

Casco Village Church United Church of Christ

941 Meadow Rd, Casco, ME 04015

email: cascovillageucc.org

Maine Conference United Church of Christ

Conference Staff Person: Rev. John Fiscus

email: jfiscus@maineucc.org

Position: Full-time Settled Pastor

Summary Ministry Description:

Casco Village Church, UCC (CVCUCC) is searching for a settled pastor who feels called to work within an active rural Maine community. We are a forward-looking church working to build attendance lost during the pandemic. Our hope and prayer is for the new pastor to embrace us and join us in reaching out to the community. Our Church continues to strive to be relevant in our community by providing spiritual growth, fellowship opportunities, and community resources.

In addition, the position includes 14 weeks serving as Pastor of East Raymond Chapel (ERC) from the first Sunday in June through Labor Day Weekend Sunday. The Chapel, with which we have a yoked relationship, is a seasonal building on the National Registry of Historic Places. It has a small congregation of primarily summer residents augmented by CVCUCC members who prefer the earlier service.

Duties include: arranging for pulpit supply in the event the Pastor cannot lead the service for a given week. The Pastor would be responsible for the development and printing of the weekly service bulletins, coordinating any special music with the chapel accompanist, and overseeing any other special conditions of the summer services. Providing pastoral care of the congregation members as reasonably needed. Communicate any updates with the Casco Village Church, UCC, officers (CVC), as needed. If possible, attend and participate in the ERC Annual Membership meeting.

Congregation's Mission Statement and Open and Affirming Statement:

OUR MISSION STATEMENT~

As an Open and Affirming Church we welcome all people.

We are called together as one body to celebrate God's presence in our lives.

Guided by the life and teachings of Jesus, we are empowered by the Holy Spirit to build a world of peace and justice for everyone.

OPEN AND AFFIRMING STATEMENT~

We, the members of Casco Village Church, United Church of Christ, believe that God calls us to love our neighbors as we would want to be loved. Jesus teaches us to welcome all God's children into God's covenantal community. The Casco Village Church, United Church of Christ, embraces diversity and affirms the dignity and worth of every person, all created in the image of God. We honor the principle that discrimination is incompatible with Christ's Gospel of unconditional love. We welcome into our membership and participation in the Body of Christ persons of every race, gender, ethnicity, age, sexual orientation, gender identity, physical or mental ability, economic status, family structure, and faith background. We welcome all to share in the worship, life, leadership, ministry, fellowship, mission, and stewardship of our congregation. We therefore proclaim the Casco Village Church, United Church of Christ, to be an Open and Affirming church, inviting all to join fully in celebrating the Glory of God.

Approved by vote of the congregation
June 15, 2008

Casco Village Church, UCC Open Aire Fair/Flea Market 2023



CVC Saturday Night Supper Christmas in the Village Luncheon



CVC, UCC Christmas Concert East Raymond Chapel, UCC



1. WHO IS GOD CALLING TO MINISTER WITH US?

Pastoral Expectations:

- Worship Leadership, Preaching, Service Preparation
- Church Administration, Newsletter, Communications, Staff Supervision
- Leadership with Church governing bodies and committees.
- Special services (weddings, funerals, liturgical year services)
- Oversee teaching – Bible Studies, adult and child education, perform baptisms and confirmation
- Maintain collegial and denominational relationships.
- Mission and service involvements
- Other expectations: Build Church, attend Church activities

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

CVC

We would like to expand our music ministry and Christian Education program for all ages. We need to continue serving our community as Jesus taught us through our food pantry and clothes closet as well.

Compensation

We follow Conference Guidelines and the CVC Board will negotiate a package with the candidate.

Benefits: Monthly housing allowance, health insurance; life and disability insurance; travel allowance; professional expense allowance (meetings, subscriptions, etc.). The compensation will depend on the education and experience levels of the candidate and his/her/their pastoral schedule. If the prospective pastor needs bi-vocational employment, this will be discussed during the interview.

What is the expected living situation for your next minister?

Living nearby with a housing allowance. It is preferred that the Minister live within a 30 minute commute.

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

The Maine Conference has robust communities of practice/affinity groups for all authorized ministers. Pilgrim Lodge camp offers retreats for all ages, including special clergy retreats and opportunity for personal retreat. Casco Village has established relationships with Conference and Association congregations as well as with worshipping communities of various denominations locally.

Brief CVC History:

Baptists and Congregationalists came together in 1841 to build a dual-entry church known as Union Church in Casco Village. The History of Casco, Maine by Melissa Jill Kluge details some of the major maintenance done to the church during its first one hundred years. Kluge quotes from a piece written by Edith Mayberry and read at the Centennial celebration:

“One is impressed with the simplicity and pleasing proportions of the building. Its well spaced windows and the belfry of restraint and beauty. The interior of this church is of equal dignity, surprising one with its spaciousness, its symmetry, and the barrel vault of its ceiling..”

In the late 1960's a vestry was added to the building providing a modest kitchen, two lavatories, a large meeting room and basement Sunday School rooms.

More construction was undertaken to replace the original belfry in time to ring in the New Year, honoring the church's and town's sesquicentennial..

The late 1990's saw another major building project so that the church now stands with a remodeled worship space, enlarged Great Room, expanded kitchen, and office space on the main level. The basement level includes additional Sunday School rooms, another lavatory, and a large area dedicated to our food pantry and clothes closet.

Recent upgrades include landscaping, solar panels, a new roof, and a generator.

Accessibility

The first floor is handicap accessible, including the worship, fellowship, kitchen, restrooms, and church offices.

2. WHO IS GOD CALLING US TO BECOME?

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

In the interim between settled pastors and following the pandemic, we found ourselves without a choir and a Sunday School program for children. The music committee and Christian Education committee decided to start an Advent choir and an Advent Sunday School. During the Sundays of Advent, a small choir of roughly a half-dozen members organized by a volunteer provided special music for the season. Similarly, the Christian Ed Committee mustered enough young people to put on the traditional Hanging of the Greens and a "one-room schoolhouse" type Sunday School which has 2 remaining participants and a dedicated teacher.

3. CONGREGATIONAL REFLECTIONS

We are a friendly church, offering a warm and caring welcome to all who pass through our doors. There is a solid nucleus of dedicated volunteers who work hard to reach common goals.

Worship takes place in our simple but beautiful sanctuary. A typical service, led by our interim pastor and supported by our deacons, is generally based on the UCC lectionary and its application to daily life. Music is important to our congregation and is chosen to the service. Each service ends with the congregation encircling the sanctuary, holding hands and singing "Alleluia," symbolizing unity. We celebrate communion on the first Sunday of each month.

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

Decisions and activities are communicated in weekly announcements during the worship service, in the Quito our monthly newsletter, at our annual meeting in January, and occasionally at special meetings of the congregation. CVC has several committees that

meet monthly for 1-2 hours. The chair of each committee attends a monthly board meeting at which they report decisions made and or requests for action. Pastor attendance is required at the monthly board meeting, monthly church suppers, annual meeting, Casco Days, and other church sponsored activities.

When it comes to decision-making, how many hours are spent in meetings per month?
Approximately 12 hours per month.

Board Meeting - 2 hours

Deacon - 1-2 hours

Christian Ed - 1 hour

Trustees-1 hour

A copy of the bylaws and annual report will be made available.

CONGREGATIONAL MEMBERSHIP, BUDGET & LEADERSHIP

Current Membership: 94

Membership 5 years ago: 128

Average Weekly Worship Attendance: 45

Participating in Weekly Adult Education: 0

Participating in Youth Ministries: Growing

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

4. HISTORICAL INFORMATION

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

Holly Hancock (Board President) died, and the minister of 23 years retired, taking with her Eugene, choir/music director. "What was once a fine-tuned machine led by a few good people was taken apart and reassembled. This church and congregation have grown into a place of togetherness, friendships, community, and hope. We worship together within our committees, our events, and services; and I have seen so many step up and lead when needed or called."

The church has a Pastoral Relations Committee that "acts as a liaison between the Pastor and the church members, promoting communication and understanding, and working

through mutual interests and clarifications, including conflicts, compliments, complaints, and contractual matters.”

Ministerial History

Pastor's name		Years of service	UCC Standing (Y/N)
Rev. Charles Ihloff	1992 - 2000	8	Y
Interim Pastor	2000 - 2001	1	Y
Rev. Joyce Long	Jul 2001 - Jun 2023	22	Y
Rev. Amy Harken Interim Pastor	Jun 2023 - Present		Y

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

No

Has your church been involved in a Situational Support Consultation?

The Conference Minister met with the congregation to explain the reason for the prior pastor not having contact with the church for three years after departing.

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

No

5. COMMUNITY VISION

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

A) The Mission Committee does:

- Food Pantry and emergency disbursements;
- Patrons can fill out a “Needs Sheet” for clothes, linens, pet food, and small household items;
- Clothes Closet: collects clothes and sells them to the community at low prices; shares clothes with a veterans organization, homeless and asylum seekers in Portland, and a teen shelter in Lewiston.
- Free Thanksgiving dinner at the church
- Blood drives for the Red Cross.
- Sock Drive
- Decides to whom the church should donate (Casco Cares, Habitat for Humanity, Salvation Army, Long Creek Youth Development Center, The Cancer Center, Andrea Ritz Clinics in Paraguay and New Beginnings.)

- B) Membership Committee coordinated with Casco Christmas to purchase gifts for a family in need.
- C) Participation in Casco Days events
- D) Community Suppers
- E) Our church sends a clergy delegate to Association and Conference Meetings and delegates to the Cumberland Association Meetings and the Maine Conference Annual Meetings.

6. REFERENCES

The Church will provide outside references to the prospective candidates following an interview.

7. 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 a 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.

Which individuals and groups in the church contributed to the contents of this Local Church Profile? CVC conducted a church survey with a 64% return rate. The search committee took this information and incorporated it into the pastor profile.

Signed:



Gerald Tipton, Search Committee Chair, 3/29/2025

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

Signature:

Name / Title:

Email:

Phone:

Date: