

MAINE CONFERENCE
**LOCAL CHURCH PROFILE
FOR SMALLER CONGREGATIONS**

(For congregations with an average worship attendance of 50 or fewer people)

Church name: **Edgecomb Community Church**

Street address: **15 Cross Point Road**

Website: **www.edgecombchurch.org**

Conference: **Maine UCC** Association: **Midcoast**

Conference Staff Person:

Name: **Rev. Dr. Marisa Laviola** Email: **mlaviola@maineucc.org**

Position: **Three Quarter-time Settled Pastor**

(Full-time Settled Pastor, Part-time Settled Pastor,

Three Quarter-time Settled Pastor, Quarter-time Settled Pastor)

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? **Like so many churches, our membership has dwindled. We need fresh new ways and guidance to work through these trying times – need to attract new members, young and old. We continue to see a need to reach out to a wider community providing support, comfort and providing a hot meal. A caring, sincere person of strong faith and strong communication skills would be of great value to this small rural church.**

Congregation's Mission Statement/Vision Statement:

"To bring together our communities in spirituality and loving service to humankind."

Photographs:

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



Outside Coffee Hour during Covid



Labyrinth in the Field

Edgecomb Community Church



Sanctuary



Tuesday Lunch before Christmas



Thanksgiving Pie Sale



Winter Tuesday Soup Group



Thrift Store Staff



August Yard Sale



Busy Hands at work

*“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. WHO IS GOD CALLING TO MINISTER WITH US?

(Select the expectations of the church’s next pastor using the list below and following the Call Agreement Workbook. Additional goals for the pastor may also be included here. Expectations should be reasonable based upon the compensation level selected above.)

EXPECTATIONS:

- | | |
|--|--|
| <input checked="" type="checkbox"/> Worship Leadership, Preaching, Service Preparation | <input checked="" type="checkbox"/> Maintain collegial and denominational relationships. |
| <input type="checkbox"/> Church Administration, Newsletter, Communications, Staff Supervision | <input checked="" type="checkbox"/> Mission and service involvements |
| <input checked="" type="checkbox"/> Leadership with Church governing body and committees. | <input type="checkbox"/> Other expectations: |
| <input checked="" type="checkbox"/> Pastoral care, visitation of hospitalized, homebound, and members in care facilities. | |
| <input checked="" type="checkbox"/> Special services (weddings, funerals, liturgical year services) Minimal need but comes with additional compensation | |
| <input checked="" type="checkbox"/> Teaching – Bible Studies, adult education, confirmation, other (please provide a list of any other teaching items). | |

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve. **To create and maintain a safe inviting place for the community to gather and worship together while meeting the needs of the community at large.**

2. SUPPORT AND COMPENSATION

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*)?

No parsonage is available. A housing allowance negotiable, but a candidate who lives nearby would be ideal.

If your church has a parsonage:

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church: **We have a well maintained historical church building and one outbuilding which houses the lawn mower and returnable bottles donated by the community at large. Beautiful grounds surround the church where there is a labyrinth for public use and a church garden where vegetables are grown for church functions and food pantry.**

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

Sanctuary, Fellowship Hall and one bathroom are all wheelchair accessible. Only the upstairs office and upper pulpit area are not.

State any incentives (*e.g. school debt reduction, retention bonus after a certain number of years in position or Sabbatical after 5 or 7 years*):

Sabbatical after 5 years in position, Educational Allowance for 2 weeks' training/education per year.

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

Midcoast Association meets monthly.

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

This is a flexible congregation. Most programs are run by members and area residents. Meetings are set up around everyone's busy schedules – quite often on Sunday after worship. The Church Coordinator assumes responsibilities for record keeping, technology and administration of church duties.

- Salary (*from the Maine Conference Compensation Guidelines*): **\$31,287 for ¾ time**
- Housing Allowance (*The housing allowance should be set at 1% per month of the cost of that median priced home in your community. For example if the median priced home is \$100,000, the annual housing allowance is \$1,000/month or \$12,000/year*): **\$ negotiable**
- Benefits:
 - a) **Annuity** - minimum of 14% of base salary plus housing allowance (or minimum of 14% of 130% of cash salary if parsonage is provided) paid quarterly to [The Pension Boards UCC](#).¹
 - b) **Life Insurance and Disability Benefit Plan** (short-term and long-term disability income insurance and decreasing term life insurance through UCC program) - cost is 1.5% of cash salary plus housing allowance (or 1.5% of 130% of base salary if parsonage is provided). For more information visit [Pension Boards UCC](#).
 - c) **Health Insurance** There are three health plans (A,B and C) sponsored by the Pension Boards, which vary the premiums and deductibles.
 - d) **Dental & Vision Insurance** available through the UCC Pension Boards.
 - e) **Medical and Dependent Care Flexible Spending** - Pre-tax deductions from salary for medical and dependent care expenses under Section 125 of the IRS Code. Get information at [The Pension Boards UCC](#)

All these would be negotiable depending on needs of applicant.

2. WHO IS GOD CALLING US TO BECOME?

Who is God calling you to become as a congregation?

We feel the need to meet the needs of our community where they are now, not only during Sunday worship. We as a church feel called to be caring, accepting, non-judgmental and above all to serve our neighbors near and far.

¹ This is the standard formula recommended by the UCC Pension Boards for calculating the annual church contribution to a pastor's annuity. However, in some specific situations where a pastor's compensation package is heavily weighted toward a housing allowance, a tax accountant should be consulted to assure that the annuity payment does not exceed the maximum percent of taxable compensation allowed by the IRS for contribution to a 403(b) tax sheltered annuity

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

For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps?

With Covid, the church installed new equipment to record worship services online via YouTube. Those who cannot attend church appreciate this service. Potential to reach a wider audience. During the winter months when people can't get out so easily, the church supplied soup, bread and dessert to 30 residents either by pick-up or delivery. Groceries were also delivered. Many chose to meet at the church on these days to get out and meet their friends and neighbors. This serves many elderly people who are otherwise quite lonely. The church has also opened a small Food Pantry for anyone wishing to use or donate items. This was made available twice a month during the winter months when the Thrift Store and Tuesday Lunch programs are shut down. We also support other area churches with their charitable endeavors.

3. CONGREGATIONAL REFLECTIONS

Describe several strengths or positive qualities of your congregation.

This church has a strong mission outreach program which includes the Thrift Store, Tuesday Lunch program (free lunch the 1st and 3rd Tuesdays of the month), Busy Hands (home-made crafts for charity), Little Corner Food Pantry, assistance to our neighboring elderly housing facility. Many fundraisers throughout the year support this work: Yard Sale, Thanksgiving Pie Sale, Sub Sales, Christmas Fair and Bake Sales, etc. A very friendly and warm group of workers.

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?

Most services are held upstairs in the beautiful sanctuary. Fourth Sundays are held downstairs in Fellowship Hall for a Celtic Prayer Service preceded by a breakfast. All services are recorded to YouTube. No organist at present so music is produced via mp4's and played via computer over sound and TV screen system. Very few baptisms lately, but they are a wonderful addition to any service. Good preaching would include scripture and its relevance to current events and our lives now.

Describe how your congregation is organized for ministry and mission.

For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?

Council and Deacon members are elected yearly, meet when needed, and communicate their decisions to the congregation either by email, mail or a simple announcement before Sunday's worship service. Ad hoc committees are formed when needed.

- When it comes to decision-making, how many hours are spent in meetings per month? **5-7 hrs**
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished? **1. Minister had to be away last minute – Council members worked it out via phone and email. We now have a solid back-up plan in place. 2. Over the years there have been occasions when someone in real need has appeared literally at the church's doorstep – volunteers step right in to get that person, food, clothing, whatever it may be to get them to a safe place mentally and physically. 3. When Covid hit the Council communicated immediately via email and phone and set wheels in motion to close the church for a period of time. Plans were made to record services and hold coffee hours via zoom. Members made conscious attempts to keep all members in touch with each other. The church's main struggle is drawing in young people.**
- Can you provide the next minister with a copy of bylaws and/or annual report to further explain the patterns of the church's activity and governance? [Yes/No]

4. CONGREGATIONAL MEMBERSHIP, BUDGET & LEADERSHIP

Current Membership: **43**

Membership 5 years ago: **56**

Average Weekly Worship Attendance: **20**

Participating in Weekly Adult Education: **0**

Participating in Youth Ministries: **0**

Current Year Annual Church Budget: **\$83,600**

Current Year Our Church's Wider Mission (OCWM): **\$3919.78** + **\$1300** benevolent spending budget_____

Pledging Units: **14** Average Annual Pledge Amount: **\$1,478**

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

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

What is the church's current indebtedness?

Total amount of loan debt: **\$17,889.76**

Reason for debt? **Sanctuary Painting Loan**

Are capital and other payments current? **Yes**

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

None

Complete the following chart. List all current staff, including ministers. (*Please leave blank any fields that are not applicable to your congregation. 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
Pastor	no	¾ time	Council	10,5 years
Church Coordinator	no	Part time	Minister and Council	2.5 years
Housekeeper	no	Part time	Council	2 years

5. HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation in the past 10 years. **1 - New outside labyrinth built on side field by church. Local newspaper story publicized this. Dedicated to town of Edgecomb in summer of 2019. 2 - Became an Open & Affirming Congregation in 2018. 3 - Two monthly Celtic Prayer Services added in 2018.**

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

Covid pandemic closed down church for 1 ½ years. Most have returned. Now trying to reach others to join the church. New recording equipment installed to better reach outside viewers via YouTube. Zoom coffee hours also offered during the shutdown.

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

For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?) **We have a Pastoral Relations Committee that works with the minister to help with issues that may arise. During the Covid, the church’s technology expert passed away and the minister was suddenly thrown in to the unknown – very stressful. Council met with the minister and hired a parti-time Church Administrator to help out with weekly duties to include newsletters, press releases, record-keeping, and the recording of the Sunday worship services. Training was supplied by local technology service. Conflicts are usually worked out within each committee; annual meetings are another time to discuss differences of opinion.**

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

Pastor’s name	Years of service	UCC Standing (Y/N)
Rev. Jerome Wood, Settled Pastor	Jan. 1995 – April 1997	Y
Rev. Edgar Jones, Supply Pastor	1997-1998	Y
Rev. Dr. Steven E. Burt, Settled Pastor	April 1998 – July 1999	Y
Rev. Patricia E. Welch, Settled Pastor	March 2000 to Nov. 2001	Y
Rev. Edgar Jones, Supply Pastor	Nov. 2001 – May 2002	Y
Rev. Iris K. Burnell, Settled Pastor	July 2002 – Dec. 2004	Y
Rev. Dr. Thomas Clough, Settled Pastor	Sept. 2007 – Sept. 2010	Y
Rev. Peter Foss, Supply Pastor, Interim	Dec. 2011 to Oct. 2012	Y
Rev. Katherine Pinkham, Settled Pastor	Oct. 2012 – May 2023	Y

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

Y/N/Ask us **Rev. Jerome Wood not reinstated due to health reasons**

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us **NO**

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

Y/N/Ask us **NO**

6. 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?

Monetary support for Boothbay Harbor Food Pantry, Boothbay Region Fuel Assistance Program, Eldercare Emergency, World Central Kitchen (Ukraine refugee assistance), Lincoln Academy Food Cubby, Set for Success, Edgecomb Green (Elderly housing). Others include Eldercare network of Lincoln County, Meals on Wheels, Maine Seacoast Mission, Pilgrim Lodge, Good Shepherd Food Pantry. Pastor Katherine Pinkham is chaplain for the Edgecomb Fire Department. Support also given to St. Philip's warming shelter in Wiscasset.

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

Minister has been active with local association, presently acting as treasurer. We have a UCC delegate who attends meetings. Also involved with Pilgrim Lodge.

7. REFERENCES

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

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

REFERENCE 1

Name / Position / Setting **Ellen Keefe/Tuesday Lunch assistant**
(Telephone / Email / Relationship to the Congregation)
ellenkeefe04@gmail.com

REFERENCE 2

Name / Position / Setting **Barry Johnston/Edgecomb Fire Dept.**
(Telephone / Email / Relationship to the Congregation)

REFERENCE 3

Name / Position / Setting **Pam George/Director/Edgecomb Green, Elderly housing**
(Telephone / Email / Relationship to the Congregation)

PROMPTS FOR REFERENCES

Describe some areas of strength in this church's ministry.

Describe some areas for improvement in this church's ministry.

Describe a significant experience you have had of this church's ministry.

Anything else you wish to share.

8. CLOSING PRAYER

Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

Galatians 6:9 "Let's not become weary of doing good, for at the proper time we will reap a harvest if we do not give up."

(Poem by Jeff Sewall attached.)

STATEMENT OF CONSENT

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

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? (*for example, church council or consistory, transition team, etc.*)
Search Committee: Trustees, Deacons, Mission Outreach, Church Council, Thrift Store, Church Coordinator, Treasurer.

Additional comments for interpreting the profile:

Signed: *Jeff Sewall* and *Madeline Olney* (Co-chairpersons)

Name / Title / Date: Jeff Sewall and Madeline Olney/Co-Chairs/ April 29, 2023

VALIDATION BY CONFERENCE

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

Staff Comment:

Signature:

Name / Title:

Email:

Phone:

Date: