

UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

**First Congregational Church UCC of Ellsworth
Ellsworth, Maine**

Pastor

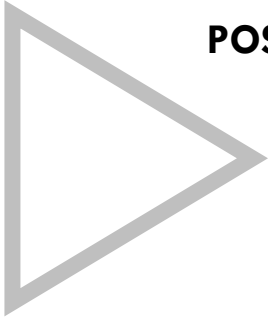
Maine Conference, Sunrise Association

Validated by Rev. Alexis Fuller-Wright on April 12, 2023

*“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)*

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POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

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WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

**First Congregational Church of Ellsworth, UCC
P.O. Box 12, 2 Church Street, Ellsworth, Maine 04605**

<http://ellsworthucc.org/>

**Maine Conference
Sunrise Association**

UCC Conference Contact Person

Rev. Alexis Fuller-Wright

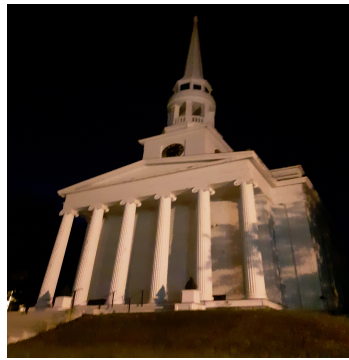
Designated Term, Associate Conference Minister

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As we look to our future, our congregation is ready to re-emerge. Over the last few years, our congregation has been inwardly focused. Our desire is to reconcile our history and traditions with today's world to express, share and embody God's love.

Our congregation prays for a pastor who will be an involved member of our church family. Our pastor who will treasure our past while helping us look toward the future. Our pastor who will develop lay leadership to broaden our effectiveness and lead us forward. Our pastor will teach the gospel in a way that inspires. Our pastor will help us expand our vision for mission and outreach, encouraging us to be bold. Our pastor will become part of our community to enjoy all that our community offers. With us, help to intertwine our church community with the greater community. Our pastor will be compassionate, prepared to minister to our aging congregation and inviting for new visitors and members. We are looking for someone who has new ideas to help us take advantage of the wealth of gifts we have and help us explore ways to use those gifts as an expression of God's love.



What we value about living in our area:

We are close to Acadia National Park, one of the busiest national parks in the country. There is access to good hospitals, schools, the arts and outdoor activities. We are a growing community yet we maintain our small-town feel.

Current size of membership: **84**

Languages used in ministry: **English**

Position Title: **Pastor**

Position Duration: **Settled**

Compensation Level: **¾ Time**

Does the total support package meet conference compensation guidelines?

No, however, it seeks to honor as many of the guidelines as possible.

SCOPE OF WORK

Our Church is looking for a pastor that would fulfill the following key roles working together with the members of our congregation.

3/4 Time Pastoral Position (30-35 hours weekly)

1. Preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.

2. Faith formation and vitality through prayer, organizing and leading Bible or book studies, and identifying helpful resources and service opportunities and helping lay persons take advantage of them.

- 3. Leadership development by working with people in the church to create ministry and programs. The moderator will work closely with the Pastor.**
- 4. Pastoral care in collaboration with lay people.**
- 5. Networking (building relationships) in the community to increase the visibility of the church and potentially gather new people into the church.**
- 6. Weddings and funerals for participants in the worshipping community.**
- 7. Strategic planning for current and new directions in ministry.**
- 8. Attend meetings and give leadership as needed to church programs, in collaboration with lay leadership.**
- 9. Participate in wider church activities such as area ministerial groups, conference and association meetings.**
- 10. Input to appropriate committees for faithful financial development and stewardship.**
- 11. Responsibility for supervision of staff.**
- 12. Short-term counseling and referral.**
- 13. Study and prayer to increase faith and to improve skills so as to lead, teach, preach better.**
- 14. Energizing and deepening the spiritual connections and faith understandings of others in all they do.**

CORE COMPETENCIES

- 1. Develop trust with people both in and out of church.**
- 2. Build relationships with church and community.**
- 3. Guide us to our mission field and the methods needed to be successful.**

COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): **\$38,500.00**

Benefits:

Salary plus Benefits:

The church envisions benefits as part of the call package and has set the monetary value of the full call package at \$61,000. The allocation of these funds is negotiable.

Benefits: Social Security offset, annuity, health benefits and dental.

What is the expected living situation for your next minister

Living is the Pastor's choice of housing in the community, with a housing allowance.

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

Ideally, the pastor will live within reasonable commuting distance to the church. This will make it easier to be part of the community and limit commuting time. Our church's community encompasses several towns (Ellsworth, Trenton, Lamoine, Surry, Blue Hill, Hancock, and others) offering a variety of housing choices.

State any incentives.

The church recognizes that additional one-time financial support may be beneficial for a settling pastor. We envision a one-time loan to be used for debt repayment or a housing down payment to be "earned out" annually over a period of service. Specific terms to be negotiated.

The Church also proposes a 2-month sabbatical for restoration in the 5th year of service.

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

Community of Practice, Alcyon Center

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

Time off requirements for a second job could be negotiated. Deacons and lay leadership could assist with duties.

WHO IS GOD CALLING TO MINISTER WITH US?

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

We seek a pastor dedicated to helping us to rebuild our internal church family, strengthen our spiritual camaraderie and help us be more confident and effective for congregational growth and community outreach.

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

Our minister will be an active member of our wider religious community. Participation in the ministerial association and engaging in outside activities that bring their spiritual self to the community. We hope the pastor would engage in activities that reflect both the pastor's interests and our desire to be a more engaged church throughout the greater Ellsworth area. Community involvement could include volunteering with congregants at the food pantry or other community non-profit, and participating in events and organizations that are meaningful to the pastor.

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

English is the only language spoken in the congregation. There is a growing migrant community, primarily from Latin America, also Ukrainian refugees are coming to our area.

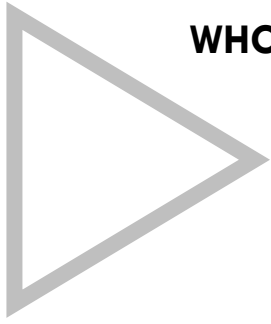
Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's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

Per the small cottage meetings:

- 1) A minister who welcomes all people without being critical.**
- 2) An interest in bringing in all people regardless of their status on their faith journey.**
- 3) Uses the sermon to inspire, stimulate our thinking and promote our understanding.**
- 4) Someone who is active in the community not just in the church.**

As in reference to the Manual on Ministry:

- 1) Respects the dignity of all Gods people and understands and ministers to people across the life span.**
- 2) Demonstrates excellent communication skills, builds transitional leadership skills.**
- 3) Empowering the church to be faithful to Gods call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.**
- 4) Continuing the discernment of ones call with in the community. Integrating theological reflection in teaching, preaching and ecclesial and community leadership.**



WHO IS GOD CALLING US TO BECOME?

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

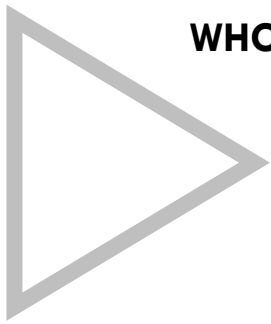
Who is God calling you to become as a congregation?

We are friendly, welcoming, and hardworking. However, with the events over the last 3 years, we have been inwardly focused (with the exception of our Welcome Table mission) and for health reasons, less engaged. Our belief is that God is calling us outward, to invite others to be part of our family and to be more engaged in our broader community. Our members are creative and willing to experiment, however many initiatives are centered in small groups.

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

While the church does not have a multi-year strategic plan, we are actively envisioning our future. Four recent / current initiatives to prepare us include:

- 1. In 2022, the church sought member feedback in small group meetings. Nine questions were posed to all participants to provide guidance for reorganizing our leadership structure, identify aspirations and prepare us for calling our next pastor.**
- 2. A committee is participating in a 6-month “Relaunching Your Church” session (started in November 2022). We are learning about ways to reach out beyond our walls from instruction and through sharing what we have done, with other churches in the class. We are inspired to move forward.**
- 3. Recognizing that our governance structure is out of line with our declining membership, a committee was formed to propose a streamlined governance structure which is being tested in 2023.**
- 4. Zoom and Facebook were added to our radio broadcasts in response to covid. We are exploring how to take advantage of those media to strengthen our presence in the community.**



WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

Our purpose,

First Congregational Church, UCC, Ellsworth, Maine:

To embrace the life, ministry and teachings of Jesus Christ

In meaningful and dynamic ways through

creative worship,

supportive fellowship,

compassionate outreach, and

stimulating Christian education for all ages;

To be a faithful community which, led by the Holy Spirit,

expresses hospitality,

nurtures spiritual growth, and

promotes a deep sense of belonging;

To strive to build on commonalities while seeking to

understand, accept, and

celebrate our differences;

To stand as a beacon of hope in a hurting and troubled world by

sharing the Good News of the Gospel, and

practicing God's love as embodied by Jesus Christ.

We welcome all to walk with us on the journey of faith.

As adopted by the Congregation at its Annual Meeting – January 22, 2012

Describe several strengths or positive qualities of your congregation.

- 1) Dedicated**
- 2) Creative**
- 3) Hardworking**
- 4) Loving**

For better or worse, the church has a long history in the community and is considered by many to be significant to the Ellsworth landscape.

Describe what worship is like when your congregation gathers.

Our worship services take place in our 175-year-old sanctuary. It has a high curved ceiling with great acoustics for our old pipe organ. It is a spiritual place where we can hear the word of God as it applies to our daily lives. Whether we are celebrating communion, a baptism, a wedding, or a life well lived, it is a place of peace and love.

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

Our vision of the Christian Education program is that we provide a broad understanding of the scriptures and teachings of Jesus Christ through the Holy Spirit for all ages in a variety of ways.

Some of the challenges in our children and youth program relate to a limited number of children in our congregation. We offer summer camp scholarships to attend Pilgrim Lodge. A weekly “Children’s Time for All Ages” is a part of each Sunday worship service. The Christian Education committee is currently interested in using more social media (Facebook and You Tube, for example) and videos for children’s story time, adult learning, and Bible studies.

A weekly lay-led Adult Forum is offered on Sunday mornings and has an active group of 5 to 10 people. “The Dailey Guide Post” and scripture related to them are currently being studied. They are also going over Old Testament prophecy and how Jesus full filled them. They recently finished “Holy is a Four-letter Word.” There is a Bible/book study group, led by the transitional minister, which meets in the fall through spring every other week. Recent topics covered were the upcoming lectionary readings for the week, origin and language of the King James Bible, and Martin Luther’s “The Freedom of a Christian.” Wider church educational retreats such as the UCC New England Women’s Celebration and NEAUCE are advertised and sometimes attended.

Describe how your congregation is organized for ministry and mission.

In accordance with the By-Laws, the church is governed by the Council, Boards and Committees. But, as mentioned previously, we are in the process of restructuring our government so as to increase productivity and congregational participation.

- When it comes to decision-making, how many hours are spent in meetings per month?
About 10 hours per month. With the proposed streamlined governance structure, this may be reduced.
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
Communication among council members with the minister being updated as indicated. For Pastoral emergencies the pastor would be contacted as soon as possible. Due to the changes brought about by COVID our lay leadership has taken on a lot of the day-to-day management of the church. Members are in the church regularly. In the event of a crisis, lay leaders convene as quickly as possible, communicating by text and phone.
- 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 attached

11-YEAR REPORT

See Appendix

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (Check if yes)</i>
Number of active members:	84	December 2022
Number of active non-members:	20	Estimate
Total of church participants (sum of the numbers above):	104	Estimate

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (Check if yes)</i>
More than 10 years:	76%	Estimate
Less than 10, more than 5 years:	12%	Estimate
Less than 5 years:	12%	Estimate

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (Check if yes)</i>
0	1	0	4	1	4	23	21	42	Estimate

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

As an older congregation, over 55% are retired. The education range of all congregants goes from high school diploma to multiple degrees. Their former and present occupations range from store clerk, teachers, construction, military, health care providers, lawyers, farmers, bankers, business owners and more.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

We live in a traditional northern New England community. There are no other ethnic cultures represented in our congregation. As the ethnic diversity of our community grows, we seek to mirror it within our congregation.

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:

We are exploring the process. A committee has been set up to investigate definitions of what that would look like. We have had attempts, without resolution, which have studied this in the past. It is a difficult topic for a lot of people in our congregation. We are hoping that by providing a clearer understanding of what this means we will be able to make a plan.

PARTICIPATION AND STAFFING

Ways of Gathering 2022	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	8-10	Adults in class
Baptisms (<i>number last year</i>)	0	
Children's Groups or Classes	0	
Christmas Eve and Easter Worship In person/Zoom and Facebook Plus, unknown Radio	C. Eve 40/1+ Easter 37/8 Sunrise 8	Pastor and Deacons
Church-wide Meals	30	Fellowship and Dinner Members
Choirs and Music Groups	8	Music Committee and Choir Director
Church-based Bible Study	5	Pastor
Communion Monthly In person/Zoom and Facebook Plus, unknown Radio	24 / 8	Deacons and Pastor
Community Meals (resuming to 9 months in 2023)	80-Hopefully back to 100+ in 2023	Dinner Committee
Confirmation (<i>number confirmed last year</i>)	0	
Drama or Dance Program		
Funerals (<i>number last year</i>)	5	Pastor, Deacons, Family members
Intergenerational Groups		
Outdoor Worship		
Prayer or Meditation Groups	15	Prayer Tree, Deacons

Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	2	Pastor, Deacons
Worship 10:00am In person/Zoom and Facebook Plus, Radio- unknown number of listeners	26/7	Pastor, Deacons, Music Staff
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes		
Other- Welcome Table free meal	85 weekly	Missions and WT Committee
Other- Emmaus Homeless Shelter	25	Church members buy Christmas gifts for EHS's outreach for children. The ladies group gives fleece blankets to shelter adults every December.
Other- Scripture distribution at UMO and state fairs	2-3	Member
Food Pantry	10-15	Missions

Additional comments:

Our Sunday services at 10AM, plus the Christmas Eve service are offered in person, over Zoom, over Facebook, and live on WDEA radio or streaming through the WDEA app. Maundy Thursday and Good Friday services, when scheduled, are offered in person, through Zoom, through Facebook.

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers.

Name	Three- or Four-Way Covenant? <i>(3 or 4 or no)</i>	Ministry Setting	Type of Ministry Role	Retired? <i>(Y or N)</i>
John Lacey	No	Member	Support and Substitute	Yes
Tom MacDonald	No	Member	Hospital Chaplain	Yes

Rev. Lacey faithfully contributes to the church by participating on multiple Boards and Committees. He faithfully supports all our pastors.

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
Secretary		Part Time	Minister	7 years est.
Organist		Part Time	Minister and Council	10 years est.
Choir Director		Part Time	Minister and Council	9 years est.
Treasurer		Volunteer	Council	7 years est.

REFLECTION

Though we have a declining and aging congregation, we have dedicated members who work hard to continue our ministry and seek ways to reach out to the community.

CHURCH FINANCES

Providing OPERATING activity only. Annual report includes additional \$86,750 draw from investments to fund capital project expenses of \$91,137.

Source	Amount
Annual Offerings and Pledged Giving (incl. unrestricted IMO)	\$71,946
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$43,500
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$ N/A
Fundraising Events	\$952
Gifts Designated for a Specific Purpose	\$4,246
Grants	\$ N/A
Rentals of Church Building	\$650
Rentals of Church Parsonage	\$ N/A
Support from Related Organizations (<i>e.g., Women's Group</i>)	\$1,000
Transfers from Special Accounts	\$ N/A
Other (specify):	\$ N/A
Other (specify):	\$ N/A
TOTAL	\$ 122,294

Current annual expenses:

\$ 114,472 (2022 actual); for 2023, expenses are budgeted at \$140,998 and includes compensation for the transitional pastor who serves about 10 hours / week plus pulpit supply 3 of 4 Sundays per month.

See 2022 Annual Report, which includes both the Financial Report for 2022 and the Budget for 2023. The church's fiscal year end is 12/31.

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

For 2023, ministerial support for the transitional minister who serves about half time is 18%. Removing the compensation for the transitional pastor and adding \$61K (value of call package) increases 2023 budgeted expenses to \$176,478; pastor compensation would be 35% of the budget.

Has the church ever failed to pay its financial obligations to a minister of the church?
About 9 years ago, because of an administrative challenge, payments of minister's benefits were delinquent, but were ultimately paid in full.

Yes, FCC of Ellsworth is a 5 for 5 church. See the annual report for amounts given in 2022.

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

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? **The OCWM gift is budgeted annually and paid from Church operating funds. The budgeted amount is \$2,500 or 1.8% of the annual budget.**

What is the church's current indebtedness? **\$0**

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.

With our 175 -year-old building, we are regularly tackling a building project. In 2021 / 2022, the church was painted and the front steps were replaced, providing a refreshed look to the façade. Projects proposed for 2023 include replacing outside doors, completing renovations on internal rooms (library, choir room, classrooms), cleaning / refreshing the steeple and clock, and replacing bathrooms. This is funded through our investments, and time and talent of church members.

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

Does your church have an endowment?

Our church has an investment account that is managed by a 3rd party.

What is the market value of the assets? **Available upon request.**

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

What is the percentage rate of draw (last year, compared to 5 years ago)? **4%**

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

We use the interest from the endowment for our draw.

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

Our rate of draw does not affect our endowment.

Please comment on the above calculations or estimates:

Other Assets:

Reserves (savings): \$

Investments (other than endowment): \$

Does your church have a parsonage? **NO**

Describe all buildings owned by the church: **The church**

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

Which spaces are accessible to wheelchairs?

Virtually all of the church is accessible. We have 2 handicap accessible restrooms on the same level as the sanctuary. The pulpit is not accessible but could be made so.

We have a manual lift to make fellowship hall accessible. The sanctuary and education wing are accessible by use of the handicap entrance and a wheelchair lift.

There is also accessibility to the education wing through the Church Street entrance.

HISTORICAL INFORMATION

Important events in the past 10 years:

- 1) The celebration of our 200th anniversary in 2012, and the 110 Birthday of our present organ**
- 2) Success of The Welcome Table free meal**
- 3) COVID**
- 4) Pastoral changes**

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

As our Church entered the COVID Pandemic we had just called a settled Pastor. After over two years of searching the congregation was enthusiastic and happy to welcome our new Pastor.

She had only been with us a few weeks when the “shutdown” happened. There were issues from the start of her time with us. Initially, we hoped that the issues that were developing were somehow caused by a combination of “COVID shock,” and our different approaches to solving problems.

We had adapted as quickly as we were able to without in person services. Worship originated from our Sanctuary every Sunday morning using our radio broadcast and adding Zoom and Facebook. As time progressed it became apparent that our new Pastor was not a good fit.

At a time when our congregation, like congregations and communities everywhere, needed faithful Pastoral ministry it was not present. Our gathered, faithful community was at risk of coming apart. After a year and a half, the congregation, almost all of whom are long time members found its way together and by faithful and loving effort resolved to meet the challenges that confronted us without a settled pastor and continuation of COVID concerns.

Throughout this whole experience, the Welcome Table (free community meal) transitioned from in person to take out. The “mission house” (our renovation of inadequate housing for a single Mom) was completed. We were blessed with folks who offered their musical and technical gifts and talents in ways that enabled meaningful and familiar worship. When it became necessary, lay folk stepped up to lead worship. The challenges that had threatened to overcome us were overcome by gifts of the Spirit. The darkness that had been present was illuminated by the love that we shared for each other and for God who first loved us.

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.

We are a church of people with different ideas about our approach to situations. But, we value each others efforts to keep our church strong and we work together to get things done.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Keith Bowie	2021-Present Transitional Minister	Yes
Rev Cynthia Priem	2020-2021	Yes
Rev. David Henry	2017-2020 Interim	Ordained American Baptist
Rev. Nicholas Davis	2007-2017	Yes
Rev. James Wood	1997-2005	Yes
Rev. Ross Wyman	1989-1997	Yes

Note: Interim positions between 2005 and 2007 not listed.

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

We are a very strong group of people who are passionate about our church family and our wonderful worship place. We are cognizant of our strong ties to Ellsworth town history. We have a strong sense of justice and fairness. We have learned that we do better when the pastor is part of the congregation and approachable.

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

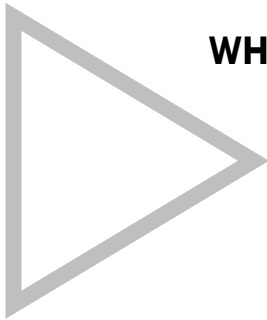
Yes

Has your church been involved in a Situational Support Consultation?

Yes

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

Yes, the Sunrise Association of Ministry terminated the standing of that pastor following the Fitness Review.



WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

MISSION InSite

COMMUNITY VISION

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

We currently provide space for 3 groups: Play Groups, Boy Scouts, and Chess Club. We provide free meals through Welcome Table. We had pulled back a little due to COVID, but we are looking at ways to become more active.

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

We participate in Association and Conference meetings. We also benefit from educational opportunities through UCC.

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 type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input 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 checked="" 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 have a committee looking into open and affirming.

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

Lenten Worship services.

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.

We have a purpose statement and are exploring a one sentence mission statement.

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?

In our desire to reengage in our community, as we discussed throughout the profile, we would anticipate that time would be invested by the settled pastor. The specifics and amount of time to be discussed with the new pastor.

MISSION InSite

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

We are located in a growing and busy community. Opportunities are only limited by our imaginations. We are currently attending a Relaunching Course to help us see these opportunities.

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

The neighborhoods surrounding our church have people in all age categories in contrast to the aging congregation we currently have.

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

The demographics of the community are much more balanced than our aging congregation.

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

The big white church on the hill

Welcome table

Church Suppers

Ladies' fairs (Christmas Bazaar, Blueberry Bazaar)

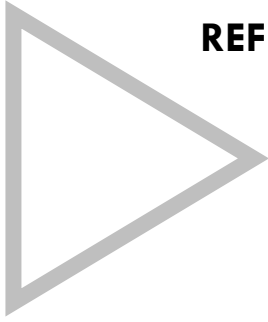
What do new people in the church say when asked what got them involved?

Music

Ministry

Someone asked me

The Ladies group



REFERENCES

Letters Attached:

REFERENCE 1

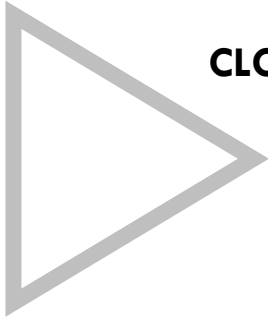
Rev. David Henry
Previous Interim Pastor at FCC
Occasional supply minister
(207) 479-4776
ddphenry@roadrunner.com

REFERENCE 2

Amy Ackerman
Friend of the Church with children
(207) 610-4610
amyzinke@icloud.com

REFERENCE 3

Mary Turner
Friend of church
Welcome table staff
207-422-9050
moniturner55@yahoo.com



CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

Loving God Please help us in our search for a new shepherd. We are good people who stray from time to time but our hearts are good. We lose sight of our path when we run after a green patch here or there and need someone who is willing to look and bring us back on the path. We want to be a part of your large flock but keep our own uniqueness. We want leadership who wants to be part of our family not a pillar of salt. We want to love them as they love us. We realize that we are small but we have so much potential. We want to grow but we are so very scared that we will lose ourselves in that process. Please help us to see not just the pitfalls but the potential as well. We have been beaten by the rod and staff recently, we need to know that we are safe and loved. We are a quirky flock who is full of aged and arthritic mutton but still has love of the frolicking lamb that we once were and hope to find again.

**We need to know that you have not forsaken us and that there is still work to do in this sanctuary that we so love. We are good sheep but we are lost. Please send us a shepherd we can love who will love us in return and we will do our best for them and you in return.
Amen**

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?

Members of Search Committee, Treasurer, Clerk, Council Moderator, Transitional Pastor.

2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:

Name / Title:

Email:

Phone:

Date:

Appendix

Eleven-year Report
References
By-Laws
Annual Report
Steeple-Church Newsletter
Brochure