

UNITED CHURCH OF CHRIST

First Congregational Church of Rochester, Michigan UCC

Church Profile



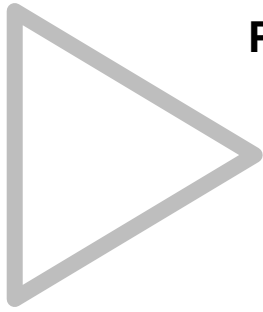
Michigan Conference Detroit Metropolitan Association May 2020

LOCAL CHURCH PROFILE CONTENTS

- [Position Posting](#)
- [Who Is God Calling Us To Become?](#)
- [Who Are We Now?](#)
- [Who Is Our Neighbor?](#)
- [References](#)
- [Consent and Validation](#)

“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)



POSITION POSTING

[LISTING INFORMATION](#)

[SCOPE OF WORK](#)

[COMPENSATION & SUPPORT](#)

[WHO IS GOD CALLING TO MINISTER WITH US?](#)

LISTING INFORMATION

Church name: First Congregational Church of Rochester, Michigan UCC
Street address: 1315 North Pine Street
Rochester, MI 48307
Web links: <http://fccrochester.org/>

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):
N/A

UCC Conference or Association Staff Contact Person:

Conference: Michigan

Rev. Philip Hart (Transitional Conference Minister)

5945 Park Lake Road

PO Box 1006

East Lansing, Michigan 48826-1006

Phone: (517) 332-3511

Website: <http://www.michucc.org>

Email: conference@michucc.org

Association: Detroit Metropolitan Association

Rev. Jeff Wardford

Email: seamichucc@att.net

Phone: Cell: 313-610-6814

Summary Ministry Description:

At a recent church-wide Pulse Activity (taking the pulse of the congregation), members were asked to describe First Congregational Church in the year 2025. Amongst the many responses—anticipating things like doubled worship attendance, innovative justice ministries, and significant budget increases—one group simply wrote, “First Congregational in 2025: Still being the church.” With a history older than the State of Michigan, this joyful community has faithfully served the Rochester area through countless changes and challenges. We’re looking for the next individual who can join us and “be the pastor” in the same way that we will continue to “be the church.”

Photographs:

Insert 1 – 4 images of your church, its people, or building or gathering space, etc.





What we value about living in our area:

There is always something to do in Rochester and the greater Detroit metropolitan area. If it isn't professional or college sports, there is always a concert, lecture, art exhibit or some other activity to attend. The area's long history and diverse population makes for interesting neighborhoods and a variety of dining out choices; and the high value placed on education makes for excellent schools. Small town feel and big city opportunities—that's Rochester!

Local attractions include:

Meadow Brook Hall – A National Historic Landmark, Meadow Brook is the historic home built by one of the automotive aristocracy's most remarkable women, Matilda Dodge Wilson, widow of automobile pioneer John Dodge, and her second husband, lumber broker Alfred Wilson. It was constructed between 1926 and 1929, for \$4 million.

Meadowbrook Theater – Meadow Brook Theatre calls itself Michigan's answer to Broadway, providing Broadway-quality productions of classical and original works inside the intimate Oakland University campus theater. The venue has the capacity to seat 584 show-goers. Meadow Brook Theatre is located on Oakland University's picturesque campus, not far from the Recreation and Athletic Outdoor Complex.

Big, Bright Light Show – Brighten your holidays in Downtown Rochester with The Big, Bright Light Show! The buildings in downtown Rochester are covered with more than 1 million points of glimmering holiday lights starting at the end of November. The Big, Bright Light Show is extended through every Friday, Saturday and Sunday in January for the Fire & Ice Festival!

Paint Creek Trail – Owned and managed by the Paint Creek Trailways Commission (PCTC), the Paint Creek Trail is an 8.9 mile linear park, located in northeast Oakland County. It was the first Non-Motorized Rail-to-Trail in the State of Michigan, as it was converted to a trail from the former Penn Central Railroad. Open to the public since 1983, the Paint Creek Trail receives over 100,000 visitors annually. The non-

motorized Trail is 8 feet wide, and traverses through Rochester, Rochester Hills, Oakland Township, Orion Township and the Village of Lake Orion.

Proximity to Detroit – The best in sports, music, museums and theater are all a short drive away. We have sports; the Lions, the Tigers, the Pistons and the Redwings. We have the Fox Theater, Detroit Opera House, Detroit Symphony Orchestra Hall, Fisher Theater, DTE Energy Music Center. We have the Motown Museum, Institute of Arts, Detroit Historical Museum, more and more and more...

Current size of membership:

There are 450 members on the rolls; average worship attendance is 89.

Languages used in ministry (*other than English*):

None

Position Title:

Pastor

Position Duration:

Settled – As defined by the UCC: A called position intended for longer-term ministry in which the minister moves his/her/their church membership to the congregation and moves standing to the related association.

Compensation Level:

Full-Time is desired (Note: The Search and Call Team is open to a candidate who may be seeking a part-time position of not less than 30 hours/wk.)

Does the total support package meet conference compensation guidelines?

Yes

SCOPE OF WORK

See Attached Pastor Position Description

Core Competencies:

Grounded

- Well-informed: Biblically literate; finds, researches, evaluates, and applies pertinent information for increased ministry effectiveness.
- Educator: uses educational philosophy and theology to develop a solid approach to Christian education and leadership in the church.
- Conflict Management: is able to articulate a theology of conflict management, resolution, and reconciliation, and serves as a peacemaker.
- Culturally Sensitive: adapts teaching to unique sociological and cultural situations within the church and community.
- Integration: incorporates theological, current and historical aspects of the Christian Faith into

ministry leadership.

- Trusted Staff Member: builds healthy and growing relationships with the other church staff members.
- Enabler: effectively enlists, trains, and empowers volunteer leaders.
- Strategic Planner: leads the ministries of the church to achieve stated purposes, objectives, and goals.
- Communicator: uses effective communication skills in preaching/teaching, public speaking, small group and team leadership, and written/electronic communication.

Spiritual

- Biblical Authority: demonstrates an eagerness to engage with Scripture; is guided by the Word of God in life and ministry.
- Bible Study Skills: can use appropriate tools and resources for Bible research to interpret the Bible in our church's context.
- Servant Leader: demonstrates servant leadership by teaching, example, and lifestyle.
- Holiness: reflects the sanctifying work of the Holy Spirit in his/her/their character and relationships.
- Soul Care: listens and appropriately cares for the spiritual needs of people in crisis situations.
- Ethical: ministers in a trustworthy manner with moral responsibility, integrity, and confidentiality based on a clear sense of God's holiness and grace.

Relational

- Self-Aware: performs ministry with an awareness of personal calling, gifting, and theological reflection.
- Spiritual Gifts: is aware of and uses her/his spiritual gifts for ministry.
- Devoted to Family: maintains healthy, positive, and constructive relationships with his/her/their mate, children, and/or extended family.
- Socially Respected: has positive relationships with persons within the community, including those who are of different socio-economic status, theological positions, or political convictions.
- Time Manager: manages time appropriately.
- Financial: practices faithful stewardship and effective personal financial management.
- Emotional Intelligence: effectively manages their emotions while navigating interpersonal relationships and affirming the feelings of others.
- Sexuality: is confident in his/her/their sexuality and addresses sexual issues in ministry with clarity and respect for every person.

COMPENSATION AND SUPPORT

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

Minimum: \$47,820 Maximum: \$67,300

Benefits

FICA – 7.65% of salary and housing

Pension – 14% of annual salary and housing

Conference Support Expenses - \$3,500 (reimbursement; not paid as part of salary)
Family Health Insurance (per UCC)
Sabbatical: Three months after five years

What is the expected living situation for your next minister?

(e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed)?

Living nearby with a housing allowance. Living elsewhere to commute as needed could be considered if circumstances require (e.g., spouse employed in nearby community). The church does not own a parsonage.

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

Living within an acceptable travel distance to church (see above).

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

Our congregation has a long and ongoing relationship with the Detroit Metropolitan Association, a good place for making peer connections. Our local region also offers the Rochester Area Clergy Association, which, due to clergy turnover, has only recently begun meeting again (in January of 2020). Professional supports through the Michigan Conference of the UCC include several mission area teams (Compassionate Generosity, Prophetic Integrity, Faith Formation and Vital Growth). Information about these teams can be found at: michucc.org

WHO IS GOD CALLING TO MINISTER WITH US?

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

(The following goals were set by the congregation's Health & Vitality Team over a period of 18 months from 2018 to the beginning of 2020)

- Actively be living "Be the Church"
- Be known as a welcoming faith community promoting affirmation and experiencing grace
- Operate with a balanced or surplus budget
- Remain located at our Pine Street address
- Increase membership and focus on youth
- Maintain our current congregation as a base
- Be known as a church that cares about everybody
- Attain a full sanctuary with addition of a second service
- Offer meaningful hands-on opportunities for church members to improve the community
- Maintain a healthy spiritual discipline of giving
- Realize full utilization of our facilities

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

Our congregation's relationship with Neighborhood House ("Neighbors Helping Neighbors"), a community relief and assistance agency, can serve as a good example: The Pastor's interest in and knowledge about our relationship with a ministry such as this lends it credibility, encouragement and support. A single reference to a ministry partnership like this in a sermon can remind parishioners of the congregation's involvement. A visit to a Neighborhood House ministry site (FCC hosts the Food Pantry), can validate the often thankless efforts of those involved; and a mention in a pastoral prayer can remind the church of how its reach extends far beyond the local facility.

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

There are no specific language requirements, but it is important that the Pastor of First Congregational Church be comfortable with diversity: cultural, sexual, theological, economic and nearly every other kind of diversity. When First Congregational Church says "All Are Welcome," it's more than just a saying. It's what we believe, and it begins with the Pastor.

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.

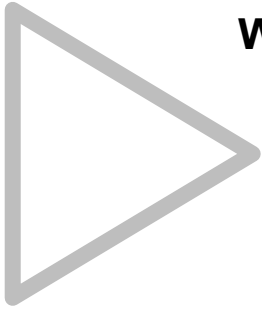
Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship – At First Congregational Church, it is not uncommon to run into a transgendered person in the sanctuary; a recovering addict may be looking for the room where his twelve step group meets; or there may be someone at the food pantry who becomes completely hostile to the church when she isn't able to immediately receive the assistance she is seeking. In every one of these situations, it is important for the Pastor to know that he or she is a follower of Jesus Christ in mission to a broken and divided world. Openness to the leading of the Holy Spirit will allow the Pastor to embrace these encounters, knowing that they are not random or without meaning.

Empowering the church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit; and also Working collaboratively with intercultural awareness and sensitivity – While this area of excellence is similar to the previous answer, it adds the dimension of being able to lead the congregation in faithfulness to Christ's mission. Not everyone has the ability to get others to follow where he or she is leading; our desire is for a Pastor who is blessed with this gift. At the same time, it is important to First Congregational that the Pastor not be a soloist when it comes to leadership. On the recently completed Percept Context Survey, the congregation was clear that they desire a leader whose leadership style is collaborative, rather than that he or she be a "strong, decisive decision maker."

Bringing life to sacred stories and traditions in worship, proclamation and witness –

First Congregational Church's members and friends are attentive in worship. Many of the previous pastors were known for their ability to bring the scriptures to life, and long-time members can often relate specific stories or illustrations from sermons that were delivered in decades past. Knowing that there are regular visitors in worship and that the Sunday message may be their only spiritual nourishment for the week means that it is important for the Pastor to make the most of every opportunity we have to present someone with God's good news of hope and grace.

Practicing the radical hospitality of God – The desire for excellence in this area of faithful and effective authorized ministry grows out of the church's simple statement, often displayed on the church sign: *All are welcome*. As Christ welcomed those who were rejected by the religious professionals of his day, so First Congregational wishes to be a non-judgmental, safe and encouraging place for people in every circumstance of life.



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?

Through discernment and strategic planning sessions over the past 18 months, we sense that God is calling us to be known as a church that cares about everybody, and to become a faith community promoting affirmation and an experience of God's grace. Because of this grace, we desire meaningful hands-on opportunities for church members to improve our community. Supporting these efforts, we want to maintain a healthy spiritual discipline of giving. We strive to always be actively living the message of “Be the Church.”

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? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?

Several recent ways in which we've addressed emerging challenges:

Noisy Offering:

Children spread throughout the church with metal pails following our Children's Gathering and collect change from the congregation. The money is put towards the Heifer Project, Camp Talahi and other missions.

Neighborhood House:

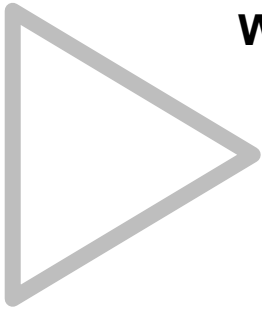
We have donated thousands of square feet and countless volunteer hours to a Food Pantry that feeds hundreds of families every month. [Neighborhood House](#) operates this large [Food Pantry](#) which is located within First Congregational Church, providing emergency assistance for individuals and families who are struggling to feed themselves and their children.

Community donations support the pantry's operations. In 2017, the pantry filled 2,184 food orders for 4,484 food clients, totaling over 245,000 pounds of food. In early 2020, during the coronavirus pandemic, the pantry distributed over 13,000 pounds of food in a single week!

Birch Grove Montessori School:

We rent over 6,000 square feet of space in our lower level to the Birch Grove Montessori School while their new facility is being built. We anticipate this association lasting until well into 2021 when their new facility is scheduled for completion.

In addition to these recent experiments, we hope that our future Pastor will help us shape our vision, building on our current ministry goals for community-changing ministries in the years ahead.



WHO ARE WE NOW?

[CONGREGATIONAL REFLECTIONS](#)

[11-YEAR REPORT](#)

[CONGREGATIONAL DEMOGRAPHICS](#)

[PARTICIPATION AND STAFFING](#)

[CHURCH FINANCES](#)

[HISTORICAL INFORMATION](#)

CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

For example, who is a favorite theologian admired in the congregation and why? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

There isn't really a favorite theologian in the congregation, but there is a definite leaning-in toward theologies of justice, gender equality, racial harmony and freedom from oppression. The tendency within the congregation, especially in the church's desire to welcome all who attend, is toward theologies that emphasize acceptance, inclusion and grace.

First Congregational's language for God is mostly gender-neutral, although we don't tie ourselves in knots to avoid any male reference to God; the congregation is gracious in that way. We use words like Almighty, Sovereign, and Lord freely, especially in liturgical elements that are drawn directly from the Bible. But we also speak of God as caring, nurturing, comforting and loving.

The Holy Spirit's presence is acknowledged frequently, and the Spirit is understood as a person within the Trinity. Again, we avoid the use of gender specific pronouns if we can do so without multiple he/she or him/her references, but we definitely acknowledge the person of the Spirit, not just the Spirit's influence or inspiration.

Our Vision Statement:

"Christ, Community, Compassion Build Our Church"

Our Core Values:

Spirituality - We pray for the renewing Spirit of God in Christ to guide us in heart, mind, and soul. We are aware of how people, places and events combine with our faith tradition and the Word to communicate God's message.

Respect - We see God in others and strive to understand the message they have to convey. We seek to honor all God's people and to practice good stewardship of all God has entrusted to us.

Community - We are a family God has called here and now to share the experience of daily life. We believe it takes a village to raise a child. We believe community extends beyond the church walls into the world around us.

Compassion - We let our hearts be moved by those most in need. We embrace, support and help them. We share our spiritual gifts with all.

Justice - We help others obtain fair and equal treatment. We advocate for those who have no voice. We seek to be just to all we meet.

Love - We strive to be Christ-like, loving God with all our heart, mind, soul, and strength and loving one another as we love ourselves.

Our Influences (embracing "Be the Church" from the UCC):

Protect the Environment
Care for the Poor
Forgive Often
Reject Racism
Fight for the Powerless
Share Earthly and Spiritual Resources
Embrace Diversity
Love God
Enjoy This Life

Describe several strengths or positive qualities of your congregation.

- Diverse – Ours is not so much an ethnic diversity as it is a diversity of ideas, a theological diversity, and a diversity of approaches to ministry and mission. These qualities have continued to attract visitors from a wide variety of backgrounds, many of whom have told us that they were seeking an open and affirming congregation.
- Welcoming – From a warm welcome at the door to an enthusiastic greeting during the passing of the peace to an invitation to come to Messy Church or a book study group, First Congregational Church has always been a welcoming community.
- Relevant – Worship is not limited to timeless truths, but also addresses the issues of the moment, even if those are uncomfortable.
- Community-minded – The desire of church members is to be engaged in improving our community for all residents.
- Musical – First Congregational Church is blessed with a music program which seems completely out of proportion to our congregation's size. There is a large bell choir, a brass quintet, a contemporary band, and a talented sanctuary choir. All take part in worship regularly (not just Christmas and Easter!)

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?

Worship takes place in our modern, spacious, well-equipped sanctuary. The highlights of the service always include greeting time, children's time, offering, concerns of the congregation, relevant biblical passages, reflection by the pastor, and music, often performed by multiple music groups/choirs.

Baptisms are always ended with the congregation's "oohs" and "aahs" as the newly baptized baby is presented and paraded around the sanctuary.

The congregation appreciates relevancy of the reflection (message) to current life and world situations.

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?

Faith Formation, which is also the team name of one of our standing teams, starts at whatever age the congregants feel their children can and are willing to participate. Our service starts with the whole family present; we have an up-front portion of the sanctuary in which children can gather during the early part of the service (The Prayer Ground). We believe children are as important to our church vision and future as any segment of the church population. The children are welcome to remain for the complete service, but most often opt to go to the adult supervised Prayer Party (Sunday School). This is the start of our Faith Formation trip for all congregants.

Continuing education is supplied through additional programs initiated by the Faith Formation Team. This includes youth programs, Bible and book study groups, Men's and Women's Fellowship, special guests, etc.

A recent book study was *Inhabiting Eden* by Patricia Tull. The book, while not deeply loved by the group, did stimulate wide-ranging conversations about how we can be faithful in our use of planet earth's resources. While not directly related to the study, one of the new goals of the congregation's Earthly Gifts Team is to become an Energy Star congregation.

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?

The organization of our church governance is shown below. Each standing team has a designated liaison that is a member of the Leadership Team.



Responsibilities and areas of influence for each of the standing teams:

Earthly Gifts

Annual Giving Campaign, Building and Grounds, Church Financial Management, Custodial Care, Disbursements, Facility Usage, Fund Raisers, Huizenga Fund (Endowments/Investments), Planned Giving, Time, Talent and Treasure (T3)

Faith Formation

Adult Education, Bible and Book Studies, Camp Talahi, Circle of Prayer, Guest Speakers, Library, Messy Church, Nursery Care, Prayer Party, Vacation Bible School, Youth Groups (SHYG/KOOL), Youth Missions

Fellowship

Called to Care (C2C), Coffee Hour, Email, Friendship Dinners, Funeral Meals, Intra-church Communications, Lydia Guild, Men's Breakfast, Parish Post, Potluck Meals, Men's and Women's Retreats, Website, Women's Fellowship

Outreach

5 for 5 (new for 2020), Adult/Family Missions, Food Pantry/Garden, Giving Tree, Heifer Project, Marketing, Nimble Needles, O.C.W.M., Parades, Presents for Parents, Pride, Ruth Ellis, The Upper Room (on hiatus)

Worship

Audio/Video, Bulletins, Children's Moment, Liturgists and Liturgy, Music, Pastor, Sacraments, Sacred Design (Flowers/Banners/Decor), Ushers/Greeters

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

Approximately 8 to 12 hours. The pastor doesn't attend every committee meeting.

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

Most often the standing team with the appropriate area of responsibility resolves the issue. If needed, the Leadership Team will convene to resolve the issue. Any monetary issue outside the boundaries of a standing team's budget must be approved by the Leadership Team.

A recent (and still-developing as of this writing) emergency involved the arrival of the novel coronavirus in Oakland County, where the church is located. The Moderator of the Leadership Team researched appropriate steps, called a (safe) meeting of the team, communicated clearly with the congregation via email, Facebook and phone contacts, and the team continues to monitor new developments. The five standing ministry teams are making decisions about their areas of ministry within the Leadership Team guidelines.

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/No]

Yes. The organization structure is defined earlier in this section. Our bylaws are under revision; a current copy is available, and the new version will be available soon (spring 2020). We do have annual reports and the most recent can be made available.

11 YEAR REPORT

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	FAITH FORM	CHRED/	CONFIRMATION	CONFESSION	TRANSFEROR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NETMEMBS ADDS-REMOVED
2008	542	204	125		0	0	20	13	1	6
2009	545	194	130		6	0	11	14	0	3
2010	564	194	90		7	0	22	10	0	19
2011	560	176	65		4	0	4	12	0	-4
2012	565	154	100		3	0	11	7	2	5
2013	548	120	35		3	0	0	18	2	-17
2014	534	129	84		0	0	1	11	4	-14
2015	520	100	33		0	2	7	23	0	-14
2016	519	88	29		1	3	0	5	0	-1
2017	531	96	27		1	13	3	3	2	12
2018	522	90	23		1	2	2	14	0	-9
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCCGIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2008	\$405,072	\$8,817	\$20,200	\$6,038	\$26,238	\$56,484	\$82,722	4.99	\$496,611	\$341,777
2009	\$397,006	\$55,418	\$5,000	\$1,767	\$6,767	\$5,000	\$11,767	1.26	\$464,191	\$342,418
2010	\$405,703	\$84,839	\$13,840	\$6,376	\$20,216	\$10,467	\$30,683	3.41	\$521,225	\$320,004
2011	\$396,409	\$78,994	\$10,275	\$5,369	\$15,644	\$10,530	\$26,174	2.59	\$501,577	\$304,149
2012	\$395,863	\$126,667	\$9,200	\$6,396	\$15,596	\$8,138	\$23,734	2.32	\$546,264	\$299,598
2013	\$375,121	\$231,547	\$6,500	\$5,055	\$11,555	\$1,625	\$13,180	1.73	\$619,848	\$272,235
2014	\$286,949	\$53,585	\$5,000	\$14,996	\$19,996	\$1,539	\$21,535	1.74	\$362,069	\$235,966
2015	\$378,693	\$22,641	\$7,000	\$6,997	\$13,997	\$1,748	\$15,745	1.85	\$417,079	\$247,118
2016	\$501,827	\$178,035	\$5,000	\$9,330	\$14,330	\$3,873	\$18,203	1.00	\$698,065	\$43,923
2017	\$388,608	\$11,184	\$7,500	\$10,726	\$18,226	\$5,186	\$23,412	1.93	\$412,020	\$271,714
2018	\$370,716	\$11,184	\$5,861	\$4,560	\$10,421	\$2,619	\$13,040	1.58	\$383,756	\$258,674
%CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHRED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE		
2013-2018	-4.74	-25.00	-34.29	66.67	-30.00	-1.17	-9.81	-38.09		
2008-2018	-3.69	-55.88	-81.60	-75.00	0.00	-8.48	-60.28	-22.73		

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this an estimate? (Yes/No)</i>
Number of active members:	450	Yes (but note that active does not mean regularly attending; weekly attendance averages 89)
Number of active non-members:	8	Yes
Total of church participants (sum):	458	Yes

Percentage of total participants who have been in the church:

From church-wide <i>Context</i> survey		<i>Is this an estimate? (Yes/No)</i>
More than 10 years:	76.6%	No
Less than 10, more than 5 years:	8.2%	No
Less than 5 years:	15%	No

Number of regular participants by age: from recent *Context* survey

0-14	15-24	25-34	35-44	45-54	55-64	65-74	75-84	85+	<i>Are these estimates? (Yes/No)</i>
14	29	0	7	12	16	23	22	6	Yes

Percentage of adults in various household types:

From church-wide <i>Context</i> survey		<i>Is this an estimate? (Yes/No)</i>
Single (never married)	8.9%	Yes
Married (first time)	62.0%	Yes
Separated	0%	Yes
Divorced	8.9%	Yes
Remarried	11.4%	Yes
Widowed	8.9%	Yes

Education level of adult participants by percentage:

From church-wide <i>Context</i> survey		<i>Is this an estimate? (Yes/No)</i>
Up to High School:	10.2%	Yes
College:	35.4%	Yes
Graduate School:	38.0%	Yes
Some College or Specialty Training:	16.5%	Yes
Other (please specify):		Yes

Percentage of adults in various employment types:

From church-wide <i>Context</i> survey		<i>Is this an estimate? (Yes/No)</i>
Adults who are employed: full time part time	31.6% 13.9%	Yes
Adults who are retired	43%	Yes
Disabled	3.8%	Yes

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

Executive and Managerial	5.4%
Professional Specialty	67.6%
Technical Support	2.7%
Administrative Support	8.1%
Service: Private Household	2.7%
Service: Protective	2.7%
Service: Other	8.1%
Transportation and material moving	2.7%

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?

White (non-Hispanic) – 99%
African American – 0%
Asian – 1%
Other – 0%

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future (perhaps using, for example, the Welcoming Diversity Inventory)?

Please note the date. Comment after the exercise:

These conversations took place 5-7 years ago, bridging the tenures of the previous two settled pastors. We are an ONA congregation, and regularly discuss ways in which we can be even more effective in our “extravagant welcome.”

PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated # people in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners)</i>
Adult Groups or Classes	5 – 20 or more, depending on group	Worship Team, Pastor, Director of Music Ministry, Director of Faith Formation
Baptisms (number last year)	3	Pastor, Office Manager, Director of Music, Director of Faith Formation
Children's Groups or Classes	10	Faith Formation
Christmas Eve and Easter Worship	200 Christmas 177 Easter	Pastor, Music Group Directors, Worship Team, all Staff
Church-wide Meals	20 - 100	Faith Formation, Outreach, Fellowship
Choirs and Music Groups	40+	Group Directors
Church-based Bible Study	20+	Faith Formation
Communion (served how often?)	80+	Monthly
Community Meals		
Confirmation (number confirmed last year)	0	
Drama or Dance Program		
Funerals (number last year)	5	Pastor
Intergenerational Groups	50	Messy Church, Game Nights
Prayer or Meditation Groups	5	Prayer Circle
Public Advocacy Work		
Retreats	15	Women's Fellowship
Theology/Bible Programs in Community		
Weddings (number last year)		
Worship (time slot)	80+	10:00 AM Sunday
Young Adult Groups or Classes		
Youth Groups or Classes	5-10	SHYG and KOOL
Other		

Additional comments:

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. Carol Taylor	no	retired	Leads our Called to Care Team	Y
Rev. David Wheeler	no	retired	Lives away from the church	Y
Rev. Chandler Hadley	no	retired	Lives away from the church	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:

Rev. Carol Taylor assists in pastoral care by leading the Called to Care Team.

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
Custodian	No	Full time	Pastor	30 years
Assistant Custodian	No	Part time	Pastor	2 years
Director of Music Ministry	No	Part time	Pastor	3 years
Director of Faith Formation	No	Part time	Pastor	7 years
Church Organist	No	Part time	Director of Music Ministry	30 years

REFLECTION

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

FCC Rochester mainly consists of white, middle-class, professional and retired people. We have a small youth ministry, but our young people do invite friends to join them. This also reflects in the mean/average age of congregation. While we still see 6-8 children at the children's moment and 5-10 at youth group events, most of our congregants have grown children.

We have a high percentage of music participation compared to overall number of congregants. Our services are heavily music supported.

We value and desire children's participation in many aspects of our worship.

We respect all people. We are an ONA church with a warm and supportive congregational community.

CHURCH FINANCES

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

Source: 2019 Profit & Loss Budget Performance	Amount
Annual Offerings and Pledged Giving	\$294,253
Endowment Proceeds <i>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return) Huizenga Fund annual withdrawal limit is \$59,183. Fund total = \$1,186,477. Fund supports community groups also.</i>	\$30,615
Endowment Draw <i>(beyond what is permitted by spending policy, "drawing down the principal")</i>	\$0
Fundraising Events	\$522
Gifts Designated for a Specific Purpose (memorials and gifts) dedicated funds not counted in 2019 income	\$2997
Grants	\$0
Rentals of Church Building (2020 budget is \$109,500)	\$63,445
Rentals of Church Parsonage	N/A
Support from Related Organizations <i>(e.g. Women's Group) Dedicated funds which a portion is used to support church expenses. Not counted in 2019 income.</i>	\$0
Transfers from Special Accounts	\$0
Other (specify): recycling	\$226
Other (specify): interest income	\$642
TOTAL	\$389,703

Current annual expenses (dollars budgeted for most recent fiscal year):

\$386,892

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.

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

21% is based on part of 2019 with a senior minister and the remainder of the year with an interim minister.

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

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

yes _____ Our Church's Wider Mission (OCWM – Basic Support)

_____ One Great Hour of Sharing (added for 2020)

_____ Strengthen the Church (added for 2020)

_____ Neighbors in Need (added for 2020)

yes _____ Christmas Fund

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

OCWM is part of the Church's budget every year. The amount given is not based on a percentage. Available income received is not enough to support a 10% rate and achieve a balanced budget.

What is the church's current indebtedness?

Total amount of loan debt: \$156,327

Reason for debt:

Mortgage for new sanctuary

Are capital and other payments current?

All bills are paid on time.

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.

N/A

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

Year(s)	Purpose	Goal	Result	Impact
2012	Debt/Deficit reduction	\$640,000	\$322,618	\$370,000 pledged
2014	Second effort on 2012 campaign		\$287,312	

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.

Reducing the debt on our existing facility. The mission component is the use of the facility by over 23 groups each year, including the Neighborhood House Food Pantry.

Does your church have an endowment?

Yes. The Huizenga Fund is mostly governed by church members. This fund is a grant-based and community support fund. The applicants for monetary grants must support community needs within specified zip codes and be used solely for the benefit of that community or communities. The endowment distribution amounts are approved by the Leadership Team.

What is the market value of the assets?

In excess of \$1.1 million.

Are funds drawn as needed, regularly, or under certain circumstances? What is the percentage rate of draw (last year, compared to 5 years ago)?

The funds are granted based on a formal application. See above for focus of grant approval. There is a cap on funds for any specified year so, as the market fluctuates, the amount to be distributed to recipients is carefully examined within the guidelines set forth.

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

We (FCC Rochester) receive a percentage based on our utility expenses in support of the Food Pantry and Birch Grove Montessori School – both are run from our premises.

At the current rate of draw, how long might the endowment last? Please comment on the above calculations or estimates:

Due to the cap placed on the annual monies allotted, we anticipate that the fund will continue far into the future.

Other Assets

N/A

Reserves (savings): \$

Checking	\$47,814.57
Savings	\$30,422.99
Money Market	<u>\$100,556.06</u>
Total	\$178,793.62

Investments (other than endowment): \$

N/A

Does your church have a parsonage?

No

Describe all buildings owned by the church:

There is the 1961 church main building, attached to which is a 1970 office/classroom wing, and the award-winning 2008 sanctuary (designed by architect George Pappas). There is also a garage/storage shed.

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

N/A

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

All building entry points, meeting rooms and worship spaces are handicapped accessible. There is a large, extended-depth elevator between the two floors of the building so no stairs need to be used to get from floor to floor.

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?

The church was in need of a boost to our income after operating at a budget deficit for many years. A Real Estate Evaluation Team (REET) was formed to examine possibilities of renting space to outside organizations to boost income. The result of this was that the Birch Grove Montessori School signed a two-year rental agreement adding significant income to our church. Side effects of this rental was a church-wide cleanup, relocation of operations and offices within the building, and coming together of staff and congregants towards a successful outcome.

We are continuing the REET as the team that deals with our selected real estate company for future rental of space now vacated.

We also offer inexpensive, and often free, space to community groups for meetings. This includes, but is not limited to, AA, ALANON, OA, Princeton Review, MOMS Club, and more.

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.

ONA designation - 2016

In 2008 we added a new section to the building including the space that is now our sanctuary and the space on the lower floor for the Food Pantry.

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

In 2019 we rented more than half of the lower level to a school increasing our income significantly; we donated additional lower level space to the Food Pantry. The recent *Context* survey demonstrated significant congregational support for how this was handled.

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?)

In November of 2014, First Congregational Church’s decision to become ONA, welcoming all individuals, regardless of gender orientation or sexual preference, was met with resistance by several long-time members who were comfortable with the people, but not the official ONA designation. It put some of these individuals in the awkward position of holding to a publicly conservative stance while belonging to a church which was openly declaring its welcome for all LGBTQ+ people. The conflict spanned the tenure of two settled pastors and one interim, and when the decision to embrace ONA was finally made, the resisting families left the congregation.

Looking back on this process, it is not clear if there was any way forward which was going to allow the congregation to fully declare its value of welcome for all while still maintaining the membership of those opposed to the official declaration. While current members express regret over the departure of long-loved members, none of them express any regret for the ONA decision.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev Chan Hadley 1968 – 1999	~31	Y
Rev David Wheeler 2002 – 2013	~11	Y
Rev Greg Larsen (most recent) 2014 – 2019	~5	Y

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

While most of the previous pastors of First Congregational Church are kindly remembered, there is one who comes up in conversations more often than others. This is Chan Hadley, the pastor from 1968 to 1999—31 years of service. He was the classic over-functioning pastor, typical of that era, one who attended every church activity and one who was beloved by all.

It is noteworthy that there hasn't been such an iconic, long-term leader in the 21 years since. The congregation, while caring for their pastors deeply, has not allowed itself to become identified with any one of them. While other congregations may develop something of a personality cult around the identity of their preaching pastor, First Congregational has more recently been about the congregation itself. Most today would agree that there is a congregational identity much more than there is an identity based on any one leader, and that has been a healthy attitude for both the church and the ordained leader.

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

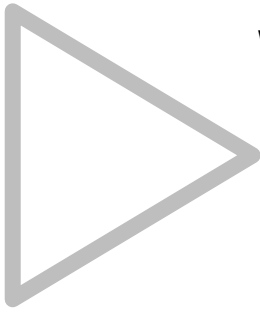
Not officially; we are willing to discuss this question with candidates.

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?

Again, we are willing to discuss this question with candidates.



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?

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?

Of the many ways in which our church serves the community of Rochester, perhaps the most important is the simple presence of the church itself. Over 20 groups, including a number of 12 step groups, a large food pantry, the Red Cross, a Mom's group, and many others utilize space in our facility. Our members embrace these groups (in a recent survey, over 83% were either positive or very positive about outside groups using our facility), and especially in the case of the food pantry, they offer their volunteer time. If the cost of all these rentals was added up, we would find that FCC is contributing tens of thousands of dollars to local mission.

Our practical advocacy may best be seen in our administration of the Huizenga Fund, an endowment whose sole purpose is to make a difference by supporting community non-profit organizations. This year's recipient's included Neighborhood House, the Rochester Heritage Festival, Paint Creek Center for the Arts, Meadowbrook Center for Learning Differences, Rochester Older Persons Commission, and several others.

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

Several of our members attended the Detroit Metropolitan Association Meeting in late 2019, coming away with a new enthusiasm for several outreach possibilities (which our Outreach Team is beginning to pursue; refugee resettlement is one example). We have been less visible at the state and national level recently, partly because of the departure of our previous pastor and partly because of leadership changes in the association and the conference.

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 checked="" 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 checked="" type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input checked="" 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 have been living with several of these statements for quite some time—A2A, GISS and ONA—which makes us eager to embrace new designations, especially Border and Immigrant Justice and WISE Congregation for Mental Health. Not surprisingly, our interest in these areas begins with members who have particular experience: a pediatrician who is concerned about children at the border, and a person dealing with mental health issues who is concerned for the larger community. Just as our achieving the previous designations took some time, we have a long way to go in these new areas, but we can see the destination from here!

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

This past January marked a very successful and meaningful return to observing the International Week of Prayers for Christian Unity with seven neighboring congregations, including Roman Catholic, Lutheran, Presbyterian and others. The clergy of these churches have continued to meet, and all of these congregations share in the support of Neighborhood House, another way that we cooperate rather than compete. Members of our church have encouraged the leadership to also return to interfaith activities, but this hasn't yet developed in any meaningful way (more a lack of time and opportunity than willingness).

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 brief Vision Statement speaks about building the church: "Compassion, Community and Christ Build Our Church," while our six core values are all about our impact on the world beyond our church. There, statements speak about "honoring all God's people," believing that "community extends beyond the church walls," and that "we advocate for those who have no voice." There is a healthy balance between inward and outward focus which is reflected in our weekly activities: the members of our church can be found volunteering not only in church sponsored activities, but in countless community groups that are making a difference. We do just enough governance to manage our time and resources, but not so much that we prevent real ministry from taking place.

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?

The congregation of First Congregational Church is not selfish when it comes to the pastor's time and energy; they fully expect that he/she will be involved in community and wider-church ministries. Members are more likely to say, "Have you met with the Director of Neighborhood House?" (or another area agency) than "Have you called on my mother?" In the same way that the congregation likes to see the building utilized by many area groups, they also like knowing that their minister is making a difference in the community.

MISSION InSite

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

The greater Rochester area has long been dominated by traditional middle to upper-middle income families, most of which could be accurately described with the word "traditional." The trend line in the Insite report suggests that this will continue into the future, and that, in fact, the community may become even *more* of an island of traditionalism (for example, households led by single mothers/fathers are projected to *decrease* as a percentage of the population compared to national trends that reflect the opposite). The opportunity for the congregation in this environment is to remind the community that there is a world of diversity beyond (and even within) their borders which is worthy of respect, justice and equal consideration.

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?

a). Ours is a congregation whose members are somewhat older than the community average (49 versus 39), more educated (38% with post-graduate degrees versus 22%), much less likely to have children at home (see age figures), lower in household income (\$79,304 versus \$97,750), and much less diverse in terms of ethnicity (99% white versus 78% in the community; Asian was second highest at 10%).

b). We have some connection with neighborhoods other than Rochester, mainly due to the fact that a number of our members live in these areas. Within these suburbs and communities north of Detroit, one can find a Goldilocks array of choices: some richer, older, more traditional; some less affluent, younger, less traditional.

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

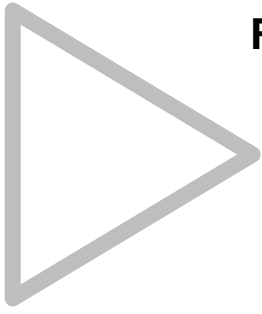
If there is any shaping of FCC's ministry based on the demographics of the community, it could be repeated decisions to be deliberately out-of-step with our neighbors. Within this overwhelmingly traditional environment, we have chosen to be open and affirming. Within this wealthy community, where many people would claim that there is no poverty, we have chosen to host a large and well-utilized food pantry. Within a community that is obsessed with youth, we have made it clear that older adults have a lot to offer.

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

At least one community leader (the Director of Neighborhood House) has written a letter of recommendation which is attached to this profile. Her perspective, that we are a welcoming community which bends over backwards to assist the community, is one that would be shared by many community leaders. Ours is not a prominent downtown church (as we often say, we're a "two-turn church," tucked in a pocket of homes two turns away from a main road), but we have a reputation in the community that goes far beyond our local neighborhood.

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

In the most recent group of recent attenders (who would be new members by now if not for the coronavirus pandemic), at least two individuals stated explicitly that when they came to town, they found us online because they were looking for a congregation that was open and affirming. They went on to say that when they came and worshiped with us, they found a congregation which was genuinely warm and welcoming, and quickly felt at home with us.



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



March 25, 2020

To Whom it May Concern,

I have been invited to write this letter on behalf of the First Congregational Church of Rochester, Michigan. I am the Executive Director of Neighborhood House, a human service organization founded by communities of faith in 1968. Neighborhood House operates an impressive food pantry located in the community service wing of the Congregational Church as well as a clothing closet and sustainability services at two other sites. Our mission is to walk the path toward self-sustainability with our neighbors during times of hardship by providing food, clothing, educational resources, support services and temporary financial assistance to local low-income individuals.

The First Congregational Church was one of a handful of congregations that stepped up to support our neighbors in need over 50 years ago by establishing one of our most vital services, the Food Pantry. Today, Neighborhood House is supported by more than 20 faith groups as well as community service clubs, businesses and local government. The pantry serves over 200,000 meals a year by providing groceries to low income households.

While the congregation is small, it is made up of devoted congregants who are welcoming and affirming. They exemplify love for all, being a Christ-centered Church living the gospel as it still speaks to the world in 2020. They continue to build the church, accepting each person "where they live". The Lay Leadership is very strong and directs the activities of the congregation responsibly. They tend to think "out of the box" to solve problems and take advantage of opportunities as they come.

In my role as a human service director, I have seen them lovingly embrace the food pantry. It is one of their central missions. They provide shelter and financial resources to ensure that the pantry continues to operate successfully. That is a huge undertaking, however one of the most touching experiences I have been involved in with the church was the period during which they housed and cared for a young homeless, non-christian man. The members took him under their wing and cared for him as if they were his parents until he successfully moved to the next phase of his life. This young man will be impacted by the community forever.

One of their challenges is the size of the congregation. The church is "off the beaten path" and struggles to attract new members, however they seem to be building up their community a little at a time. With a larger population, some of the heavy work would be made lighter.

I personally appreciate the strength and support the community has given our non-profit and the love they have shown our clients, volunteers and staff. They are truly a welcoming and affirming community.

Regards,
Kathy Losinski
Executive Director, Neighborhood House
(248) 651-5836
director@ranh.org

Serving Rochester, Rochester Hills, Auburn Hills, Oakland Township and Addison Township.
Main Office: 1720 South Livernois, Rochester Hills, MI 48307
Food Pantry: 1315 N. Pine Street, Rochester, MI 48307
Clothes Closet: 44 Mill Street, Rochester, MI 48307
www.ranh.org

REFERENCE 2

Rev. Ralph Brown
15077 Heather Pointe Drive
Sterling Heights, MI 48313

May 4, 2020

Dear Friend:

I have been asked to write a reference for First Congregational UCC, Rochester, Michigan, a congregation I have known for more than 45 years. I first learned of First Congregational when Rev. Chan Hadley was assigned to be my In-Care Advisor in the Detroit Metropolitan Association while I was a student at Oakland University in Rochester. I met and made many friends in the congregation when I attended Family Camp at Pilgrim Manor while I was a young pastor at Grace UCC in Grosse Pointe Park. I have known many of the pastors who have served First Congregational, have served as their guest preacher on many occasions, and now, in my retirement, am a member of the congregation, myself.

First Congregational UCC has a long and faithful history of Christian ministry which, I am certain, is documented in their profile and needs no repetition. The quality of its music program is very well known as is its commitment to the community food bank. You will undoubtedly know of its very successful building program in recent years. My task is to share with you my particular experience and awareness of First Congregational for what that may be worth in your consideration of the congregation.

When serving as a guest preacher at First Congregational, I have always been welcomed warmly and have found the congregation open to investigating their faith and a wide range of opinions. While I am certain members of the congregation represent the full spectrum of thought, I have never hesitated to share my doubts, struggles or progressive ideas with them. I cannot say the same for some of the other congregations who have welcomed me in worship. First Congregational is intellectually curiously and spiritually open. I witnessed their commitment to social and racial justice when I attended Poor Peoples' Campaign rallies with many other members of the congregation in 2018. First Congregational had more members present at those rallies than any other UCC congregation.

In recent years, I've seen First Congregational struggle with some of the same problems UCC congregations have faced for decades. Key among these is a decline in membership. I wish with all my heart that I was aware of an answer to this problem. I am not. I know the leadership team of the congregation has been actively engaged in studying this issue and have spent many hours working together. I believe members of the congregation hold differing opinions of how to proceed and that there is a deep commitment to continue working through their process.

I opened this letter with, "Dear Friend." I do not know you but I believe we are friends and fellow followers of Jesus and so I believe you are a courageous person. It takes courage and deep faith to follow Jesus. It takes self-awareness, a core commitment to the values of our faith, and an understanding of the human condition to serve as a pastor among God's people. It is my hope and prayer that you will consider interviewing with the Search Committee and that your search process will lead you to a setting that will be a blessing to you and to the Church.

Yours in Christian Service,

Rev. Ralph Brown

REFERENCE 3



ST. JOHN UNITED CHURCH OF CHRIST

950 WEBSTER ST.
DEFIANCE, OH 43512

Rev. Jim Brehler
stjohnuccpastor@gmail.com

Dori Robertson, Office Manager
stjohnuccsecretary@gmail.com

May 8, 2020

Re: First Congregational Church United Church of Christ, Rochester, Michigan

To Whom it May Concern,

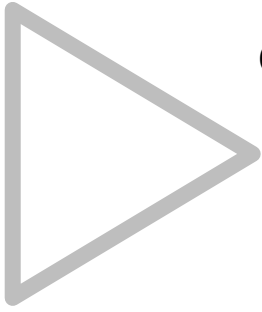
I am Rev. James Brehler, Pastor of St. John United Church of Christ in Defiance, Ohio. I became a member of First Congregational Church UCC of Rochester in 1999, I believe, and had discerned a call to ministry within the UCC while I was a member there. I had been active in many roles as a lay leader including the Stewardship Committee, Senior High Youth Group (SHYG) Co-Leader, and the Stephen Ministry program as a Stephen Leader and Minister. I was also a member of the Visioning Task Force in 2007. However, after graduating from seminary and accepting my first call, I left First Congregational Church UCC in 2010. While staying in touch with some of the members who are also personal friends, I have not been directly involved in the ministry of the church since that time.

During the time I was there, I felt one of the strengths of the church was a very active and engaged lay leadership. There was a strong drive within the community to be active in the life of the church looking for needs in the community, then working through the congregation to coordinate mission and ministry teams to fulfill that need. There was a strong interest in some of the membership to be flexible in the structure of the church and adapt to changing needs. It was not always easy, however, to manage the differing perspectives on what was needed. The flexible structure allowed ministries for which people had lost their passion to die and make space for others to take their place, but that was not always painless for some.

I hesitate to describe any areas for improvement in the church's ministry since I have been away from the church for so long. Cultures are part of every community and FCC Rochester has their own which was deeply influenced by a long tenure of a beloved pastor from the 1960s to the late 1990s. My feeling is they have come a long way in the last twenty years or so, but they still have some work to do in uncovering who they are called to be in the place they are, and what kind of leader they need to call to help them on their journey.

My most significant experience at FCC Rochester was when I became a co-leader of the Senior High Youth Group (SHYG). I had volunteered to be one of the adult chaperones for the trip to Brownsville, Tennessee. I really did not know many of the students at the time, but made a significant connection with them and the leaders of the group. The whole trip was profoundly moving for me personally, and on the drive back home, the kids asked me (well, some of them told me) to be their co-leader. It is a long story, but in the end, they helped me to see that sometimes when you wonder whether you are making a difference in the world, something happens that just brings you to tears to say, "Yes, this is why I am doing this. Keep going."

Rev. Jim Brehler
Pastor, St. John UCC
jebrehler@gmail.com, Mobile: 248-515-5522



CLOSING THOUGHTS

[CLOSING PRAYER](#)

[STATEMENT OF CONSENT](#)

[CONFERENCE/ASSOCIATION VALIDATION](#)

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:

Search and Call Team's "Note to God"

Change surrounds us everywhere,
within our church, our world...each person here.
Our homes may change, our families too.
Our only constant is our faith in You.

Change can disrupt, cause pain and grief
But also bring growth and hope renewed
We see great possibilities come into view.
Still our constant is our faith in You.

Change brings new people and events in our lives
Each one with unique thoughts and ideas
We see the value in all things new
Still our constant is our faith in You.

Change makes us plan and work and learn
Create new ways and paths to go
Find new friends and direction true
Still our constant is our faith in You.

Change help us see just where we've been
And then look forward to what lies ahead
Learn to appreciate new points of view
Still our constant is our faith in You.

Change brings a certain kind of peace
For we know that it will always be here
Now see change as a friend and not a foe
For our faith is all ways in You.

- Judith Satterthwaite, S&CT member

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.

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 and Call Team

Leadership Team

Church Staff

Additional members of standing teams as requested

Health and Vitality Team

Congregational members that completed the Context Profile Survey

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:



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

***“Jesus answered them, ‘Have faith in God!’”
– Mark 11:22***

Job Title: Settled Pastor

Reports to: Leadership Team

Position Status: Full Time

Ministry Description

Through the guidance of the Holy Spirit, the Pastor of First Congregational Church is called to encourage, equip, and disciple the congregation for ministry and mission in our local community and the world; to preach and teach the good news of Jesus Christ; to celebrate the sacraments; to provide, along with other staff and lay caregivers, for the pastoral care of the members of the church; and to engage in other ministries as the Lord provides opportunity. The Pastor is accountable to the Leadership Team, the Congregation, and the Michigan Conference of the United Church of Christ.

Qualifications

1. A call from Jesus Christ to ministry.
2. A Master of Divinity degree, or its equivalent, from an Association of Theological Schools accredited seminary or school of divinity.
3. Ordination, or eligibility for licensure, in the United Church of Christ.
4. Pastoral experience in a church setting (preferred).
5. An ability to communicate biblical truths in many settings.
6. An ability to work effectively within a collaborative organizational structure.
7. Pastoral skills for home and hospital visitation and congregational care.
8. Leadership skills, with a servant's spirit, as head of the church's staff.

Preaching and Worship Responsibilities

1. Develop and lead weekly worship, working with the Worship Team, staff and lay members in planning vibrant, relevant services.
2. Preach to shape a community of committed Christians.
3. Develop, with input from the Worship Team, seasonal/diverse worship plans; design special worship services as necessary during the church year.
4. Provide fresh, challenging, and relevant messages from God's Word, proclaiming the good news of Jesus Christ to all.
5. Perform weddings and funerals as requested; provide for the administration of sacraments in home and hospital as necessary.

Discipleship Responsibilities

1. Be available, as requested, to the Faith Formation Team.
2. Help define Discipleship in FCC's context – making committed servants our goal.
3. Identify/develop methods for creating disciples.
4. Teach in adult/teen/children faith formation classes/groups as requested
5. Develop teachers (interns, pastors-in-training, and others).
6. Lead or arrange for confirmation and new member classes as necessary.

Leadership Responsibilities

1. Cast the primary vision for the ministry of the church; lead staff to clarify, refine and own FCC's direction (along with the Leadership Team).
2. Act as team leader for the staff; assume primary responsibility for staff mentoring, supervision and evaluation (together and individually) at least annually.
3. Coach staff to identify and develop leaders in their ministry areas.
4. Develop processes for empowering other leaders at FCC: e.g., interns, outreach/partnership leaders, ministry leaders, and community/business leaders.
5. Collaborate with the Leadership Team in all hiring decisions of the church.
6. Strongly encourage members to use their talents and financial resources to further God's Kingdom.

Administrative Responsibilities

1. Oversee the administrative responsibilities of the church.
2. Be available at all Leadership Team and Congregational meetings.
3. Help Leadership Team to clarify, own and set FCC's direction (along with staff).
4. Encourage ministry teams to play a more active role in leadership.
5. With the assistance of the Earthly Gifts Team, align resources with mission.
6. Develop new leaders for the Leadership Team.

Pastoral Care Responsibilities

1. In cooperation with other staff and volunteers, provide for the pastoral care needs of the congregation.
2. Visit older adult and home-bound members.
3. Provide guidance as necessary or requested by the Called to Care Team as they provide pastoral care for the congregation.
4. Provide pastoral guidance to those with spiritual needs and concerns, including: individuals, engaged couples, married couples, and families; utilizing, when appropriate, the gifts of qualified counselors within the congregation or within the greater Rochester area.
5. Provide comfort for the bereaved through funeral services and follow-up care.

Outreach Responsibilities

1. With the Leader of the Outreach Team, encourage the congregation and those working in outreach ministries to extend care and encouragement to all those who come within FCC's sphere of influence, offering help and hope.
2. As requested, assist with the further development of our present outreach ministries.
3. Support our mission and outreach partnerships, both locally and globally.
4. Be a visible point of contact for ministry partnerships locally and beyond.
5. Support and collaborate with the Rochester Area Neighborhood House Food Pantry director as needed.

Denominational Responsibilities

1. Represent FCC at all regular UCC Association (DMA). MI Conference meetings, and National UCC participation.
2. Participate in UCC activities as interest and opportunity allow.
3. Communicate UCC news, initiatives, opportunities, etc. to staff and congregation as appropriate.

Personal Responsibilities and Spiritual Balance

1. Pursue regular professional development.
2. Take all paid vacation time.

3. Spend significant private time in prayer, Bible study, and other spiritual disciplines to develop a closer walk with God.
4. All persons with ministerial standing in the United Church of Christ are expected to abide by the UCC Ministerial Code.

First Congregational Church
Balance Sheet
As of April 30, 2020

	Apr 30, 20	Mar 31, 20
ASSETS		
Current Assets		
Checking/Savings		
1010 · Checking	21,757.93	29,727.61
1020 · Savings	30,428.90	30,428.90
1029 · Investment Accounts		
1030 · Savings - AXA Financial	100,825.21	100,822.22
Total 1029 · Investment Accounts	100,825.21	100,822.22
1042 · Huizenga - AXA	1,096,117.58	1,045,421.63
1050 · Petty Cash	40.00	40.00
Total Checking/Savings	1,249,169.62	1,206,440.36
Total Current Assets	1,249,169.62	1,206,440.36
Fixed Assets		
1110 · Church Property	4,809,500.00	4,809,500.00
Total Fixed Assets	4,809,500.00	4,809,500.00
TOTAL ASSETS	6,058,669.62	6,015,940.36
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
2100 · Payroll Liabilities		
2110 · Federal Income Tax Withheld	1,017.00	1,018.00
2120 · FICA Withheld	725.66	735.11
2130 · Medicare Withheld	169.73	171.92
2140 · Michigan Income Tax Withheld	520.63	1,504.37
2150 · Accrued Employers FICA	725.66	735.11
2160 · Accrued Employers Medicare	169.73	171.92
2170 · UCC Pension Board	(110.16)	(110.16)
2100 · Payroll Liabilities - Other	33.65	33.65
Total 2100 · Payroll Liabilities	3,251.90	4,259.92
2800 · Long Term Debt		
2890 · UCC Cornerstone Fund	146,632.91	146,632.91
Total 2800 · Long Term Debt	146,632.91	146,632.91
Total Other Current Liabilities	149,884.81	150,892.83
Total Current Liabilities	149,884.81	150,892.83
Long Term Liabilities		
2200 · Special Purpose Funds		
2205 · Faith Formation/CE		
2205.1 · Noisy Offering	174.05	174.05
2205.2 · Youth Group	1,518.59	1,518.59
2205 · Faith Formation/CE - Other	3,713.24	3,713.24
Total 2205 · Faith Formation/CE	5,405.88	5,405.88
2206 · Women's Fellowship	5,265.11	5,615.11
2230 · Helping Hand Donations	341.00	341.00
2231 · Reimbursable Food Pantry Costs	(618.22)	(618.22)
2232 · Pantry Garden	168.70	168.70
2245 · Messy Church	253.83	253.83
2260 · Christmas Baskets	(8.02)	(8.02)
2310 · Staff Luncheons - book purchase	11.00	11.00
2330 · Quilters	1,982.56	1,952.56
2385 · Upper Room Teen Ministry	785.12	785.12
2402 · Holiday Flower Fund	784.90	784.90
2434 · Handbells	985.55	985.55

3:36 PM

05/04/20

First Congregational Church
Balance Sheet
As of April 30, 2020

	Apr 30, 20	Mar 31, 20
2435 · Music Ministry Fund		
2435.1 · Senior Scholarship	272.15	272.15
2435 · Music Ministry Fund - Other	3,506.59	3,506.59
Total 2435 · Music Ministry Fund	3,778.74	3,778.74
2460 · Easter Offering	233.00	183.00
2491 · Birch Grove Security Deposit	7,875.00	7,875.00
2499 · Adult Library Fund	381.19	381.19
2676 · Copier Lease	322.26	322.26
2200 · Special Purpose Funds - Other	37.00	37.00
Total 2200 · Special Purpose Funds	27,984.60	28,254.60
2208 · Caregiving Team	500.00	500.00
2600 · Special Mission Offerings		
2436 · Church World Service	35.00	35.00
2612 · One Great Hour of Sharing	375.00	260.00
2622 · Neighbors in Need	5.00	5.00
2632 · Heifer Project	53.60	53.60
2670 · Strengthen the Church	0.50	0.50
Total 2600 · Special Mission Offerings	469.10	354.10
2900 · Memorials and Gifts		
2904 · Mem. & Gifts - Landscaping	1,418.78	1,418.78
2950 · Mem. & Gifts - Pastor's Fund	842.15	1,167.15
2951 · Mem. & Gifts - Trustees' Fund	625.09	625.09
2970 · Endowments		
2972 · Huizenga Fund -- Interest	116,339.31	56,591.36
Total 2970 · Endowments	116,339.31	56,591.36
Total 2900 · Memorials and Gifts	119,225.33	59,802.38
Total Long Term Liabilities	148,179.03	88,911.08
Total Liabilities	298,063.84	239,803.91
Equity		
3000 · Unrestricted Equity	4,401,567.90	4,401,567.90
3002 · Temporary Equity		
3017 · Facility Enhancement Fund	9,693.82	9,693.82
Total 3002 · Temporary Equity	9,693.82	9,693.82
3100 · Pine St. Sale Earmarks		
3101 · Deficit Coverage	179,235.85	179,235.85
3102 · Missions	60,334.76	60,334.76
3103 · Marketing	5,631.87	5,631.87
Total 3100 · Pine St. Sale Earmarks	245,202.48	245,202.48
3999 · Huizenga Fund Equity	1,137,422.05	1,137,422.05
Net Income	(33,280.47)	(17,749.80)
Total Equity	5,760,605.78	5,776,136.45
TOTAL LIABILITIES & EQUITY	6,058,669.62	6,015,940.36

Huizenga Fund is ONLY administered by FCC and not owned.

Page 2

First Congregational Church
Profit & Loss Budget Performance
April 2020

	Apr 20	Budget	\$ Over Budget	Jan - Apr 20	YTD Budget	\$ Over Budget	Annual Budget
Ordinary Income/Expense							
Income							
4010 - Pledged Income	11,355.00	15,905.50	(4,550.50)	72,644.00	63,622.00	9,022.00	190,866.00
4020 - Non-Pledged Income	2,195.00	2,500.00	(305.00)	7,640.82	10,000.00	(2,359.18)	30,000.00
4030 - Loose Offering	0.00	166.66	(166.66)	440.00	666.72	(226.72)	2,000.00
4040 - Back Pledged Income	0.00	0.00	0.00	0.00	200.00	(200.00)	200.00
4110 - Facility Use	0.00	9,125.00	(9,125.00)	27,637.50	36,500.00	(8,862.50)	109,500.00
4210 - Interest Income	2.99	166.66	(163.67)	272.52	666.72	(394.20)	2,000.00
4218 - Fundraising	0.00	0.00	0.00	135.61	0.00	135.61	1.00
4219 - Recycling	0.00	0.00	0.00	47.00	0.00	47.00	1.00
4220 - Miscellaneous Income							
4220.2 - Community Service reimbursement	9,052.00	7,500.00	1,552.00	15,225.00	15,000.00	225.00	30,000.00
Total 4220 - Miscellaneous Income	9,052.00	7,500.00	1,552.00	15,225.00	15,000.00	225.00	30,000.00
Total Income	22,604.99	35,363.82	(12,758.83)	124,042.45	126,655.44	(2,612.99)	364,568.00
Gross Profit	22,604.99	35,363.82	(12,758.83)	124,042.45	126,655.44	(2,612.99)	364,568.00
Expense							
5000 - Payroll Expenses							
5012 - Interim Minister Salary	2,523.76	2,523.75	0.01	10,095.04	10,095.00	0.04	30,285.00
5025 - CE Facilitator Salary	1,500.00	1,500.00	0.00	6,000.00	6,000.00	0.00	18,000.00
5040 - Office Administrator	2,112.00	2,083.33	28.67	8,368.00	8,333.36	34.64	25,000.00
5060 - Custodian Salary	3,610.84	3,610.83	0.01	14,443.36	14,443.36	0.00	43,330.00
5061 - Asst. Custodian Salary	457.50	458.33	(0.83)	1,737.50	1,833.36	(95.86)	5,500.00
5110 - Organist Salary	1,625.50	1,625.50	0.00	6,502.00	6,502.00	0.00	19,506.00
5115 - Guest Musicians	0.00	37.50	(37.50)	0.00	150.00	(150.00)	450.00
5130 - Choir Directors	646.95	647.00	(0.05)	2,587.80	2,588.00	(0.20)	5,823.00
5153 - Dir. of MM/Adult Choir Director	1,751.34	1,751.34	0.00	7,005.36	7,005.28	0.08	21,016.00
5212 - Annuity - Interim Minister	1,177.76	588.91	588.85	2,944.40	2,355.72	588.68	7,067.00
5220 - Annuity - Custodian	216.68	108.33	108.35	541.70	433.36	108.34	1,300.00
5410 - Life Ins / Disability Ins	234.54	150.00	84.54	586.35	600.00	(13.65)	1,800.00
5510 - Pastoral Supply	0.00	133.33	(133.33)	150.00	533.36	(383.36)	1,600.00
5512 - Interim Minister Housing Equity	3,371.00	1,682.50	1,688.50	6,736.00	6,730.00	6.00	20,190.00
5514 - Interim travel expenses	0.00	1,829.91	(1,829.91)	3,317.87	7,319.72	(4,001.85)	21,959.00
5610 - Employer's FICA & Medicare	1,860.73	1,073.91	786.82	4,533.62	4,295.72	237.90	12,887.00
Total 5000 - Payroll Expenses	21,088.60	19,804.47	1,284.13	75,549.00	79,218.24	(3,669.24)	235,713.00
6000 - Operating Expenses							
6005 - Utilities Expense	3,958.80	3,000.00	958.80	14,263.70	12,000.00	2,263.70	36,000.00
6010 - Telephone Expense	279.13	250.00	29.13	1,104.57	1,000.00	104.57	3,000.00
6015 - Office Supplies	765.07	500.00	265.07	2,105.86	2,000.00	105.86	6,000.00
6017 - Bank Service Charges	0.00	8.33	(8.33)	0.00	33.36	(33.36)	100.00
6025 - Postage	0.00	125.00	(125.00)	775.00	500.00	275.00	1,500.00
6030 - Pastor's Expenses	0.00	166.66	(166.66)	0.00	666.72	(666.72)	2,000.00
6065 - Janitorial Supplies Expenses	314.75	250.00	64.75	1,021.43	1,000.00	21.43	3,000.00
6070 - Snow Removal Expense	0.00	911.11	(911.11)	5,597.50	3,644.45	1,953.05	8,200.00
6080 - Insurance Expense	0.00	1,382.83	(1,382.83)	5,740.00	5,531.36	208.64	16,594.00
6085 - Mortgage Payments	1,864.00	932.00	932.00	3,728.00	3,728.00	0.00	11,184.00
6092 - Building & Grounds Expense	25.00	1,450.00	(1,425.00)	8,484.40	5,800.00	2,684.40	17,400.00
6093 - Equipment Expense	377.55	1,083.33	(705.78)	2,675.69	4,333.36	(1,657.67)	13,000.00
6094 - Emergency and Safety	0.00	83.33	(83.33)	0.00	333.36	(333.36)	1,000.00

First Congregational Church
Profit & Loss Budget Performance
April 2020

	Apr 20	Budget	\$ Over Budget	Jan - Apr 20	YTD Budget	\$ Over Budget	Annual Budget
Total 6000 - Operating Expenses	7,584.30	10,142.59	(2,558.29)	45,496.15	40,570.61	4,925.54	118,978.00
6100 - Funds for Teams							
5020 - Search Committee	300.00	416.66	(116.66)	1,326.63	1,666.72	(340.09)	5,000.00
6101 - Lay Leadership Group	0.00	291.66	(291.66)	1,329.45	1,166.72	162.73	3,500.00
6105 - Faith Formation/CE	0.00	125.00	(125.00)	290.97	500.00	(209.03)	1,500.00
6115 - Worship Team	110.76	241.66	(130.90)	821.72	966.72	(145.00)	2,900.00
6119 - Evangelism/Marketing Team	0.00	125.00	(125.00)	784.00	500.00	284.00	1,500.00
6130 - Fellowship	0.00	12.50	(12.50)	0.00	50.00	(50.00)	150.00
Total 6100 - Funds for Teams	410.76	1,212.48	(801.72)	4,552.77	4,850.16	(297.39)	14,550.00
6200 - Missions							
6205 - Our Church Wider Mission (OCWM)	0.00	0.00	0.00	0.00	0.00	0.00	5,000.00
6220 - Detroit Association	0.00	0.00	0.00	0.00	0.00	0.00	1,050.00
6260 - Other Missions	0.00	183.33	(183.33)	0.00	733.36	(733.36)	2,200.00
Total 6200 - Missions	0.00	183.33	(183.33)	0.00	733.36	(733.36)	8,250.00
Total Expense	29,083.66	31,342.87	(2,259.21)	125,597.92	125,372.37	225.55	377,491.00
Net Ordinary Income	(6,478.67)	4,020.95	(10,499.62)	(1,555.47)	1,283.07	(2,838.54)	(12,923.00)
Other Income/Expense							
Other Income							
7900 - Huizenga Fund							
7902 - Huizenga Disbursements	(9,052.00)	0.00	(9,052.00)	(31,725.00)	0.00	(31,725.00)	0.01
Total 7900 - Huizenga Fund	(9,052.00)	0.00	(9,052.00)	(31,725.00)	0.00	(31,725.00)	0.01
Total Other Income	(9,052.00)	0.00	(9,052.00)	(31,725.00)	0.00	(31,725.00)	0.01
Net Other Income	(9,052.00)	0.00	(9,052.00)	(31,725.00)	0.00	(31,725.00)	0.01
Net Income	(15,530.67)	4,020.95	(19,551.62)	(33,280.47)	1,283.07	(34,563.54)	(12,922.99)