8146

Email: info@icnspreschool.org

Relationship to the Congregation: The school rents space in our building and we are excited to be able to serve the families in our community in this way. **See Attachment E: “IUCC Reference from ICNS.”**

Name: Patti Carter-Morrison

Position: Vice President, Sunset House Board of Directors

Setting: Sunset House

Telephone: (585) 224-6366

Email: Patti22@frontiernet.net

Relationship to the Congregation: Our church and many individual members of IUCC have been very involved with the Sunset House for decades. **See Attachment F: “IUCC Reference from Sunset House.”**

Name: John Currie

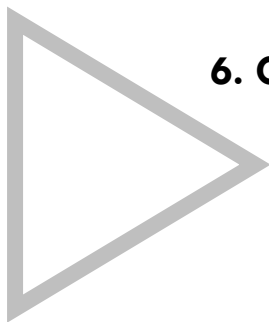
Position: Board of Directors, Treasurer and Librarian

Setting: Rochester Metropolitan Jazz Orchestra

Telephone: (585) 342-7815

Email: jcurrie.rr@gmail.com

Relationship to the Congregation: We have enjoyed a reciprocal relationship with the orchestra for many years. In the past they have played some free concerts for IUCC and the community to enjoy. **See Attachment G: “IUCC Reference from RMJO.”**



6. CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

6a. CLOSING PRAYER

- **Scripture: Micah 6:8**

He has shown you, O mortal, what is good. And what does the LORD require of you? To act justly and to love mercy and to walk humbly with your God.

- **Prayers:** Lon, a member of our Pastoral Search Team, started each meeting with a lighted candle and a beautifully crafted prayer. Here are some of the highlights from his prayers throughout this process:

Dear God,

We continue to trust your loving guidance in our search for a Pastor. Our goal is to unite with an individual we can share with, who can direct, guide, and uplift us & together, through your Holy Spirit, we can glorify you and grow in our faith, edifying you and uplifting one another, and our community. Touch our hearts, minds, and souls, as we grow in your love and live our lives to your Glory. We pray in the name of JESUS. AMEN

Dear God,

Bless our pastor search team as we seek your guidance & direction. Unite us as a congregation that brings glory to you and LOVE to one another. May our new Pastor feel love and unity among us and be free to guide and encourage us. In Jesus' name we pray, AMEN

Dear God,

We pray as a Search Team for our congregation as we continue our Pastoral Search. May we be open to the leadings of your Holy Spirit while still appreciating our Past Heritage. And may we be united in our faith and love for one another during this period, as well as our unity to support a new Pastor once selected. In Jesus' name we pray, AMEN

Dear God,

Please bless us with your wisdom, love, and patience as we continue to meet as a Pastor Search Team for IUCC. Guide us to effectively present the information required to catch the attention of the candidate YOU know will best serve our needs and help us grow in our Faith individually and UNITE us as a congregation. Calm our Spirits; Raise our Hopes, in the name of your son, Jesus, AMEN

6b. STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile?

The Pastoral Search Team with members of the Leadership and Finance Teams contributing portions.

2. Additional comments for interpreting the profile:

Signed:

Brenda Campbell

Chair of Pastoral Search Team

April 21, 2022

**UNITED CHURCH
OF CHRIST**



6c. VALIDATION By Rev Ryan W Henderson

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 it is factual

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

Staff Comment: Yes

My signature below attests to the above three items.

Signature:

Name / Title: Rev Ryan W Henderson, Associate Conference Minister

Email: RHenderson@uccny.org

Phone: 585-329-3018

Date: 5/2/2022

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 11:2

Attachments:

- Attachment A: Irondequoit's 14617 ZIP code is one of the hottest in the US
- Attachment B: IUCC By Laws
- Attachment C: The Lighted Cross
- Attachment D: Budget
- Attachment E: IUCC Reference from ICNS
- Attachment F: IUCC Reference from Sunset House
- Attachment G: IUCC Reference from RMJO

Irondequoit's 14617 ZIP code is one of the hottest in the U.S.

Victoria E. Freile

Rochester Democrat and Chronicle
USA TODAY NETWORK

For the second straight year, Irondequoit's 14617 ZIP code has topped Realtor.com's list of the hottest 10 ZIP codes in the nation.

Listed second on Realtor.com's hottest ZIP codes of 2021, 14617 is located just east of the Genesee River and north of the City of Rochester, now the state's fourth-largest city which is known for its history and innovation. The ZIP code ranked third in 2020.

In 2019, the 14609 ZIP landed on Realtor.com's Hottest ZIP code list. More than half of the ZIP code is in Irondequoit and the rest is in the City of Rochester and includes Beechwood and parts of North Winton Village and Browncroft. One year earlier, the 14624 ZIP code was ninth on the list. It includes parts of Gates, Chili and Ogden.

"Many house hunters love the style and architecture of West Irondequoit homes with hardwood floors, leaded glass and wood trim," said Lanie Bitt-



See ZIP CODE, Page 4

For sale, sold sign. TINA MACINTYRE-YEE/@TYEE23/STAFF PHOTOGRAPHER

Attachment A: Irondequoit's 14617 ZIP code is one of the hottest in the US

Zip code

Continued from Page 1

er, president of the Greater Rochester Association of Realtors. They appreciate “houses with a lot of charm and character.”

The location, Bittner said, is a “big draw” for many buyers as the neighborhood borders the City of Rochester and Lake Ontario. It also includes the Seneca Park Zoo and part of Durand Eastman Park, hugs the Genesee River, is close to Route 104 and is within the West Irondequoit Central School District.

In what’s known as West Irondequoit, some of the ZIP’s neighborhoods include The Flats, Oakgrove, White City and Summerville.

According to Realtor.com, key factors driving buyer demand include affordability, ample space for the cost and close proximity to local amenities and outdoor activities. The study ranked how hot a ZIP code was based on how long it took a house to sell in a market as well as how often that market was viewed on realtor.com, which aggregates home listings.

In short, buyers can get more space for their money in 14617.

The median home price in Monroe County in June was \$210,000. During the same month, the median home price within the 14617 ZIP code was a bit more affordable at \$166,900, Bittner said.

“This appeals to many types of buyers — first-time buyers, buyers downsizing and really anyone who may want to keep their mortgage payments down,” said Bittner, who is a licensed real estate broker for Re/Max

Plus.

Topping the “Hottest ZIP” list was the 80916 ZIP code in East Colorado Springs, according to Realtor.com. 14617 is the only New York neighborhood on the list.

“By definition, the ZIPs that make our annual hottest report are very competitive, but this year, they are white hot,” said Realtor.com Chief Economist Danielle Hale. Homes are under contract in less than a week, which is three times faster than the contract times for last year’s hottest markets, Hale said.

With more people working remotely due to the ongoing pandemic, people are looking to relocate to find larger homes at lower prices in order to improve their quality of life, she said.

There are currently 22 properties available in 14617, with the priciest a \$1.25 million 5,269-square-foot home on Rock Beach Road along the Lake Ontario shoreline. The least expensive residence is an \$89,000 condo at Westage at the Harbor, near the Port of Rochester.

According to Realtor.com, here are the statistics for the neighborhood:

- Time on the market before selling: 6 days
- Median listing price: \$175,000, up 9.4% year over year
- 80% of residents are homeowners
- Younger millennial (ages 25-34) home ownership is 83%

Contact Victoria Freile at vfreile@gannett.com. Follow her on Twitter @[vfreile](https://twitter.com/vfreile) and Instagram @[vfreile](https://www.instagram.com/vfreile). This coverage is only possible with support from our readers.

**BY-LAWS OF
IRONDEQUOIT UNITED CHURCH OF CHRIST**

**644 Titus Avenue
Rochester, New York 14617**

We are called by God to follow Jesus by reaching out to serve others, loving all God's children, and inviting them to join us on this faith journey.

These By-Laws were approved by a vote of the Congregation on November 10, 2019 and replace previous By-Laws approved June 3, 2018 and all prior IUCC governing documents.

Name: Irondequoit United Church of Christ, commonly referred to as **IUCC**.

Affiliation: IUCC is a member of the Genesee Valley Association of the New York Conference of the United Church of Christ.

Mission: We are called by God to follow Jesus by reaching out to serve others, loving all God's children, and inviting them to join us on this faith journey.

Foundation: Our connection to the history of the Christian Church recognizes God the Creator, Jesus Christ as Savior, and looks to the guidance of the Holy Spirit and the Bible in order to live more fully as members of Christ's body on earth.

- We affirm our responsibility to make the church of Jesus Christ relevant today while preserving the core understandings of the Christian faith.
- We recognize two sacraments: Baptism and the Lord's Supper (Communion).
- We encourage each member to interpret the scripture under the guidance of the Holy Spirit.
- We celebrate the unique gifts of each person.
- We understand that reformation and change helps make our faith relevant, exciting, and personal.
- We live as a forward thinking congregation. We organize ourselves around our mission and empower individuals and groups in all their callings.
- The United Church of Christ Statement of Faith is printed on the last page of this document.

Governance: IUCC is governed by the members of the congregation while observing the faith and order of the United Church of Christ and the religious incorporation laws of the State of New York.

Membership and Participation

IUCC welcomes all people who want to participate in its community no matter where they are in their faith journey.

The church is governed by members who have pledged themselves to the life and body of IUCC. Membership is open to all persons who have been baptized.

Members are expected to actively engage in aspects of IUCC such as worship, education, fellowship, teams, music, outreach, stewardship, and other spiritual and personal growth opportunities.

ELECTED LEADERS

The following leaders are elected to three (3) year terms at the annual meeting of the congregation. Candidate nominations for all elected positions are submitted *up to one week* prior to the Annual Meeting for elections (typically held in May) for consideration and affirmation. All persons elected as officers or team members must be members of IUCC.

CHURCH OFFICERS

Church President: The President is the Chief Operating Officer of the Church who presides over the Leadership Team and, with congregational consensus, moves the church process forward. The President is authorized to sign legal documents on behalf of the Church.

Church Vice-President: The Vice-President acts in the role of the President in any instance including authorization to sign legal documents when the President is not available.

Church Treasurer: The Treasurer is a member of the Finance Team. The Treasurer is responsible for all financial transactions of the church and shall also oversee the activities of the IUCC Office Manager relative to the management of financial data. The Treasurer assists the Finance Team with development of the annual budget.

Contributions Secretary: The Contributions Secretary will oversee the counting, recording and deposit of contributions and pledges made to the church.

Endowment Fund Treasurer: The Endowment Fund Treasurer is governed by the Endowment Charter and provisions of specific Endowment funds. The Endowment Fund Treasurer is a member of the Finance Team and shall report a status of activities to the Leadership and Finance Team on a quarterly basis and to the Congregation on an annual basis.

Memorial Fund Treasurer: The Memorial Fund Treasurer is a member of the Finance Team. The Memorial Fund Treasurer shall report a status of activities to the Finance Team on a quarterly basis and to the Congregation on an annual basis.

Church Clerk: The Church Clerk takes official notes at all meetings of the Leadership Team and the Congregation which are shared and kept for historical and legal purposes.

OTHER ELECTED POSITIONS

Members of the following teams are elected following the same process as for Officers: Leadership, Facilities, Finance, Personnel, and Audit.

Members of each of these teams may or may not serve as members of the Leadership Team, however, at least one member of the Facilities, Finance and Personnel Teams shall serve on the Leadership Team, and when serving as representative of their respective team shall have a vote.

The **LEADERSHIP TEAM** is the executive body of the church overseeing its mission and ministry. It carries out the business of the church between congregational meetings, establishing policy, representing the church, and acting on behalf of its members. It oversees all other teams, consulting, coordinating, and promoting communication within the congregation. It consists of up to ten (10) elected members with overlapping three (3) year terms. The Leadership team meets monthly and shall keep a record of its proceedings on file in the church office. Leadership Team meetings are open to any member of the congregation.

The Leadership Teams consists of: Church President, Vice-President, Clerk, a designated representative from Facilities, Finance, Personnel teams and other members elected at large by the congregation. The Pastor(s) will be ex-officio member(s) of the Leadership Team. If elected as a Team representative, a member may not also serve as an at-large member.

A quorum for the Leadership Team shall be at least half of the current members on the team but not less than four (4) members.

The primary responsibilities of the Leadership team are to:

- Develop a Ministry Plan which is presented to the congregation on an annual basis for review. This includes updating IUCC's mission priorities and long range goals based on the community's changing needs.
- Review and submit yearly budget and other financial actions for approval by members at annual Congregational Meeting.
- As needed, submit special financial actions to Congregation for approval.
- Ensure that a Financial Review is conducted every 3 years by an external accounting firm to examine IUCC's financial books and records, fiscal policies and procedures and make sure they are in compliance.
- Plan Congregational Meetings
- Transact business and set policy for IUCC in keeping with our Mission Statement and UCC guidelines.
- Review and/or approve plans from teams or other individuals that the Leadership Team or Church President has requested.
- Delegate items of business to appropriate teams or individuals for review, recommendation, or action.
- Receive regular reports from the various teams and groups on activities related to the church. Two examples are Children & Youth and Outreach.

The Leadership Team shall act as **Trustees of the Corporation** (“given control or powers of administration of property in trust with a legal obligation to administer it solely for the purposes specified”) in accordance with New York State corporation law (reference: The Laws of NY/Consolidated Laws/Religious Corporations).

- Trustees shall be all duly elected members of the Leadership Team, in active service who are eighteen (18) years of age and over.
- The Trustees shall have the powers and duties prescribed by the laws of the State of New York for Trustees (or directors) of a non-profit corporation.
- The elected members of the Leadership Team shall serve as the officers of the corporation.
- A quorum for the transaction of the business of the trustees shall be at least half of the current members on the team but no less than four (4).

The **FINANCE TEAM** monitors all church finances and plans for the church’s financial health.

The Finance team consists of : the Church Treasurer, Endowment Fund Treasurer, Memorial Fund Treasurer, and up to three (3) at large members with overlapping three (3) year terms elected at the annual Congregational Meeting in May. The team designates one of its members to serve as a team leader to coordinate the team’s work and provides a designated member to attend the Leadership Team meeting. The Finance Team meets monthly and shall keep a record of its proceedings and reports on file in the church office.

The primary responsibilities of the Finance Team are to:

- Develop an annual budget that aligns financial resources with the ministry plan and the operation of the church for review and approval by the Leadership Team and Congregation.
 - The budget should be developed with the needs and wants provided by the Leadership Team, Facilities Team and other teams as appropriate.
- Provide a monthly update to the Leadership Team on fiscal health of the church.
- Communicate with the Endowment Fund and Memorial Fund as needed.
- Assist stewardship committee with annual financial campaign as needed.
- Manage IUCC Capital Funds for improvement projects brought forth by the Facilities Team requiring approval by Leadership Team and the Congregation.
- Provide a quarterly consolidated financial statement to the entire congregation.

The **FACILITIES TEAM** oversees the care and maintenance of the church’s buildings and grounds.

The Facilities Team consists of five (5) members with overlapping three (3) year terms elected at the annual Congregational Meeting in May. The team designates one of its members to serve as a team leader to coordinate the team’s work and provides a member to attend the Leadership Team meeting. The Facilities Team meets monthly and shall keep a record of its proceedings on file in the church office.

The primary responsibilities of the Facilities Team are to:

- Oversee the care and upkeep of the church facility – its maintenance, improvements, and repairs.
- Provide input to the Finance team in developing an annual budget.
- Initiate and manage Capital Fund projects that have been approved by the Leadership Team and Congregation.

The **PERSONNEL TEAM** works with, supports and develops the church staff. The team consists of a minimum of three (3) elected members serving overlapping three (3) year terms. It designates one of the members to serve as a team leader to coordinate the team’s work and designates a member to serve on the Leadership team. The team meets quarterly and keeps a record of its proceedings on file in the church office.

The primary responsibilities of the Personnel Team are:

- Hiring and termination of employees
- Supporting staff growth and development
- Managing a performance review process
- Developing and updating personnel policies, procedures and job descriptions
- Providing a confidential and appropriate venue for resolving personnel conflicts and congregational concerns.

Elections

Elections are held at the annual Congregational Meeting (typically held in May). Election of officers and team members is done by majority vote to 3 year terms.

It is the right of any voting member of the Congregation to nominate any church member as a candidate.

Nominations shall be submitted up to one week prior to the scheduled Annual Meeting for elections for consideration and affirmation at the Congregational Meeting so that a ballot may be published in advance for review. Unless otherwise arranged, terms of service commence upon election.

The number of terms an individual may serve is determined by two factors:

- The desirability of turnover for fresh ideas, insights, and opportunity.
- The “Calling” of an individual into a particular vocation or service.

If vacancies occur among elected positions, the Leadership Team may approve members for those vacancies who will remain non-voting members until they are confirmed by a congregational vote. Nominations from the floor will not be taken so that any absentee voter will have a complete and accurate ballot.

Non-elected Leaders and Teams

A number of Teams and Groups provide service, ministry and support to IUCC's mission, congregation and community. Members of the congregation are encouraged to participate in one or more of these teams based on needs and interests. A list of current Teams and Groups, their members and mission or purpose is available in the notebook of team minutes. The current Teams or Groups are:

Ministry Teams

Caring Connection Team
Worship Team – includes Celebration and Traditional Services
Children & Youth Ministry Team
Hospitality Team
Outreach Team
Greater Growth for God (3G Group)

Support Teams

Endowment Team
Memorial Committee
Pastoral Support Team

Service Groups

Concerning Women
Material Aids Group
Ruth Circle
Salem Soup Kitchen
School Mentors
VISCOM

Governing & Congregational Meetings

IUCC is governed by the members of the congregation while observing the faith and order of the United Church of Christ and the religious incorporation laws of the State of New York.

The governing body of the church shall be the membership assembled for Congregational Meetings of the church body. Meetings shall be open to all participants of the church. All members have the right to vote at Congregational Meetings.

- Notice for all Congregational Meetings shall be given in accordance with the requirements of New York State corporation law (see notation on page 5. Notice for these meetings must be adequately communicated to the congregation at least fourteen (14) days in advance.
- Meetings shall be moderated by the Church President or designee.
- All active members of IUCC are eligible to vote at all stated and special meetings of the church except on questions dealing with property and matters that are strictly the business of the

corporation which shall be handled in compliance with the laws of the State of New York wherein only the members of full age (18 years) shall be eligible to vote.

- The presence of at least forty (40) members of the church shall constitute a quorum for the conduct of business.
- A Congregational Meeting to report financial information and approve the annual budget shall be held before the end of February of the proposed budget year.
- A Congregational Meeting to receive the Ministry Plan from the Leadership Team along with annual reports, and conduct elections for officers and other elected positions shall be held during April or May each year.
- A special Congregational Meeting *may* be called for other church business as needed. This meeting shall be called by the President at the request of Leadership Team, and/or the Pastor(s), and/or at least 10 members of the church and/or when directed to do so by prior congregational vote.

Selection of Pastor(s)

When it becomes necessary/appropriate to call a Pastor(s), the following steps are taken:

- The Leadership Team, after inviting nominations from the congregation, will present a slate of nominees for a Pastor Search Team for election by members of the congregation at a special Congregational Meeting.
- The Pastor Search Team shall follow the guidelines published by the United Church of Christ to organize and conduct the search process.
- The Pastor Search Team shall present the Congregation with the name of the candidate it recommends to fill the vacancy. A vote of two-thirds (2/3) majority of the church members present at a Congregational Meeting called for the purpose of voting on a new Pastor(s) shall be required. Paper ballots are used for such election unless the Congregation approves a different method (example: show of hands).
- A contract of the called Pastor(s) shall be drafted by the Pastor Search Team, approved by the Leadership Team and signed by the President and new Pastor(s).
- The Pastor(s), Personnel Team and the New York Conference Minister shall receive copies of the contract.
- The Leadership Team will take steps to identify an interim or transitional pastor(s) as needed prior to forming a Pastor Search Team.

Church Property

The Church may, in its corporate name, sue or be sued; acquire by purchase, gift, devise, bequest or otherwise, and own, hold, invest, reinvest, or dispose of property, both real and personal, for such work as the Church may undertake; and may purchase, own, receive, hold, manage, care for and transfer, rent, lease, mortgage, or otherwise encumber, sell, assign transfer, or convey such property for the general purposes of the Church. It may receive and hold in trust both real and personal property, and invest and reinvest the same, and make any contracts for promoting the objects and purposes of the Church.

Sale or transfer of Church assets must be approved by a two-thirds (2/3) vote of those members present at the Congregation Meeting called for this purpose.

Upon dissolution of the Church, its assets and all property and interests of which it shall then be possessed, including any devise, bequest, gift, or grant contained in any will or other instrument in trust or otherwise, made before or after such dissolution, shall be transferred to the New York State Conference of the United Church of Christ, or such other entity or religious corporation as the members of the Church may determine at a duly called Congregational Meeting.

Rules of Order

Robert Rules of Order shall be the Parliamentary authority for all matters of procedure not specifically covered by these By-Laws.

All voting should be done in person. If a member is unable to attend a Congregational Meeting but wishes to vote on a proposed resolution to be voted on at that meeting, an absentee vote is acceptable when the President or Office Manager is contacted at least 3 days prior to the meeting. The vote must be received prior to the meeting and must be in the form of a signed document from the member or a verified email from the member. The absentee vote does not count for fulfilling the quorum requirement at the Congregational Meeting. Absentee votes are announced during the meeting.

Amendments to Church By-Laws

Amendments to these By-Laws may be made at any duly called Congregational Meeting of the members of the church by a quorum vote of two-thirds (2/3) majority.

Public announcement of the proposal to amend this Document shall be made at least fourteen (14) days prior to the vote and the text of the amendment(s) shall be published, posted, and available for review.

Amendments to these By-Laws approved by the Congregation become effective on the first day of the month following the Congregational Meeting held for that purpose.

Revision History

June 3, 2018 – revision of By-Laws of church accepted May 18, 2014. Changes in this revision include:

- Page 3, Minor changes in description of Church Officers for clarity.
- Page 4, Clarifying members of Leadership team and responsibilities
- Page 5, Separate Facilities & Finance into two separate teams and identifying appropriate responsibilities.
- Page 6, Set external church audit at once every 3 years and internal audit every 2 years
- Page 5, Clarified that nominations for elected positions should be submitted 3 days prior to annual meeting versus by end of April. This allows more time to accept nominations.
- Page 7,8 Correct names and types of non-elected leaders and teams of the church
- Page 9, Allow for absentee ballots to be used during Congregation meetings.
- Page 10, Add a Revision History section to By-Laws
- Page 11, “ United Church of Christ Statement of Faith” previously on page 10.

November 10, 2019 Changes in this revision include:

- Page 4, voting privilege for designees of Facilities, Finance and Personnel Teams
- Page 4, open meeting language for Leadership Team meetings
- Page 4, language regarding at-large members of Leadership Team
- Page 5, additional citations for Trustee and Corporation Law
- Page 6, change in language regarding nominations for officers
- Page 6, specify no nominations from the floor at congregational meeting
- Page 7, change in language regarding non-elected team descriptions and mission

UNITED CHURCH OF CHRIST STATEMENT OF FAITH

We believe in you, O God, Eternal Spirit, God of our Savior Jesus Christ and our God, and to your deeds we testify:

You call the worlds into being, create persons in your own image, and set before each one the ways of life and death.

You seek in holy love to save all people from aimlessness and sin.

You judge people and nations by your righteous will declared through prophets and apostles.

In Jesus Christ, the man of Nazareth, our crucified and risen Savior, you have come to us and shared our common lot, conquering sin and death and reconciling the world to yourself.

You bestow upon us your Holy Spirit, creating and renewing the church of Jesus Christ, binding in covenant faithful people of all ages, tongues, and races.

You call us into your church to accept the cost and joy of discipleship, to be your servants in the service of others, to proclaim the gospel to all the world and resist the powers of evil, to share in Christ's baptism and eat at his table, to join him in his passion and victory.

You promise to all who trust you forgiveness of sins and fullness of grace, courage in the struggle for justice and peace, your presence in trial and rejoicing, and eternal life in your realm which has no end.

Blessing and honor, glory and power be unto you. Amen.



The Lighted Cross November 2021



IRONDEQUOIT UNITED CHURCH OF CHRIST

Office Hours

Monday, Friday 8:30am-4:30pm
Tues, Wed, Thurs 10:30am -6pm

Phone: 585-544-3020

E-mail: office@Irondequoitucc.org

Website: Irondequoitucc.org

Staff:

Loren McGrail, Interim Pastor
Laura Hood, Office Manager
Nefetari Pinnock Smith, Band Dir.
Carol Cowan, Organist, Director of
Chancel & Bell Choirs
Bobbie Heinkel, Custodian
Maddie Pratt, Taylor Flynn
Mary Massoth, Eleanor Massoth,
Adam Tylock Worship Tech
Rev. Dr. Robert Bermudes, Pastor
Emeritus

Leadership Team

Cindy Adams & Jim Hinman ,
co-Moderators.
Ken Zeiner, Vice President
David LaTart,
Marilyn Weaver, Judy Viken,
Randy McDonald, Gail Bradley

Finance Team

Laurel Fuller Church Treasurer,
Mar Doromal Endowment Treasurer,
Karen Sorokti Memorial Treasurer

Caring Connection Team

Greg Brooks (Chair), Gail Bradley,
Mabel Thayer, Barb Zuegel, Bobbie
Young

Disability Liasons

Cindy Adams, Vandy Humphrey

Pastoral Letter by Pastor Loren

Gratitude

It is not joy that makes us grateful,

It is gratitude that makes us joyful.

Jesuit priest

When we think about gratitude, we often think about what we are receiving. Some keep gratitude journals or count their blessings before sleep. Both of these are wonderful practices, but they are not enough if we think it is selfish to take care of ourselves before thinking about others or that it is better to give than to receive or even that personal sacrifice brings spiritual understanding.

It's easy to become confused about how to receive or even if it is OK. This Thanksgiving I would like to invite you to think about or contemplate how we experience gratitude or how we receive grace.

I would like to invite each of you to do an experiment between now and Thanksgiving. I would like to invite you to practice gratitude. You may start a journal where you record everyday things, people, or events that you are thankful for. You may include choosing a moment every day to consciously note something you are grateful for. You may do this on your walk or at a certain time of the day. If you share a meal with others, you can add to saying your grace something you are grateful this day.

Finally, share your thanks with others. Let them know how you feel. Let them know what you are grateful about. Include your church family and its leadership. We are in a time of transition entering a dark time of the year. Blessings of gratitude can go a long way.

Continue on page 2

Room for Interpretation by Pastor Loren

All of our portraits are up now in the sanctuary inviting the congregation to see the many interpretations of Jesus throughout different cultures and time periods. A few Sundays back while we were still trying to figure out how to hang the portraits, we



heard from you how glad you were to see them, have them with us. Neffee said, "She felt included now that there was a Black Jesus."

On occasion I have had the opportunity to talk with people about their favorite interpretation. Many have mentioned how wonderful it is

to see Jesus laughing. Some feel moved by Jesus in the breadline while others like the Good Shepherd Jesus the best because he takes care of us. I like the icon of Jesus behind or in front of the barbed wire. Is he imprisoned? Or has he come to free the prisoners? Or maybe both? I also like Jesus playing the scorpion during his desert time. Not afraid of death even then.

The issue with having only one interpretation and a white one at that, is that we then tend to see Jesus as looking like us, a predominately white church. This has implications for how we see the rest of the world. In the extreme it means all nonwhites are not accepted, seen as less than, not deserving of the full menu of rights as Desmond Tutu has said about South Africans under apartheid.

The historical Jesus was a Palestinian Jew and did not have white skin or blue eyes. This dark skinned man loved/loves us nonetheless. Do we love him and

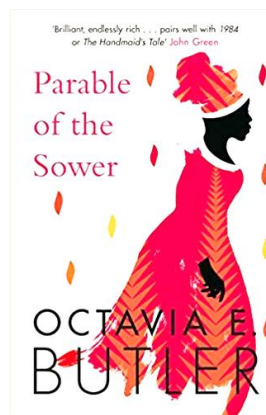
all the people who look more like him than us? Can we call them family?

Finally, I invite you to place one of these Jesuses into one of our Gospel stories. For example, let's place our Native American Jesus in the story of the Widow's Mite. How does it affect our understanding when we have a Native American whose lands were stolen or taken to be 'noticing the widow' put in her last two cents? This Jesus is not just standing in solidarity with the widow. Her story in his. What happens when we wash the African American Jesus's feet? When we wash his? What memories of enslavement come up? Jesus is flipping the roles of who serves but how can we get passed our shared history of slavery? And finally, what is it like to see Jesus as neither male nor female by our Asian artist? Can we see Jesus as neither male or female, trans?

Dear Ones, I invite you to allow yourselves to be open to what the implications are to how we visualize Jesus. This is not an issue of black and white only, but a deeply spiritual one of how we understand our call to follow Jesus and to practice costly discipleship.

GREEN GROUP OFFERING:

I call this Image of Christ "Science and Wonders" (after "signs and wonders") to combat the super-religious attitude that we can not only despise the flesh, matter, and the earth, but destroy it also. I believe in a healthy spirituality AND science. It makes a nice print to hang. From the naked pastor



Book Club: The Parable of the Sower

The Green Groups cordially invites you and your friends to read Octavia Butler's *The Parable of the Sower* with us. This is a two part series. You are welcome to invite a friend or two since we will be meeting online. Please RSVP

so I have a sense of who is coming at Pastorloren3@gmail.com. I have invited folks from Mountain Rise where I am a member to join as they too are interested in these issues related to our collective future and the climate crisis we are facing. We will meet on Monday November 22 at 6:30 PM to discuss the book

Octavia E. Butler: [Learn more about her work and her estate.](#)

Topic: IUCC's Book Club Parable of the Sower
Zoom Meeting

Join Zoom Meeting

<https://us06web.zoom.us/j/86577448271?pwd=bktKeFY1SVISNHNTMkxjSndGcUdqQT09>

Meeting ID: 865 7744 8271 **Passcode:** 077065

One tap mobile

+16465588656,,86577448271#,,,,*077065# (NY)

ONGOING OFFERINGS

As we come indoors and start a new year together there will be harvest of opportunities for you to explore your faith and fellowship with each other.

- **Bible Study** will resume on Tuesday September 7 on Zoom at 2:00AM. We are accompanying the lectionary and reflecting on the Jesus interpretations that will be on display (see Laurel's article). *Email Pastor Loren to get on the email list at Pastorloren3@gmail.com.*

The link is:

<https://us06web.zoom.us/j/483630339?pwd=SFNsS2xYWWtlOHJ0NC9VdFh6QU9CZz09>

Meeting ID: 483 630 339 **Passcode:** 024392

One tap mobile

+16465588656,,483630339# US (NY)

- **Women's Support Group** will begin on Tuesdays at 11:00 am. This is a safe place for women to come to offer each other support for all the things they are carrying which include taking care of grandchildren, aging parents, sick or ailing spouses, or self-care. The group will decide

at the first meeting how often they would like to meet and where. We will gather in the chapel room for the first meeting.

Please RSVP to Pastor Loren at

Pastorloren3@gmail.com

WHAT CAN WE DO WITH OUR BLESSINGS?

Stewardship: The job of supervising or taking care of something, such as an organization or property; an ethic that embodies the responsible planning and management of resources

I've been tuning in this week to an online conference entitled *Courageous Economy: Rethinking Money and Ministry*. It's sponsored by an organization called Convergence US. The speakers come from a variety of backgrounds and branches of the Christian faith and each in their distinct way is doing something to promote a change in the way we minister to our communities and think about the resources we have been blessed with, even in times of challenge due to COVID and declining numbers in our congregations.

A common theme they bring up is something that I have also been thinking about for several years, and which I opened for an ill-fated discussion early in 2020: how to turn our buildings from a perceived liability to an asset that can stimulate change and growth. Churches all around our nation, in times of growth, put their faith to work building sanctuaries, meeting halls and church schools. Our own campus is a prime example: from the modest WCTU* hall our predecessors began meeting in back in 1911, to the beautiful sanctuary they built in 1926, renovations and an education wing in the 60's, the investment of time, care, muscle and money is apparent. We even topped that off when we completed our elevator project and renovations in 2015!

Our congregation eventually followed the same path as many churches, though. We entered a period of decline in numbers; women had joined the workforce in ever-increasing numbers and no longer had time for the volunteer and social activities they used to participate in at church; youth sports and other activities competed for our children's time and attention so Sunday School, Youth Group, bike hikes and musicals became a lower priority. And more recently, as one panelist in the conference I listened

to yesterday put it, “COVID made people reassess what is meaningful, life-giving, worth their time... and church may not be it.”

Where is the blessing in all this? you may be wondering. And why the definition of stewardship at the beginning of this article. Well, in the midst of the gloom and doom about skimpy budgets, part-time pastors, low worship attendance, cutbacks, etc., what I hear from these conference speakers is that IUCC may actually be well on the path to what these experts predict is the future of our faith! All of the speakers I have heard so far have urged churches to think about the community asset that their properties represent, and to use that asset for the betterment of the community, to rethink how the buildings are used and how they can be a force for change.

This fall we welcomed back a nursery school program, but our connection with the staff and board members is a much closer and more intentional one than before. Children have a safe place to learn and grow because we opened that door... and the playground!

There are so many people who come through our doors several times each week who seek out a safe place to wrestle with addiction, celebrate successes and gain support from one another. In the casual conversations I’ve had with a few of them, they are so grateful to have this space that is safe, welcoming and open to them.

Three (soon to be four) therapists provide counseling services throughout the week to children, young people, adults and families who struggle with mental illness, relationship issues, addiction and a multitude of other concerns. They are our community, our neighbors, and by providing a safe space that is accessible and not intimidating, they can heal. These therapists and their clients are doing the hard work, but by opening our doors we are helping that happen, and they are giving back with their financial support.

The Scout troops that meet here, the musicians who play here, the gals in the Zumba class who work out here -- all benefit from the asset we hold and open to them. Last week 8-10 incredibly lively and energetic girls from Girls on the Run helped us put our vegetable gardens (the Maggie Richey Garden and

our new Community Garden out back) to bed for the season. These girls practice running around our campus in the fall and use the gym in bad weather, and to give back they picked produce, cleared the beds and picked up trash around the church. Their leader Andria wrote: “ What a wonderful experience for our girls... We are so grateful to IUCC for giving us the opportunity to host an Irondequoit GOTR team...We are so excited to help with the gardens in the spring.”

There is so much more that we still can do. We could host a “makers area” for craftspeople who need space to work and support themselves by selling their products; provide temporary housing for homeless folks; host another small congregation that needs a space in which to worship; lend use of our kitchen to chefs starting out or refugees for communal meal preparation; expand our community garden to welcome in others. With energy, rethinking and retrofitting of our spaces, the possibilities are endless, and we can provide something meaningful, life-giving and worth the investment of time... which might also draw us back into a closer relationship with the God who wants us to love our neighbors and be forces for change. What are your ideas? And how can we make them happen?

Laurel Fuller, Treasurer -IUCC Building Liaison

OUTREACH

Neighbors In Need Special Offering

Thank you for your generous donation to our special offering – Neighbors in Need. We collected \$ 495.

Last Chance For Fair Trade Palestinian Olive Oil Products!

As previously communicated, we are participating in a fundraising opportunity to help Palestinian farmers. They make good gifts for the upcoming holiday season too! Their products are of the highest quality and olive oil is very healthy for you! There are a few options to choose from (extra virgin olive oil, organic extra virgin olive oil, premium Za’atar blend, crushed green freekeh, and green olive pickles). You can order the products directly on-line (make sure you check off that you are with IUCC) **no later than 11/14/21** on the order form at: <http://bit.ly/2EUQQJM>. NOTE - you will have to enter the information in the first page to get

to the second page with the product information. Our Outreach Team will pick up the orders on 12/5 and will deliver them to those who have placed orders. Checks should be made out to **One World Goods**

For More Information

<https://www.thirdpresbyterian.org/outreach/partnerships-and-advocacy/>

We hope that you will take advantage of this opportunity to support a worthy cause.

Helping Our Community

This month the Outreach Team has made decisions regarding numerous monetary donations which will help our “neighbors” – young and old. We are pleased to have the opportunity to support these organizations in addition to the several collections and other donations which have taken place earlier in the year.

Through our general budget we are able to provide \$200 to the **Eastern Service Worker’s Association**, an organization that benefits low income individuals in the Rochester area. To assist with the recent rise in violence, especially rampant in youth, we are donating \$200 to **Pathways to Peace** and \$200 to the **Center For Youth**. To help struggling families have a delicious Thanksgiving meal we are providing **Dimitri House** with \$100.

The remaining \$100 in the St. Paul Legacy Fund allows us to assist those in need at the **St. Andrews Food Cupboard**.

The Olsen Fund is to support programs which benefit Irondequoit residents. This year we are providing \$500 each to **Drug Free Irondequoit** which is working to keep our youth from getting involved in drugs, alcohol and nicotine addiction; **Sunset House** which offers an alternative living arrangement for people who are in the final stages of a terminal illness and cannot be cared for in their own; and to a new organization, **Color Irondequoit Green** which is encouraging and sharing green initiatives, activities, and opportunities in our town.

Deodorant for Salem Gift bags

This holiday season unlike the past, we will be collecting women’s and men’s full size deodorants for the Salem Soup Kitchen gift bags (through November 21). There will be a box in the hallway

marked for these items. Once again you may donate money and I will happily be your personal shopper. Thanks to all who so generously give to this cause each year. Nancy Smith for the Outreach Team

Last Week - Collection for Afghan Refugees

The Catholic Family Center (CFC) is helping to settle the large number of Afghan refugees who assisted our military and have come to the United States. Our Outreach Team has asked for your help collecting items throughout October which will be delivered to the CFC for distribution to those in need. **Since we also have collections for other charitable organizations, please look for the sign in the Fellowship Room to make sure it is given to the intended one!**

Please note: Catholic Family Center indicated that it does not need used items (clothing, furniture, etc) at this time, however they have many other essentials that we can assist with.

Following is a list of requested donations:

Cleaning sprays/disinfectant wipes, Laundry detergent, Paper towels, Toilet paper, Hand soap, Dish soap, Baby diapers (all sizes), Baby wipes, Sponges, Garbage bags, Body wash, Toothbrushes and toothpaste, Pillows, Basmati rice, Gift cards to Price Rite, Monetary donations are always welcome!

Through the website or mail to CFC, Attn: Fund Development, 87 North Clinton Ave, Rochester, NY 14604

Thank you for your love and generosity in helping to welcome these ‘strangers’ in our midst!

MINO (Mothers in Need of Others)

The mission of Mothers in Need of Others is to provide an assistance program distributing baby items, personal and feminine hygiene products, paper goods, and cleaning supplies to families in financial crisis situations. MINO’s mission is threefold:

- 1.) Assisting agencies and churches in meeting the needs of the families in their care.
- 2.) Caring for our environment by helping people recycle their gently used baby items and supplying a need for their neighbors in times of crisis.
- 3.) Providing a caring, supportive environment where case managers, church leaders, and volunteers can be encouraged and supported in their efforts to serve the community.

MINO assists 310 case managers and church outreach staff from more than 100 agencies and churches in Monroe county. The client base consists primarily of single mothers and children.

Since Elizabeth and Caroline Hood have moved on, MINO will now be collecting travel sized toiletries. A box with 3 big fish has been placed on the Outreach table in the Fellowship room, for those items. Also a list of ways people can help with the entire MINO effort, is located just above the fish. Underneath the box, is a copy of the annual report of MINO for 2020.

Maria Wehrle, the director, is happy to talk with anyone interested in volunteering or touring the facility and she can be reached at (585)348-8596. You can also check on the program at mothersinneedofothers@gmail.com. MINO is also on facebook. If you have any further questions, please feel free to call me, Diana Miller, at (585)266-1731.

Updated Top 10 List for Irondequoit Community Cupboard

canned peaches and pineapple in their own juices
canned beets and spinach, pasta sauce, mashed potato pouches, pork and beans, Hamburger Helper, Coffee strawberry jelly, instant cream of wheat and grits

We also need taxable items like small dish soap, small laundry detergent, all-purpose cleaners, and tampons. (We have plenty of maxi pads)
Also, PLEASE do not forget our furry friends - we can always use dog and cat food.

PASTOR SEARCH UPDATE

Thank you to everyone who completed the “Congregational Welcoming Inventory” survey. Hopefully you have also taken the time to complete the final survey “Picture the Pastor”. The results of these surveys will be two of many tools we will be using to help us decide the pastor that is a good fit for our congregation.

We have also been looking at the make-up of our community and its needs as well as IUCC’s history, strengths and challenges. After the 2022 budget has been approved we will be able to work on completing the Church Profile which encompasses all of the information we have collected.

Please continue to pray for our team as we work through this important process.

Picture The Pastor Survey

You have an important opportunity to share your opinion (please complete one for each member of your family) by completing the final survey in the Pastoral Search Team process! “**Picture the Pastor**” is a short 10-question survey that will help us better define who we are looking for in our future Pastor. It asks for your thoughts on the potential pastor’s qualities, priorities, experience & more.

Calling a new Pastor is very important to our church, so hearing from our church friends, old and new, is imperative to this process. *Please complete this survey by Sunday, November 7, 2021.*

ACCESS SURVEY BY CLICKING HERE:

<https://www.surveymonkey.com/r/J3253R3>

The Pastor Search Team appreciates that you took the time to provide the information which will help us find the best fit for IUCC!

OTHER SUBJECTS

Help us “Welcome Inn” Advent!

Brrr, there is a chill in the air, and before we know it Thanksgiving will be here. One of our IUCC traditions is decorating the sanctuary for Advent during Thanksgiving weekend. Last year we only asked for a few helpers, but this year many should be able to participate safely.

Please join your perennial decorating elves Dan Reardon and Laurel Fuller in the sanctuary at 10:00 a.m. on Saturday 11/27. We will hang wreaths, the Advent banner and lighted garland, decorate a tree with Chrismons and have some fellowship. Bring your morning coffee or tea and join us. And Dan will no doubt set the festive tone with Christmas tunes on the sound system.

This year we are working with the Worship Design Studio Advent theme of “**The Inn**”, hence the play on words above. That also means there may be a few additional tweaks to our traditional look that we hope you will enjoy.

Please stop in to help! And pick up some real holiday spirit spending time with your IUCC family.

SWIM(Single Women In Motion)

Swim meets the first Friday of month. The next outing is on **December 3**. if you are interested in going to lunch, contact Mabel Thayer at 647-9886

IUCC Gardens Had Lots of TLC

We hope that you noticed the beautiful gardens surrounding the church this past year. We would especially like to thank Lois Metzger for the many hours of labor and love she put into making them look so wonderful! Watch for many new flowers next Spring – she planted lots of bulbs this Fall!

Yankee Gutter Project

The Facilities Team decided that it was in the best interest of IUCC to remove the Yankee Gutters and are installing a more conventional gutter system which should eliminate the water leaks in the Sanctuary. In addition, we are going to reconfigure the downspouts and the flow of the rainwater to hopefully eliminate the water problems we have been having in the dining room and gym. We are also enhancing the venting and roof edge detail to eliminate ice damming. Randy McDonald is heading up the project and we hope to have it completed by the end of September if weather and material availability cooperate.

Community Garden

What a growing season, both the new expanded garden and raised bed garden grew an array of approximately 200 pounds of healthy organic produce for the Irondequoit Community Food Cupboard.

The new expanded garden grew mostly greens such as lettuce, Swiss chard and Collard Greens with a few eggplant and heirloom tomatoes. The (Maggie Richey) raised bed garden grew a ton of the sweetest cherry tomatoes, regular tomato, cucumber, zucchini, peppers, lettuce and kale. The people at the cupboard especially love our cherry tomatoes “they are the sweetest tomatoes we have ever eaten”.

This is the time of year when many gardeners run out of steam and put their gardens to bed for the winter.

We are no different. I was not looking forward to cutting back and cleaning up the gardens for the year. I received an email from a (Girls on the Run) group that uses the church asking if we had anything they could do for community service project. So after talking to Laurel about what could be done, Laurel said “what about the garden?”

Laurel Fuller, Tim Tracey and I (Laura Hood) met the group of 9 girls and 2 adults explained that the produce grown in the gardens go to the Irondequoit food cupboard. The girls were divided in to groups and everyone got a chance to pick some produce and do clean up and take down the expanded garden.

The girls enthusiastically worked along side us, in that moment my dream for the community garden became reality. I’m grateful for the opportunity to receive. Yes receive! I received a blessing and an awakening that the garden feeds hungry people but also feeds people hungry to serve.

Thank you, everyone who had a hand in making our gardens a success. THANK YOU!

Letter from Girls on the Run

Dear Laura,

On behalf of our Girls on the Run team, thank you, thank you, thank you. What a wonderful experience for the girls. They were so excited to help and learn about the gardens. We are so grateful to IUCC for giving us the opportunity to host an Irondequoit GOTR team, I am so happy that we can give back to you all.

We are so excited to help with the gardens in the Spring. In addition, do not hesitate to reach out if there is anything else we can help with.

Thanks again for everything.

Sincerely, Andria and the GOTR team



CHURCH FAMILY NEWS

Information to help us know and care about each other, no matter which worship service we attend

To be included, send news directly to office@irondequoitucc.org

Birthdays in November

- | | |
|-----------------------|-----------------------|
| Jeannie Gloss 11/3 | Trudy Brown 11/17 |
| Ryan Hamblin 11/3 | Peter Gardiner 11/17 |
| Mark Osterling 11/5 | Judson West 11/19 |
| Alexis Richey 11/5 | Phyllis Stezar 11/20 |
| Mark Hiscock 11/7 | Kevin Branch 11/22 |
| Jerry Hortop 11/7 | Thomas Weaver 11/25 |
| Nancy Rubacha 11/10 | William Haller 11/28 |
| Gabrielle Vache 11/14 | Joanne MacBlane 11/28 |
| Azalea Paredes 11/16 | Jill Harbin 11/29 |
| | Daniel Reardon 11/30 |

WE REMEMBER IN PRAYER

Trudy Brown, Olga Deavitt, Laura Fregosi, Mary Gately, Jeannie Gloss, Diana Kubick, Jim Loveland, Dave Ross, Ida Saucke

Hudson Campbell(Brenda & Doug Campbell's Grandson)

Betsy Crumrine Polizzi(Carolyn Crumrine's daughter)

Mary Howard (friend of Dan Reardon)

Family of Marilyn Diedrick(Carmen Bonanno's Mother), who died October 21, 2021

In The Military:

Major Gregory Campbell, USAF(son of Brenda & Doug Campbell), Chief James L Gardiner US NAVY (son of Peter Gardiner),Seaman Liam Krieger – US Navy(son of Christina & Scott Krieger) , PO3 Andrew Loveland US NAVY (grandson of Jim & Carol Loveland)

MEAL TRAIN FOR DAVE ROSS

Greg Brooks of the Caring Connection Team has been in contact with Dave Ross and his family and reports Dave is improving and gaining some strength and would like to resume meal train on Tuesday and Thursdays. If you'd like to make a meal, please click on this link to sign up:

<https://www.mealtrain.com/trains/lz5yk4>

PENNIES FOR PEOPLE

Donate your loose change or dollar bills to Pennies for People at Church. IUCC will send the change to UCC NY Women to join with other donations to benefit a local organization that supports women and families in need. Please place your donation in the Angel Jar in the breezeway. Thank you.

Worship Videos on our Website/Youtube Channel -

Visit www.irondequoitucc.org on the Media Page or our Youtube channel by searching *Irondequoit United Church of Christ*.

IRONDEQUOIT UCC LIVE STREAM SUNDAY WORSHIP

We invite you to join us for our live streamed worship on **Sunday, at 10:03am**

If you are unable to join us live on Sunday morning, please know that the video will be uploaded to YouTube for you to view.

Join Zoom Meeting

<https://zoom.us/j/98272175753?pwd=Qm9iTENnVE d4eVlQM3BWWWEY2R2ZSQ09>

Meeting ID: **982 7217 5753** Passcode: **194980**

LOCKUP VOLUNTEERS

November 8-14.....Laurel Fuller

November 15 -21.....

November 22-28.....Gary Stelman

November 29-December 5 ..Jeff Depoian

November 2021

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 6:00 PM Organ Rehearsal 7:00 PM 3G Team Meeting 7:00 PM BSA troop 96 7:00 PM Zumba 7:30 PM VISCOM	2 11:00 AM Women's Support Group 2:00 PM IUCC Bible Study with Pastor Loren 4:30 PM Run Girl 6:00 PM Organ Rehearsal 6:30 PM Worship Team Meeting 7:30 PM Al Anon Family Group 7:30 PM Scout Troop 154	3 11:00 AM Caring Connection Team Meeting 6:00 PM Organ Practice	4 10:30 AM GENETASKA WOMEN'S CLUB 4:30 PM Run Girl 6:00 PM Organ Rehearsal 7:00 PM AA - Love and Service 7:00 PM RMJO 7:00 PM Zumba	5 4:00 PM Check in and Prayer With Pastor Loren	6 9:00 AM Scout Troop 96 _Lego competition 11:00 AM Al Non - Simple Beginnings 7:00 PM AA- Love and Service
7 Sunday Worship - Communion Sunday 10:03 AM Worship - in-person	8 6:00 PM Organ Rehearsal 7:00 PM BSA troop 96 7:00 PM Zumba 7:30 PM VISCOM	9 11:00 AM Women's Support Group 2:00 PM IUCC Bible Study with Pastor Loren 4:30 PM Run Girl 6:00 PM Organ Rehearsal 6:30 PM Worship Team Meeting 7:00 PM Outreach Team Meeting 7:00 PM Pastor Search Team Meeting 7:30 PM Al Anon Family Group 7:30 PM Scout Troop 154	10 6:00 PM Organ Practice 7:00 PM Irondequoit Community Orchestra 7:00 PM Irondequoit Cooperative Nursery School - Lounge	11 4:30 PM Run Girl 6:00 PM Organ Rehearsal 7:00 PM AA - Love and Service 7:00 PM RMJO 7:00 PM Zumba	12	13 11:00 AM Al Non - Simple Beginnings 7:00 PM AA- Love and Service
14 10:03 AM Worship - in-person	15 1:00 PM Finance Team Meeting 6:00 PM Organ Rehearsal 7:00 PM BSA troop 96 7:00 PM Facilities Team Meeting 7:00 PM Zumba 7:30 PM VISCOM	16 11:00 AM Women's Support Group 2:00 PM IUCC Bible Study with Pastor Loren 4:30 PM Girls on the Run 6:00 PM Organ Rehearsal 7:30 PM Al Anon Family Group 7:30 PM Scout Troop 154	17 6:00 PM Organ Practice 7:00 PM Irondequoit Community Orchestra	18 4:30 PM Girls on the Run 6:00 PM Organ Rehearsal 7:00 PM AA - Love and Service 7:00 PM RMJO 7:00 PM Zumba	19	20 11:00 AM Al Non - Simple Beginnings 7:00 PM AA- Love and Service
21 10:03 AM Worship - in-person	22 6:00 PM Organ Rehearsal 7:00 PM BSA troop 96 7:00 PM Zumba 7:30 PM VISCOM	23 11:00 AM Women's Support Group 2:00 PM IUCC Bible Study with Pastor Loren 6:00 PM Organ Rehearsal 7:30 PM Al Anon Family Group 7:30 PM Scout Troop 154	24 6:00 PM Organ Practice 6:30 PM Book Club - The Parable of the Sower 7:00 PM Irondequoit Community Orchestra	25 6:00 PM Organ Rehearsal 6:45 PM Leadership Team Meeting 7:00 PM AA - Love and Service 7:00 PM RMJO 7:00 PM Zumba	26	27 11:00 AM Al Non - Simple Beginnings 7:00 PM AA- Love and Service
28 10:03 AM Worship - in-person	29 6:00 PM Organ Rehearsal 7:00 PM BSA troop 96 7:00 PM Zumba 7:30 PM VISCOM	30 11:00 AM Women's Support Group 2:00 PM IUCC Bible Study with Pastor Loren 6:00 PM Organ Rehearsal 7:00 PM Pastor Search Team Meeting 7:30 PM Al Anon Family Group 7:30 PM Scout Troop 154	1 11:00 AM Caring Connection Team Meeting 6:00 PM Organ Practice 7:00 PM Irondequoit Community Orchestra	2 10:30 AM GENETASKA WOMEN'S CLUB 6:00 PM Organ Rehearsal 7:00 PM AA - Love and Service 7:00 PM RMJO 7:00 PM Zumba	3 4:00 PM Check in and Prayer With Pastor Loren	4 11:00 AM Al Non - Simple Beginnings 7:00 PM AA- Love and Service

Attachment D: Budget

IUCC GENERAL FUND 2022 BUDGET
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INCOME

CONTRIBUTION INCOME

4500 Pledges	\$	125,000
4510 Donations	\$	20,000
4520 Loose Offerings	\$	1,000

BUILDING USE

4601 Use of Church Misc.	\$	3,000
4602 Rentals	\$	17,400
4603 Nursery School	\$	4,000
4604 Church Women United		
4605 Irondequoit Choral		

OTHER INCOME

4612 Organ fund		
4613 Music programs		
4615 Endowment support	\$	13,500
4617 Sr High Events	\$	-
4620 Miscellaneous Income	\$	1,000
4635 Clothing Box	\$	5,000
4640 Coffee Hour	\$	-
4645 Endowment Transfer	\$	120,000
4650 From Fund 27(Olson)	\$	-

INCOME TOTAL	\$	309,900
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EXPENSES

SENIOR PASTOR

Salary Plus Benefits	\$	14,294	\$	48,697
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MUSIC STAFF

5082 Bell Chior	\$	-
5083 Chancel Dir	\$	-
5084 Music Director	\$	13,000

5085 KIDS Choir Director

OTHER STAFF

5155 Office Manager	\$	37,440
5165 Youth Outreach Minister	\$	20,000
5185 Custodian	\$	14,100
5190 Sunday Sextons	\$	-
5191 Worship Service Tech	\$	4,000
5192 Worship Video Sound	\$	-
5195 Organist	\$	7,000
5197 Music Supply	\$	-
5198 Pulpit Supply	\$	600
Director of Outreach Ministry	\$	20,000

EMPLOYER EXPENSES

5305 Payroll Taxes	\$	7,200
5310 Workers Compensation	\$	3,350
5315 Life Ins/Disability	\$	700

ADMINISTRATION

5412 Off. Equip/Serv. Con	\$	3,214
5414 Internet/website	\$	2,000
5420 Bank Service Fees	\$	175
5430 Office Supplies	\$	1,600
5440 Postage	\$	1,500
5450 Payroll Service	\$	1,427
5470 Comp/Softwr/Trng.	\$	500
5475 Computer Consultants	\$	600
5480 Misc./Petty Cash	\$	50
5490 External Audit	\$	-

UTILITIES

5635 Gas & Electric	\$	13,500
5645 Phone	\$	1,232
5655 Refuse	\$	3,083
5665 Water/Sewer	\$	330

MAINTENANCE AND REPAIRS

5710 Bldg/Prop/Equip Rprs	\$	1,000
5720 Routine Maintenance	\$	4,000
5730 Bldg/Maint. Supplies	\$	2,000
5740 Boiler Chemicals	\$	1,300
5750 Parking Lot Maint.	\$	2,600
5760 Outdoor Plantings	\$	-
5770 AV Maint. Repairs	\$	200
5780 Elevator inspect/svc	\$	1,500
5790 Kitchen Stove Mainte	\$	-
5810 Security/Fire	\$	2,500
5820 Snow Plowing	\$	1,800

FISCAL MANAGEMENT

5830 Insurance	\$	9,000
5840 Town Assessment	\$	1,000
5850 Legal Fees	\$	31

NOTE: addtl property tax will be assessed due to rentals

DISCIPLESHIP DEVELOPMENT

5910 Children	\$	-
5911 Sr High Youth	\$	500
5913 Leadership Develop.	\$	500
5914 Faith Formation	\$	500
5915 VISCOM	\$	150
5916 Library	\$	-
5917 Stewardship	\$	100
5918 Confirmation	\$	100
5920 Jr High Youth	\$	-
6420 Conference Delegates	\$	-
6430 Fellowship Events	\$	100
6440 Refreshments	\$	200
6445 ONA Adversting	\$	-
6446 Recognition	\$	200

WORSHIP

6451 Celebration Worship	\$	200
6452 Traditional Worship	\$	200
6455 Advertising/Comm.	\$	1,000
6456 Worship Resources	\$	750

MUSIC

6465 Praise Band	\$	-	
6466 CCLI License	\$	1,400	covers CCLI, Screenview, OneLicense
6467 Kids Choir	\$	-	
6470 Choir Music	\$	50	
6475 Brass Choir	\$	-	
6480 Bell Choir	\$	50	
6485 Choir Robes	\$	-	
6490 Music Supplies	\$	-	
6491 Special Musicians	\$	-	
6495 Piano Tuning/Maint.	\$	375	3 annual tunings
6496 Organ Tune/Maint.	\$	1,490	

OUTREACH

6501 General Miss. Giving	\$	2,500
6502 Misc. Expense	\$	-
6503 OCWM: UCC Wider Miss	\$	3,000
6504 UCC Gen Valley Assoc	\$	1,140

OTHER EXPENSES

6555 Pastor Search Proc.	\$	10,000
6556 New Ministry Initiat	\$	20,000
6557 Misc. Expenses	\$	-
6558 Tsfr To Capital Fund	\$	-

TOTAL EXPENSES	\$	242,331	\$	291,028
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Attachment E: IUCC Reference from ICNS

The Irondequoit Cooperative Nursery School, established in 1946, is a collection of families drawn together by the common interest of taking an active role in their children's early education. The school is governed by parents and employs fully qualified teachers who direct the educational program. Working together, we strive to build an environment in which children can learn through play and begin to make the transition from home to full-time school.

In June of 2021, ICNS moved to the Irondequoit United Church of Christ ([IUCC](#)). IUCC is a forward thinking congregation that believes in inclusiveness and hospitality and that faith is about more than Sunday worship. They have a strong history of community activity and service and see ICNS as a good match to their support of youth programs more broadly. As Irondequoit's original nursery school, ICNS is excited to be working with IUCC and has enjoyed our working relationship for the past 9 months.

Our Goals

- Teach skills such as listening, sharing, following directions, completing a task, and recognizing acceptable behavior.
- Allow children to meet and play with new friends.
- Build new relationships between children and adults outside the child's family.
- Nurture self-confidence and independence in children.

Classes

Three's Class: Tuesday and Thursday 9:00am - 11:30am

Must be 3 years old by December 1st.

Four's Class:

Monday, Wednesday, and Friday 9:00am - 11:30am or 12:30pm - 3:00pm

Must be 4 years old by December 1st.

Our Program

The curriculum includes learning about colors, shapes, seasons, holidays, language, math, science, animals, nature, and much more. Each class goes on several field trips during the year. These have included a pumpkin patch, Springdale Farm, a fire station, and the Planetarium. Family activities are also an important part of our program. These include a Fall Picnic, Holiday Ornament Party, Winter Movie Night, Parent Coffee Hours, and an Ice Cream Social. During a typical morning, children have the opportunity to participate in circle time, art and craft projects, free play, snack, and playground or indoor active time using a large multipurpose room.

Irondequoit Cooperative Nursery School is a non-discriminatory, non-profit educational institution chartered by the NYS Board of Regents. Students who live outside of Irondequoit are also welcomed here.

Thank you, ICNS board.

Attachment F: IUCC Reference from Sunset House

Original Message Sent via Email:

From: Patti Carter-Morrison <Patti22@frontiernet.net>
To: dlatart@aol.com
Sent: Sat, Feb 26, 2022 11:28 am
Subject: IUCC Reference Letter

Dear David,

Sunset House is a Hospice home in Irondequoit about one mile from IUCC. It was actually started over 30 years ago by a couple from the church. Over the years members of the church have served as volunteers in the House and in fundraising capacities. Twenty years ago several church members instigated a 5K race to benefit Sunset House that has become an annual event raising thousands of dollars. The grounds of IUCC are the start/finish of the race where volunteers not only line the race course but feed the racers with homemade soups and other treats. The whole Irondequoit community contributes making this a huge community event.

IUCC has also hosted informational meetings about Sunset House and has hosted board meetings. Pastors have occasionally been called upon to visit residents at Sunset House .

As the Vice President on the Sunset House Board and the Race Director of the annual 5K Run and Fitness Walk, it has been my pleasure to work directly with the IUCC ministry with the coordination of the race logistics, volunteer solicitation and fundraising strategy. I look forward to the continued collaboration between the IUCC and Sunset House as it navigates through the new ministry transition process.

Regards,

Patti Carter-Morrison
Vice President, Sunset House Board of Directors
8-224-6366

Attachment G: IUCC Reference from RMJO

IUCC reference from The Rochester Metropolitan Jazz Orchestra

March 8, 2022

The Rochester Metropolitan Jazz Orchestra (RMJO) is an 18 piece jazz big band which rehearses at IUCC. The band members are talented amateur musicians who enjoy playing jazz together, promoting jazz music through community outreach, and performing at area music events ranging from summer concerts and dances to weddings and music festivals. Several of the band members have also been members of the IUCC congregation.

The relationship between RMJO and IUCC is based on mutual respect and friendship. The band membership is diverse and the church ministry has been very welcoming to diversity. RMJO has collaborated with the IUCC by performing at church fundraisers such as the Strawberry Festival and providing music for a Sunday morning service. The resulting warmth and fellowship has made the entire band feel like an active part of the church community. We hope to continue this relationship for years to come.

Members of the RMJO are very impressed by the Church's use of its facilities to benefit the community. This includes hosting a nursery school, AA meetings and participation in RAIHN whereby area churches rotate providing a week's lodging to homeless families. While activities were greatly reduced during the pandemic, the working relationship between IUCC and RMJO continues to be strong as we navigate health protocols together to insure the safety of the congregation and the band members. As the "new normal" emerges, RMJO looks forward to seeing additional community outreach from IUCC. RMJO looks forward to collaborating with IUCC in these efforts where appropriate.

Sincerely,

John Currie,
Board of Directors, Treasurer and Librarian
Rochester Metropolitan Jazz Orchestra
(585) 342-7815