

Resident Pastor to the Cranberry Islands

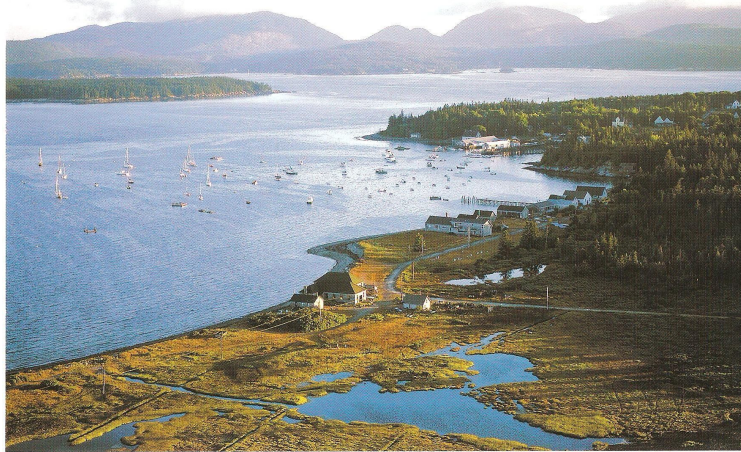


Photo courtesy of the GCI Historical Society

Local Church Profile Introduction

This document, the Local Church Profile, has been written by representatives of the Congregational Church of Cranberry Island and of the Islesford Congregational Church. It aims to capture a description of both islands and both congregations, and also to express the hopes & visions for how a part-time, resident pastor might serve both communities while maintaining the rich tradition of summer ministers and the connections with the Sea Coast Mission. It is also a 'feasibility' study to see if resources and interest support calling (hiring) a part-time, year-round, resident pastor for a 3-year pilot term of service.

As you look it over, please bear in mind at least these questions:

- does this profile accurately describe the Cranberry & Islesford communities and congregations ? What would you add / revise to make it more accurate ?
- does this profile capture well some of the hopes & vision for the ways a part-time, year-round, resident pastor would serve these two communities ? What would you revise to express this vision more clearly ?
- what questions, concerns, excitement, etc. do you have about the prospect of calling a part-time, year-round, resident pastor as a 3-year pilot project of the Cranberry and Islesford churches ?

Thank you for taking the time to look this over and to share your reflections.

_____	<u>Resident Pastor to the Cranberry Islands</u>
Date	Position to be filled

United Church of Christ

LOCAL CHURCH PROFILE FOR LOCAL CHURCHES SEEKING NEW LEADERS

Local Church 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 opinion 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.

_____	_____
Signature of Search Committee Chairs	Date

Church

Name: Congregational Church of the Cranberry Isles & Islesford Congregational Church

Address: PO Box 166 PO Box 111

City, State, Zip: Cranberry Isles, ME 04625 Islesford, Maine, 04646

Search Committee Chairperson or Contact Person

Name: Phil Whitney Joy Sprague

Address:

City, State, Zip: Cranberry Isles, ME 04625 Islesford, Maine, 04646

Telephone: 244-5933 244-4309

Fax:

E-Mail: pkw2@myfairpoint.net joy.sprague@gmail.com

Date

Resident Pastor to the Cranberry Islands

Position to be filled

LOCAL CHURCH PROFILE

FOR LOCAL CHURCHES SEEKING NEW LEADERS

Please return the completed document to your conference or association office.

1. Church: Congregational Church of Cranberry Island & Islesford Congregational Church

2. Address: PO Box 166

PO Box 7

City, State, and Zip: Cranberry Isles, ME 04625

Islesford, Maine, 04646

Church Website:

3. Name of Search Committee Chairperson/Contact Person: Phil Whitney & Joy Sprague

Address: PO Box 166

PO Box 7

City, State, and Zip: Cranberry Isles, ME 04625

Islesford, Maine, 04646

Telephone: 244-5933

244-4309

Email: pkw2@myfairpoint.net

joy.sprague@gmail.com

4. Conference/Association Staff Person Assisting Our Church: Rev. Susan M. Craig

Address: 28 Yarmouth Crossing Dr.

City, State, Zip: Yarmouth, ME 04096

Telephone: 207-846-5118

Email: susiecraigacm@aol.com

Fax: 207-846-2301

MEMBERSHIP INFORMATION

5. Membership: *for all responses below, Cranberry is in **BLUE**, Islesford in **RED***

w = winter numbers, s = summer numbers

Islesford	Last Year	5 Years Ago	10 Years Ago
a. # Church members	25	23	34
b. Average attendance at worship	12w, 40s	12w, 50s	12w, 50s
c. Average participation of children/youth in C.E.	7	0	4
d. Average weekly participation in adult education	6	5	6
e. # Members who are ordained clergy	0	0	0

Great Cranberry	Last Year	5 Years Ago	10 Years Ago
a. # Church members	28 official members	10	10
b. Average attendance at worship	10w, 80s	15w, 80s	-
c. Average participation of children/youth in C.E.	7	-	-
d. Average weekly participation in adult education	-	-	-
e. # Members who are ordained clergy	4 assoc. members	-	-

6. Profile of Congregation:

Estimate percentage of congregation. Each category should add up to 100%.

a. Age:

0 6 % ages 0 - 5

0 32 % ages 6-18

0 6 % ages 19-34

11 25 % ages 35-49

35 15 % ages 50-64

22 10 % ages 65-74

32 10 % ages 75 +

b. Education level of adults:

10 0 % completed less than high school

47 20 % high school graduates

17 0 % some college/vocational school

17 70 % college graduates

17 10 % graduate school

**“So we who are many,
are one body
in Christ . . .”**

Romans 12:5a

c. Family units:

21 40 % couples with children at home

22 20 % couples without children at home

57 40 % single

0 0 % single parent with children at home

as many as 9 children attend Sunday school, Sept - June

d. Occupation of adults:

 % business

45 % part time

11 % fishermen

22 % construction

18 % professional

11 % librarian

 % tradesperson

11 % post office (mother)

1 % clerical

11 % laborer / manufacturing

70 % other

e. Employment:

30 90 % employed

9 % not currently employed

70 1 % retired

f. Describe the racial-ethnic makeup of your congregation:

- mostly Caucasian, 1 African-American

- 100 % caucasian

CHURCH FINANCES

Islesford	Last Year	5 Years Ago	10 Years Ago
7. Total Church Income	18697	19441	15657
a. Members offerings and pledges	7380	5228	3713
b. Interest from investment or endowments	4177	7606	3568
c. Principal reduction (endowments or investments)			
d. Rentals	6000	6000	0
e. Special Fundraising	1140	607	8376
f. Other			

Great Cranberry	Last Year		
7. Total Church Income	45000		
a. Members offerings and pledges	5000		
b. Interest from investment or endowments	40000		
c. Principal reduction (endowments or investments)			
d. Rentals			
e. Special Fundraising			
f. Other			

If the church has conducted an annual stewardship campaign, list results for the past two years:

-neither church reported conducting an annual stewardship campaign

Islesford	Last Year	5 Years Ago	10 Years Ago
8. Total Operating Budget	35262	27500	7500
a. Mission / Outreach Support	262	1100	950
b. Special Mission / Outreach Support	3300	100	350
c. Other gifts	200	350	200
d. Current local expenses	10500	12150	6000
e. Annual capital expenses	21000	13800	0
f. Other debt	0	0	0

Great Cranberry	Last Year	2008	2010
8. Total Operating Budget	41422	41039	36207
a. Mission / Outreach Support	4500		
b. Special Mission / Outreach Support	1000		
c. Other gifts	422		
d. Current local expenses	12000		
e. Annual capital expenses	18000		
f. Other debt	5500		

9. Special offerings & amounts from last year:

- Sea Coast Mission Sunday offering; Earthquake disaster relief dinner; Gulf Coast Oil Spill disaster relief dinner

10. Mission

- a. Name the most significant local or global missions/ministries or agencies that were financially supported by your local church last year and the amount of support:

Name	Amount
1. Sea Coast Mission \$ 262	Sea Coast Mission \$3500
2. Red Cross Disaster Relief \$1100	
3. Dulac Community Center (Gulf Coast Oil Spill) \$1915	
4. Telemedicine / Health Initiative \$100	
5. Westside Food Pantry & Bar Harbor Food Pantry \$422 (\$ 211 each)	

- b. What mission project has excited your church most in the past three years? Why?
Islesford has a program offering prepared food for elderly & infirm residents.

The Cranberry Church helped the Island Cooks (meals for older residents) program start up, and it has been going strong ever since.

Capital Expenses anticipated:

Cranberry – potential parsonage repair (\$25,000 - \$30,000)

Islesford – possibly replace oil tank (\$800 - \$1000), paint parsonage; repair flashing & sill near handicapped ramp (\$800); reglaze windows ((\$300 - \$500)

11. Indebtedness

- a. Total amount of outstanding mortgages/capital debt: \$ **both churches are 0**
- b. Total amount of other debt: \$ **both churches are 0**
Describe:
- c. Are payments current? n/a yes _____ no

12. Capital Campaigns:

- a. If the church has had capital campaigns in the last ten years, note goal and results: **Cranberry has had none**
- b.
- Goal: \$ **10,000** Outcome: \$ **8376**
- Goal: \$ **Save our Steeple (\$4500 goal)** Outcome: \$ **9500**
- b. What projects were undertaken as a result of your capital campaign?
window replacement, steeple repair
- c. Was there a mission or outreach component to the campaign? _____ Yes X No

**“God is able to
provide you with
every blessing in
abundance.”**

II Cor. 9:8a

13. Assets held by the Church:

- a. Reserves (savings): \$ **5000** **900**
- b. Endowments/Investments: \$ **100,000** **~840,000**

c. Describe buildings and property of your church except the parsonage:

The Islesford church is a beautiful, well-maintained, large white steepled building with stained glass windows, built in 1862 by local carpenters. It has a large summer chapel portion with pipe organ that closes off for a cozy heatable area in winter. Full basement. No running water or bathroom.



The Islesford Congregational Church



The Islesford Church winter chapel

The Cranberry Church was built in 1862 as the Union Meeting House. It was reorganized as a UCC church in 1894. It is in excellent condition.



The Cranberry Church, with parsonage in background.



Cranberry Church, interior

- d. Are the church buildings (including sanctuary and offices) handicapped accessible?
Yes **X** Partially (specify) **handicapped ramp (both); sound system**

Is the pulpit handicapped accessible? Yes No **X (Both)**

- e. If a building program is projected or underway, describe it, including estimated date of completion: none expected

- f. If the church owns a parsonage, describe it:

Address: City, State, Zip: **Islesford, ME 04646**

Number of Rooms: **9** Number of Bedrooms: **4** Number of Bathrooms: **1**

Description:

Well-built, sturdy green family home built in the 1920's. Short walk from the shore, center of town & well-maintained. Currently being rented by a family of 5.



The Islesford Parsonage



The Cranberry Parsonage

Address: City, State, Zip: Cranberry Isles, , ME 04625

Number of Rooms: 5 Number of Bedrooms: 2.5 Number of Bathrooms: 2

The Cranberry Parsonage has 5 rooms, one large upstairs bedroom and bathroom, and one downstairs bedroom – one and a half stories, built in the mid-1800's. Partially handicapped-accessible.

Distance from Church Handicapped Accessible? ____ Partial ____

Adjacent to church. It is also handicapped-accessible.

FINANCIAL SUPPORT OF MINISTERIAL LEADERS

14. If your conference has compensation guidelines, do you follow them?

We intend to follow conference guidelines as we call a pastor.

Does the church consider this position to be full time or part time?

_____ Full Time ☒ Part Time (specify) 20-25 hours / week

How will church members be supportive of a part time or bivocational pastor who may need another job to supplement the church salary?

Both churches commit to living within the boundaries of another position, and anticipate 25% of the minister's time to be spent on Islesford, 25% on Cranberry, and 50% available for other work.

Salary History: **DRAFT PROJECTED BUDGET [December, 2011]**

Islesford	Income	46500
	- offering	8500
	- interest income	4000
	- rentals	3500
	- mission / outreach fundraising	3750
	- minister project fundraising	10500
	- grants	8000
	- endowment draw	8000
	Expenses	45850
	- outreach	3750
	- transportation expenses	3600
	- capital expenses	7500
	- minister expenses	20500
	- local expenses	10500

Cranberry	Income	70000
	- offering	5000
	- investment income	40000
	- 2012 endowment draw	25000
	Expenses	68500
	- outreach	4500
	- minister & expenses	20000
	- local expenses	14000
	- 2012 parsonage repair	30000

16. Has your church ever failed to fulfill its financial obligations to its pastor? ☒ no

For the past 17 years we have paid \$80 / service (sermon), plus special boat expenses (~ \$75 per Sunday).

Cranberry pays summer ministers \$200 / week plus \$300 travel expenses.

17. Salary, Benefits, and Expenses Offered

a. Cash salary offered \$ 22000 total
Conference recommended salary range: \$ _____

b. Housing: X **Parsonage only, incl. utilities**

c. Customary benefits:

 Vacation: 4 weeks annually

yes Maternity/paternity leave

3080 UCC Retirement Annuity (14 % of salary & housing)

330 UCC Life and Disability Insurance Benefits

11000 UCC Health Benefits (other health benefits)

750 UCC Dental Benefits (other dental benefits)

1683 Social Security/Medicare Offset

250 Continuing Education Funds

yes Continuing Education Time

no Sabbatical Leave

Both churches commit to funding this position as a 3 year pilot program, after which we anticipate it will be self-sustaining.

d. Ministry Expenses

1200 Travel Reimbursement

200 Meeting Expense Reimbursement

 Books and Periodicals

160 Reimbursement of Criminal Background Check Fee

 Moving Expenses (**we will help with moving onto the island**)

COMMUNITY CHARACTERISTICS:

Islesford & Great Cranberry

18. Population

a. Population of total city or town in which your church is located:

75 year-round, 300 summer; 40 year-round; 300+ summer

b. Describe the population by racial-ethnic category:

mostly Caucasian & Christian, few African-Americans; mostly caucasian

19. Economic Factors

Identify major sources of employment/income in your community:

a. **lobster fishing**

b. **carpentry / construction**

c. **tourism – gift shops, pottery studio, art galleries, food service**

d. **town government and post office, K-8 school**

e. **library**

a. boat construction & repair

b. construction / contractors

c. general store

d. caretaking

e. lobster fishing, boat captains

f. library

20. General Description *(Add *** if the information came from a survey of the congregation)*

- a. Describe three distinctive attributes of your community:
1. We are an island located off the coast of Maine, near Acadia National Park. We rely on the mailboat for transportation on / off the mainland. A beautiful, scenic island off the coast.
 2. huge variability in population & activity levels from summer to winter months. Dramatic seasonal population fluctuation.
 3. community members are our “island family,” caring & hard-working. The community is connected with one another.
- b. Identify major trends you envision in your community during the next five years:
1. attract more year-round residents who can telecommute to work. Increasing population of young people.
 2. more interaction between Great Cranberry and Islesford. Growing, diverse cultural & recreational opportunities.
 3. seeking a minister to lead us in developing programs to involve people through their varying interests
- c. List three or four problem areas confronting your community that members feel your church should address:
- | | |
|--|---|
| 1. managing conflict in small communities | 1. substance abuse |
| 2. broadening peer interaction with children | 2. depression / isolation |
| 3. counseling needs | 3. economic hardship / families on edge |
| 4. cultural experiences in wintertime | 4. rising costs: fuel & ferries |
| 5. economic hardship, substance abuse | 5. elder care / aging & place, and counseling |
- Note: Each island has between 40-65 year-round residents, with many more in the summertime. It can be intense in winter if the normal neighborhood squabbles magnify into simmering grudges. Being able to navigate those situations with grace is challenging and / or tiring; having a resident pastor would help nurture our capacity to do so.
- d. Indicate Mission Activities
1. In which your church participates as a part of its mission in the community:
Island meals for elders, telemedicine, financial support when needed
“Island cooks” – delivering free meals to elderly & infirmed citizens. Financial support to individuals with needs.
 2. In which your church expects the leader you are now seeking to participate:
Supporting community members in outreach, missions, Bible study.
Pastoral outreach. Develop Sunday School & Bible study.
Both churches share a strong expectation for pastor to be deeply engaged with the whole community vs just the congregation.
- e. Describe how your church building is now being used by the community:
- Sunday worship, weddings & funerals, noon bell rung each day; occasionally as a large meeting hall; music concerts, yoga classes, AA meetings, etc.
Occasional concerts, weddings, funerals, & church services.

- f. Indicate the number of school districts from which members of your church are drawn:

 X one: AOS 91, based on Mount Desert Island

CONGREGATIONAL LIFE

21. Identify major trends you envision in your church in the next five years

We would like to see more interest and growth both spiritually and physically.

1) Addition of resident minister. 2) growth of music-oriented programs

22. Planning

- a. All churches do planning. How would you characterize the way planning is done in your church?

Board of Trustees, several meetings yearly, & phone calls.

Monthly meetings of church membership / Trustees.

- b. What expectations do you have of the person you are seeking in relation to the planning that takes place?

Help with organization and follow-through. Attend church meetings.

Advice & guidance on all significant issues.

Both churches enjoy a supportive relationship with the Sea Coast Mission, which has encouraged and provided pastoral ministry to Maine's islands since 1906.

- c. When is the last time your church undertook a period of discernment and long-range planning in an intentional way? n/a
- d. What were the outcomes of your intentional long-range planning?
- e. Does your church have any plans to undertake a period of intentional long-range planning in the future?

We would like to consider long term planning/a process like this with the help of our new pastor.

Reflections on Congregational Life

Comment on the following with what you believe to be the generally-held responses of the congregation. If more space is needed, use additional pages.

- a. Identify the three most important faith experiences or events in the history of your church and the year each took place:

<u>Event</u>	<u>Year</u>
1. Sea Coast Mission formed & Islesford Church began	1906
2. gift of pipe organ	1980's
3. Doug Hare became year-round minister	1994

Event

Year

1. church building built

1890's

2. church re-organized

2004

- b. Identify the most challenging faith experience or event in the life of your church in the last three years and what the church learned from it:

We had become concerned that fewer people in the community were attending Sunday services in the winter, and that the work of running the church was falling on fewer hands. We learned to reach out to the community with activities and programs which generated interest and excitement and increased the participation in Sunday services year-round.

n/a

- c. What is God calling your church to do/become over the next few years?

Improve in organization of our trustee meetings to discuss upcoming issues of any kind. Find a minister. Try to support everyone in the community spiritually. Bring in more musical events. Improve organization and planning methods.

1) Hiring resident minister.

2) Trying to start Sunday School / program(s) for children. We don't currently offer Christian education for either children or adults.

- d. Describe how the church expects the person you are seeking to help your church reach these goals:

Guidance – for new ideas that may increase desire for community members attending church. Reach out to people in various ways they worship at home, at sea, through song. Guidance with Trustee meetings.

Give spiritual direction to starting a Sunday school.

- e. Chose the statement that most accurately describes the theological/faith stance of your church: *You may check more than one.*

☒ We tend to be theologically moderate.

☐ We tend to be theologically moderate to liberal.

☐ We tend to be theologically liberal.

☒ ☒ We tend to be quite diverse theologically.

☐ Other

- f. Describe the educational program of your church: Adult Bible study, led by Ann Fernald & Skip Stevens. N/A for Cranberry.

Identify the curriculum/a used in your church school and the person or committee responsible for selection of curriculum/a:

Gospel light for Sunday School – run by Amy Palmer

N/A

Indicate resources used for Confirmation and the person or committee responsible for the selection of these resources:

We need help w/ this. N/A

Are there educational opportunities for all ages?

Children & adults

Not at this time.

Does your church have a written Safe Church Policy?

_____Yes ____**X**____No **Both churches are interested in developing one.**

- g. Describe how the church expects the person you are seeking to participate in the congregation's educational programs:
Lead Bible study; lead Sunday school; help children toward Confirmation.
Give spiritual guidance.
- h. Describe how programs or ministries of your church are evaluated:
Informally, by congregation, participants and Trustees.
Monthly council meetings.
- i. Describe the strengths or positive qualities of your church:
Highly visible church building; welcoming congregation; large pool of willing guest ministers; affiliation with the Sea Coast Mission; beautiful sanctuary is adaptable to the fluctuation of the seasonal congregation; open to new leadership; strong attendance among young families; warm, loving spirit
1) Large endowment to carry ministries forward. 2) Diverse congregation.
- j. **What is the strength or positive quality that people notice about your church, or that you hope you would be known for ?**

The Islesford Church is known as a place where everyone is welcome- open to people of diverse faiths. Children are involved in the church, and it's great to see the intergenerational interaction. Adults say they experience God and faith through the eyes of the children. The church is always open – never locked – and is a space available to the community. The Church is also supported by people of different faiths – and it feels like a vital presence in the island community.

The Cranberry church attracts a variety of people with different backgrounds and faiths. It supports the community as it has space for large all-island events, like music events, poetry readings, weddings, and memorial services.

24. Indicate major boards, committees, small groups, and organizations that are a part of your church; the frequency of meetings (monthly, weekly, etc.); and expectations for leadership. For leadership role use: 1 = pastor takes primary initiative and responsibility; 2 = pastor and laity share responsibility; 3 = laity take primary initiative and responsibility; 4 = the pastor's presence is expected periodically/occasionally.

Board/Committee	Purpose	# Members	Frequency	Leadership
Trustees	Maintenance, events, organization, annual meeting planning, outreach for ministers for regular worship every Sunday, June – Sept (currently), every other Sunday Oct – May (currently)	4 new, 4 incoming	monthly	3
Trustees	Direct church	4	monthly	3
Ongoing Small Groups	Purpose	# Members	Frequency	Leadership

25. Conflict

Most churches experience conflict at various times. Characterize your church's experience with conflict given the following possibilities. Indicate the extent to which each statement describes your church: C = closely; S = somewhat; N = not at all.

C C as a church, we respect and listen to each other and work things through without generating divisiveness

N S as a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides

N N some have left our church because of conflict

N S conflict hurts our sense of unity, but we tend not to talk about it

N S painful experience with conflict has been present, but it has been worked through, and we have learned from the experience

N N we have had some painful experiences with conflict, and they linger in the background

N N open conflict is present, and we need a minister who can help us deal with it
____ other Specify:

Comment: Being a small community, the "fishbowl" effect makes it hard sometimes to disagree constructively. Everything can so easily become personal, and these hard feelings – aches, not wounds – can stick around for awhile.

From time to time we have disagreements but mostly we have been able to work through them. We have worked hard to make sure everyone who wants is able to be involved with the workings of the church, and to work cooperatively with other island organizations like the Ladies Aid.

26. Worship

- a. Describe the weekly worship schedule (number of services, times, languages in which the services are conducted, frequency with which communion is included, special emphases such as healing services, contemporary worship, etc.)

Worship is held weekly July through September, and October to June twice a month. We envision continuing both practices.

Services are held October through May once a month; and every week June through September. With a year-round resident minister we would envision worship at least twice a month in the winter, and weekly in the summer.

- d. Are your worship services or church gatherings sign language interpreted?

____ Yes X No

Are there particular ministries with persons with developmental disabilities or mental illness? **No.**

- e. Identify how worship is planned on a regular basis in your church

____ by a worship committee

X X by the pastor

X X by the pastor in consultation with the church musician

____ other – specify:

- d. Describe the style and content of preaching valued by your congregation:

Inspirational, not nagging. Thought-provoking and educational – how Scripture fits our lives today. Practical application of Biblical teachings in today's world.

Diverse.

- e. Describe the role in worship of the person you are seeking:
 Leader, someone who is open to community interaction & lives their faith.
 Leadership.
- f. What hymnal(s) are currently used by your congregation in worship?
 Red Methodist hymnal (date ?)
 Pilgrim Hymnal (date); Service Hymnal (date)
- g. Have you considered using another hymnal?
 Yes but not interested at this time.
 Yes but not interested at this time.
- h. Churches have a variety of practices related to the use of Inclusive Language in worship services. (Some churches have made the decision not to change any language in worship; others are intentionally inclusive in their references to people avoiding words such as “mankind”. Some avoid exclusively male references for God and seek to include male and female images as well as a variety of metaphors; other churches exercise care in the words of the liturgy but still utilize “traditional” hymns.) How important is this issue to your church?
 Islesford is not concerned @ this time. Cranberry views it as not important at this time.

WIDER CHURCH CONNECTIONS

27. United Church of Christ

(Islesford does not belong to the UCC; Cranberry does)

- a. Association, conference, or other denominational programs and activities in which church members participate:
 Do you send delegates to association and conference meetings?
 Regularly _____ Occasionally _____ Never X _____
 Have members of your church ever served as delegates or visitors to General Synod?
 Yes _____ No X _____ Not Sure _____
- b. Association, conference, or other denominational settings in which your church expects the leader you are now seeking to participate:
 Working with the Sea Coast Mission. We are open to involvement with larger group conferences and other settings. We expect the pastor to maintain good standing with his / her denomination.
 Maintain connections with other island clergy, Sea Coast Mission, and good standing in denomination.
- c. Choose the word that best describes how lay leaders of your church consciously identify with the United Church of Christ:
 _____ closely _____ moderately X _____ nominally _____ other
 Comment:

28. Ecumenical and Interfaith Activities

- a. Describe ways your church participated in ecumenical and interfaith activities during the past three years:
Occasional attendance with other island churches – thanks to the Sea Coast Mission.
Travelled on *Sunbeam* to Swan's Island Baptist Church. Also travelled to Frenchboro for worship.
- b. Describe how your church expects the leader you are now seeking to participate in ecumenical and interfaith activities:
Guide us developing such activities as appropriate – we hope this will become something that we will do (more frequently ?) – with a year-round minister this could happen.
Continue travels on *Sunbeam* to other island churches.

RELATIONSHIP WITH MINISTERIAL LEADERS

29. Relationship With Prior Leaders

- a. Characterize your church's experience with pastoral leaders over the past 15 years.
You may check more than one response:
☒ ☒ In general, our lay leaders have a history of strong, cooperative relationships with the church's pastoral leadership.
_____ We have had some fairly rocky moments, but we have worked them through, and relationships with pastoral leaders have grown in significant and important ways.
_____ We have had some tough times and things did not always work out.
_____ Other. Specify:

Comment:

We had a year-round minister and his wife as pianist which worked out very well, but they didn't live on the island. They served us well for 16 years when he retired. We are still friends and they still lead worship for us on occasion. Rev. Rob Benson or Rev. Scott Planting lead worship now once a month in keeping alive our affiliation with the Sea Coast Mission.

There is an interest in summer ministers participating in the future and maintaining a variety of ministers in addition to the year-round, resident pastor.

- b. Indicate the tenure of the last three installed persons who filled the position you are seeking to fill. Do not include interims:

Name	From	To
1. Doug Hare	1994	2010

- c. If a previous pastor or pastor emeritus/a is currently a member of the church, describe his or her involvement in the life of the congregation:

We call Rev. Hare on occasion to preach. He is not a member of our congregation.

- d. In addition to financial support, describe how your church supported the most recent person to hold the position you are now seeking to fill:

Hire special Sunday boats to get the minister over to the island for worship. Also provide a comfortable place to spend time before / after service and have a meal while waiting to return.

Cranberry has provided the parsonage for the use of both the summer and winter ministers.

e. Involuntary Terminations:

Have any of the last three persons serving in the position you are seeking to fill left involuntarily or under pressure?

_____ yes ☒ ☒ no:

If “yes,” respond to the following:

- Choose all the issues that may have contributed to the involuntary termination. *You may check more than one or indicate “not applicable.”*
 - _____ conflict of personalities in the church
 - _____ inadequate performance
 - _____ pastoral style inappropriate for this church
 - _____ ethical issues or issues of fitness for ministry
 - _____ financial stresses
 - _____ other. Specify:

Not applicable to either church.

- Indicate, if you can, which of the following best describe the congregation’s behavior toward that person prior to her or his leaving: *You may check more than one.*

_____ civil	_____ kind
_____ compassionate	_____ supportive
_____ harsh	_____ indifferent
- Describe what your church has learned from the experience about itself and its relationship with persons who provided ministerial leadership:

30. Does the church have a Pastoral Relations Committee? _____ yes ☒ ☒ no

If yes, describe its purpose, functions and how often they meet:

31. If there is periodic assessment/evaluation of the nature of the work and of the performance of that work for the position you are seeking to fill? Describe it:

Is the periodic ministerial evaluation coordinated with a regular assessment of the overall ministry of the congregation?

We envision meeting monthly with the minister, and quarterly to evaluate the “minister project” itself – meaning reflecting on the health, vitality, and sustainability of the decision to call a year-round resident minister.

32.

Leadership Expectations

A list follows of 45 items which represent a range of qualities in the ministry of the church. Place an "X" beside the 12 items which your church feels are the most important aspects of ministry for your church at this time. All the qualities are important. However, please mark those 12 which you feel need first priority at this time. **Do not rank the items.** If the aspects you consider to be important are not included in the list, place them at the end in the blanks provided.

Mark only 12 of the following items. Do not rank the items.

Our church needs a person who...

1. G I is an effective preacher/speaker
2. _____ continues to develop his/her theological and biblical skills
3. _____ helps people develop their spiritual life
4. I _____ helps people work together in solving problems
5. G _____ is effective in planning and leading worship
6. I _____ has a sense of the direction of his/her ministry
7. _____ regularly encourages people to participate in United Church of Christ activities and programs
8. _____ helps people understand and act upon issues of social justice
9. I G _____ is a helpful counselor
10. _____ ministers effectively to people in crisis situations
11. I G _____ makes pastoral calls on people in hospitals and nursing homes and those confined to their homes
12. _____ makes pastoral calls on members not confined to their homes
13. _____ is a good leader
14. I G _____ is effective in working with children
15. _____ builds a sense of fellowship among the people with whom he/she works
16. _____ helps people develop their leadership abilities
17. _____ is an effective administrator
18. I _____ is effective with committees and officers
19. G _____ is an effective teacher
20. _____ has a strong commitment to the educational ministry of the church
21. I _____ is effective in working with adults
22. _____ inspires a sense of confidence
23. I G _____ works regularly at bringing new members into the church
24. _____ regularly encourages support of Our Church's Wider Mission
25. I _____ reaches out to inactive members
26. _____ works regularly in the development of stewardship growth
27. I _____ is active in ecumenical relationships and encourages the church to participate
28. I G _____ is a person of faith
29. _____ writes clearly and well
30. I _____ works well on a team
31. _____ is effective in working with youth
32. I _____ organizes people for community action
33. I _____ is skilled in planning and leading programs
34. _____ plans and leads well-organized meetings
35. I G _____ encourages people to relate their faith to their daily lives
36. I G _____ is accepting of people with divergent views
37. _____ encourages others to assume and carry out leadership
38. _____ is mature and emotionally secure
39. _____ has strong commitment and loyalty
40. I G _____ maintains confidentiality
41. _____ understands and interprets the mission of the church from a global perspective
42. I G _____ is a compassionate and caring person
43. I _____ deals effectively with conflict
44. _____
45. I _____ support mission / outreach programs

If there are other comments you wish to make about expectations, include one or more paragraphs here on an additional sheet.

GENERAL

- 33. Does your governing body or your search committee have a well-defined policy against discrimination?** ☐ Yes ☒ No Comment:

We do not discriminate.

- 34. Has your congregation participated in an ONA (Open and Affirming) study/discernment process?**

☐ Yes ☒ ☒ No

Comment: This has not been an issue for us, so we have never addressed it.

- 35. Is there a position description of the pastor's role and responsibilities?**

☒ Yes ☐ No If "yes," please attach a copy.

Islesford – winter worship 2x / month; attend meetings of Trustees, conduct visitation; involvement as resource for Bible study and Sunday School; offer counseling

GC – winter worship 2+ x / month; lead Bible study 1 x/ wk for both adults & children; visitation and engagement with community

Does your church have a personnel policy covering this position? ☐ Yes ☒ No

- 36. List the titles of other paid staff positions for whom this person provides supervision and indicate whether these positions are full-time (FT) or part-time (PT).**

Title: Book-keeper ☒ PT ☐ FT

Title: Caretaker / parsonage checker ☒ ☒ PT ☐ FT

Title: ☐ PT ☐ FT

Title: ☐ PT ☐ FT

- 37. Name three people who have agreed to serve as references. Make sure they are not members of your church, but know your church well enough to be helpful to a final candidate seeking more information about your church, e.g., conference staff, person in community, neighboring pastor:**

Name	Telephone	Relationship to Your Church
a. Doug Hare	207-244-0334	former year-round pastor
Rob Benson	207-244-0446	Sea Coast Mission island pastor
b. Rob Benson	207-244-0446	Sea Coast Mission island pastor
Don Wells	978-470-3550	long-time summer minister (August)
c. Bruce Langford	207-729-4556	supply pastor
Jim Gertmanian	612-871-7400	UCC Pastor & seasonal resident

- 38. What groups or individuals in your church have contributed to, reviewed, and/or approved this profile for circulation?**

Joy Sprague, Amy Palmer, Ann Fernald, Cindy Thomas (Trustees), Maine Sea Coast Mission Task force and church council, with informal input from community.

STATEMENT ON LEADERSHIP IN MINISTRY

Using this page, and one additional page if needed, write a statement that will help a candidate better understand the relationship of clergy and lay leadership in the life of your congregation. Candidates will be interested to know whether your lay leaders have a history of strong, cooperative relationships with the church's pastoral leadership. If your church organizational structure is based on intentional lay-led ministries, describe how that structure functions in relationship to the pastor; if your organizational structure is dependent on clergy leadership, describe what will be expected of the pastor.

If you wish, this statement can provide an opportunity for you to elaborate on the list of committees/boards/groups that you identified in Question 24. (For example, in some churches the expectation is for mutual involvement of pastor and finance committee in the financial matters of the church; other congregations have a clear expectation that the pastor will be focused on "spiritual matters" and will be excluded from settings where financial decisions are made.)

Include in the statement reflections on leadership styles that work well for your church. What do you hope/expect that your new pastor will understand and value in your particular style of lay leadership? What would a new pastor need to know in order to work smoothly with your established leaders? If yours is a multiple-staff church, it would be helpful to comment on your expectations of how the staff team members relate to each other. You are encouraged to include anything else you want to say about your church and its expectations of the leader it now seeks:

Not having the benefit of a full-time minister who lives and has a more constant presence on the island makes it challenging and nearly impossible for those invited ministers to become more personally involved in the day-to-day life of the congregation and virtually impossible to establish a deeper relationship. But I must report that the worship aspect of our church is greatly appreciated and we are blessed.

Rob Benson, through the help of the Sea Coast Mission, has been an endless source of support and guidance and information when challenges are met by our small community. We need only make a "911" call and he is there with counseling and guidance which is so appreciated and helpful when times feel dark and hopeless and confusing. Because of our building relationship not only through our grammar school but church, we have slowly grown a relationship of trust, caring and respect. Without the spiritual guidance of the Sea Coast Mission we would be lost. It would be good for our minister to be able to work with the Sea Coast Mission for help and resources when those times arise, but also in day-to-day life.

Doug Hare, who did not live on our island, because of his lengthy mission work on Islesford became embraced by the community at large and even with his worship on Sundays would still visit the elderly and infirm on the island, and visit those who fell ill and became hospital patients. The Sea Coast Mission ministers have visited our elderly also.

As the fellowship builds for the minister and our community, I feel these challenges will be met with resources from the Sea Coast Mission and the Maine Conference.

Island life brings both challenges and hope. Sometimes islands can feel like isolated places, but in reality they're not so isolated. Overcoming the inconvenience of daily life on the island requires more time to plan, and yet living on an island brings an exciting sense of adventure. People who live on islands enjoy being along with themselves, and also getting together with others. Wintertime on the island (dramatically different from the busy summer) is like frontier life – with its own excitement and a deep appreciation for nature's amazing and raw beauty. There's a strong sense of community, interdependence, along with cross-generational sharing; there are also lots of opportunities to tap into in the nearby Mount Desert Island area and beyond. As Cranberry author Rachel Field famously wrote, "If once you've slept on an island, you'll never be quite the same." We hope our Resident Pastor will feel the same.

Conference or Association Descriptive Reference

Church Name: Congregational Church of Cranberry Island & Islesford Congregational Church

Location: Great Cranberry Island, Islesford (Little Cranberry Island), Maine

Conference: Maine Conference

Association: Hancock-Waldo Association

Name of Staff Assisting in the Search: Rev. Susan M. Craig

Staff Comments: amazing and unique opportunity

Signature of Staff Assisting in the Search

Date