

**Name of Church**

First Congregational Church of Chelsea

**Address**

121 E Middle St  
Chelsea, MI 48118

**Conference:**

Michigan

**Association:**

Covenant (Michigan)

**Title**

Pastor

**Start Date**

Jun 1, 2025

**Description**

First Congregational Church (FCC) is a warm, caring and active congregation that values worship, fellowship and outreach. We are seeking a pastor who is outgoing, honest, trustworthy and encouraging - someone who genuinely loves God and loves people.

Worship is central to our life together. Each Sunday, we gather to praise God through heartfelt singing, meaningful scripture, and inspiring preaching. We appreciate sermons that are uplifting, practical and applicable - messages that equip us to live out our faith during the week. Music is an important part of our worship, and we embrace varied styles, as long as God remains at the center.

Though small in number, FCC is well-known for its active spirit and caring heart. Our mission and outreach projects have made a lasting impact both locally and beyond. We are eager to grow - both in our congregation and in our outreach to the community.

We hope our next pastor will walk alongside us in worship, help nurture our spiritual growth, and celebrate our strengths. Visiting our shut-ins and those who are ill is deeply important to us, as is building genuine relationships within the church and the broader Chelsea community. We see this role not only as a pastor but as an ambassador of Christ's love through FCC.

**Church Contact Information**

[kaiserc@att.net](mailto:kaiserc@att.net) (Email Address)

**Listing Information****Web Presences**

<https://chelseafcc.com>

Type: Professional

**Additional Formal Ecumenical Affiliations**

No response

**UCC Conference or Association Staff Contact Person****Name:**

Rev. Lawrence T. Richardson

**Title:**

Associate Conference Minister of Church Vitality and Transitions

**Phone:**

(517) 295-3637

**Email:**

lawrence@michucc.org

What we value about living in our area.



Chelsea is a small city that embraces the values of a close-knit community. We take great pride in and actively support our excellent schools, athletic teams, arts and music events, outdoor activities, community hospital, district library, and historic downtown. Conveniently located near the larger city of Ann Arbor—and just about an hour from Detroit and Lansing—Chelsea benefits from easy access to a wide range of cultural opportunities and outstanding universities throughout the region. Major sources of employment within our community include: Chelsea Community Hospital, Chelsea Milling Company (Jiffy Mix), Chelsea School District, and Chelsea Retirement Community.

**Current size of membership**

65

**Average in person attendance**

33

**Does your church hold virtual worship services?**

No

**Languages used in ministry**

No response

**Position Title**

Pastor

**Position Duration**

Settled

**Compensation Level**

Other

**Does the total support package meet conference compensation guidelines?**

Yes

**Link to current Conference guidelines**

<https://drive.google.com/file/d/1WSKT9NyQ-qKYLtES3XfErE-7hfjl2dH/view?usp=sharing>

**Scope of Work**

Select the expectations of the church's next pastor using the list below and following the [Call Agreement Workbook](#).

Some additional goals for the pastor may also be included here. Expectations should be reasonable based upon the compensation level selected above; for example, a ¼ time pastor likely has time for Worship Leadership, preaching, service preparation, and possibly emergency on-call pastoral care.

**Expectations:**

Worship Leadership, Preaching, Service Preparation.  
Church Administration, Newsletter, Communications, Staff Supervision.  
Leadership with Church governing body and committees.  
Pastoral care, visitation of hospitalized, homebound, and members in care facilities.  
Special services (weddings, funerals, liturgical year services).  
Teaching – Bible Studies, adult education, confirmation, other (please provide a list of any other teaching items).  
Maintain collegial and denominational relationships.  
Mission and service involvements.

**Compensation and Support**

The salary basis comes from the [Call Agreement Workbook](#), equal to Cash Salary plus Value of Parsonage/ Housing Allowance. The Conference can assist in determining these amounts or provide a worksheet to be used to calculate these values.

| SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED                | AMOUNT OR PERCENTAGE (IF DETERMINED) | IS THIS NEGOTIABLE                  | PASTORAL CANDIDATE DETERMINES |
|--|--------------------------------------|-------------------------------------|-------------------------------|
| Salary (Cash basis determined from Conference/ Association Guidelines) | 50500                                | <input checked="" type="checkbox"/> | <input type="checkbox"/>      |
| Housing Allowance  | 0                                    | <input type="checkbox"/>            | <input type="checkbox"/>      |
| Any Experiential Difference (Related to years of experience)           | 0                                    | <input type="checkbox"/>            | <input type="checkbox"/>      |
| Salary Basis: 50500  |                                      |                                     |                               |
| Pension/Annuity  | 0                                    | <input type="checkbox"/>            | <input type="checkbox"/>      |
| Social Security and Medicare Offset                                    | 0                                    | <input type="checkbox"/>            | <input type="checkbox"/>      |
| Medical/Dental Insurance   | 0                                    | <input type="checkbox"/>            | <input type="checkbox"/>      |
| Life Insurance   | 0                                    | <input type="checkbox"/>            | <input type="checkbox"/>      |
| Disability Insurance   | 0                                    | <input type="checkbox"/>            | <input type="checkbox"/>      |
| Worker's Compensation  | 0                                    | <input type="checkbox"/>            | <input type="checkbox"/>      |

If needed, please comment further on your church's salary and benefits for the minister.

We are looking for a three-quarter time pastor.

The expected living situation for our next minister.

Living elsewhere to commute as needed

If a parsonage is provided, will the church offer a home equity allowance to the pastor? (The recommended guidelines for a home equity allowance is equal to 1.5% of the average home value in the community; this is considered taxable to the minister. The Housing Equity Offset should not be calculated into the Salary Basis upon which other Benefits are determined. Churches should consult a tax advisor prior to establishing any account for an equity allowance to ensure compliance with IRS rules on nonqualified deferred compensation plans.)

No

No response

How our church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment.

This is open to negotiation. We are flexible and very supportive of bi-vocational employment.

Additional reimbursements the next Pastor can expect to receive as part of their employment:

Conference and/or Association meeting registrations

Peer and professional supports available for ministers in our association/conferences.

The Chelsea Faith and Wellbeing Alliance is a collaborative group of local ministers and community wellbeing leaders—including representatives from the senior center, retirement communities, hospital, and wellness centers. The group meets every couple of months at 8:30 a.m. at the Chelsea United Methodist Church to foster connection and mutual support. Additionally, a "Lunch Bunch" support group meets regularly for local clergy. Cheryl Burke, ACM for clergy support, The Covenant Association Committee on Ministry, and Rev. Dr. Lillian Daniel, Conference Minister, all provide support.

**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 God is calling us to become as a congregation.

We believe God is calling us to be a caring, loving congregation—one that is genuinely welcoming to all and dedicated to sharing our time and talents both within our church and throughout the wider community.

Collaborative leadership that values listening to all voices in our congregation is essential to us. While we hope our minister will help grow our church, we also seek someone who is attentive to the individual needs of our members—whether through visits to shut-ins or by taking the time to build meaningful, trusting relationships within the church community.

Our outreach efforts have made a meaningful impact on Chelsea and the surrounding area, and we are committed to continuing this vital work. We are seeking a minister who will support all mission and outreach initiatives. Our strong and dedicated Mission & Outreach Committee looks to our minister for support, encouragement, and shared leadership in serving the wider community.

Our mission statement is a work in progress and we welcome input from our pastor.

How God is calling us to reach out to address the emerging challenges and opportunities of our community and congregation.

1. FCC Diaper Bank Established in September 2022 by our former pastor, the FCC Diaper Bank has become one of our most impactful outreach efforts. When she retired in April 2024, we were committed to continuing this vital service, providing disposable diapers—baby, toddler, and adult—to those in need. The program has grown significantly, prompting an expansion of our storage facilities to accommodate a surplus of diapers and supplies. Though we are primarily self-funded and have received some grant support, we actively continue to fundraise through both financial contributions and product donations. As awareness of the program grows, we are reaching out to surrounding communities to expand its impact even further.

2. Community Appreciation Initiatives We have extended our gratitude to local teachers and first responders as a way of strengthening our bonds with the community. Every teacher and staff member at our three local schools received a personal thank-you note along with a gift card. Our police, fire, and emergency departments were honored with donuts and a large thank-you card. These simple but heartfelt gestures were deeply appreciated, and we plan to continue similar efforts throughout the year—next focusing on delivering treats and cards to residents in our local senior communities.

From our Vision Statement, we are committed to:

1. Assisting people in growing spiritually
2. Being a caring, responsible congregation
3. Reaching out to our members and the larger community—easing burdens and helping others find faith in their own lives, knowing that God loves each of us

## 11-Year Report

Download a copy of the 11-Year Report developed with the help of our conference staff and UCC Data Hub.

[Download 11-Year Report](#)

## Congregation Demographics

Describe those who participate in your church.

| DEMOGRAPHIC  | NUMBER |
|--|--------|
| NUMBER OF ACTIVE MEMBERS:                                | 65     |
| NUMBER OF ACTIVE NON-MEMBERS:                            | 10     |
| TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE): | 75     |

ARE THESE NUMBERS ESTIMATES?

Yes



Describe the total participation of the church:

| DEMOGRAPHIC                                 | NUMBER |
|---|--------|
| MEMBERSHIP 5 YEARS AGO:                     | 128    |
| MEMBERSHIP 10 YEARS AGO:                    | 117    |
| WEEKLY ADULT EDUCATION ATTENDANCE: (IF ANY) | 0      |
| YOUTH MINISTRY ATTENDANCE: (IF ANY)         | 0      |

ARE THESE NUMBERS ESTIMATES?

No

Number of total participants by age:

| AGE   | NUMBER |
|-------|--------|
| 0-11  | 5      |
| 12-17 | 2      |
| 18-24 | 1      |
| 25-34 | 4      |
| 35-44 | 8      |
| 45-54 | 2      |
| 55-64 | 10     |
| 65-74 | 12     |
| 75+   | 40     |

ARE THESE NUMBERS ESTIMATES?

Yes

## Staff and Volunteer Leadership

List of all current staff:

| STAFF OR VOLUNTEER POSITION | WHO GUIDES THE WORK OF THIS POSITION? | COMPENSATION | LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION |
|-----------------------------|---------------------------------------|--------------|--|
| Interim Pastor              | Church Council                        | part         | 1 year   |
| Office Administrator        | Pastor                                | part         | 4 years  |
| Church Musician             | Pastor                                | part         | 20+ years  |
| Music Coordinator           | Pastor                                | part         | 1 year   |
| Custodian                   | Pastor/Council                        | part         | 20 years   |

Reflection: What this information reflect about our congregation's overall ministry:

We are a small but vibrant church with a deeply committed, active congregation. Our members come from diverse walks of life, which enriches our shared ministry with a wide range of skills, perspectives, and experiences. Despite our size, we engage meaningfully in the life of the church and the wider community. We are thoughtful, responsive and adaptable in times of need. We seek to reflect God's love by welcoming all people, recognizing that diversity is more than just appearance—it's rooted in our stories, abilities, and faith journeys. Our ministry works through God's Spirit among us.

## Church Finances



Current Annual Income

| SOURCE   | AMOUNT |
|--|--------|
| Annual Offerings and Pledged Giving  | 111083 |
| Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return) | 10000  |
| Fundraising Events   | 4422   |
| Rental of Church Building  | 900    |
| Total  | 126405 |

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

120250

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.

[Download church budget](#)

Has the church ever failed to pay its financial obligations to a minister of the church?

No

Total amount of loan debt:

No response

Reason for debt:

No response

Are capital and other payments current?

Yes

Does the church currently have any endowments? If so, what are the values of those endowments?

Endowment:

402277

Endowment:

212923

Endowment:

No response

Capital Campaigns

Description of any building programs projected or underway.

No current capital campaigns

## Pictures



## Does the church have a parsonage?

No

## Describe all buildings owned by the church and include pictures:

We are blessed to own our historic brick church building, completed in 1895, featuring Romanesque architecture and a rich sense of heritage. Our sanctuary is semicircular in design, highlighted by warm wood features, an 8-rank Moehler pipe organ, and a 7-foot Yamaha concert grand piano, creating a beautiful space for worship and music.

The main floor includes: kitchen, fellowship room, nursery, office area, pastor's office, conference room, and two accessible restrooms.

The basement offers: a large kitchen and gathering room used for meals and social events, two accessible restrooms, an office/classroom, and a large classroom currently serving as our Diaper Bank room.

Our facilities are well-used and adaptable, supporting both congregational life and outreach ministries.

## Description of non-owned buildings or space used or rented by the church:

none

## Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance  
Accessible parking spaces  
Access to child care spaces for wheelchair users and people with other mobility aids  
Listening devices in the sanctuary, or wireless technology to connect to hearing aids

Large print bulletins  
Wheelchair access in bathrooms  
Handrails on all stairs  
Curb cuts  
Accessible bathroom on each floor

## Which spaces are accessible to wheelchairs:

Our church is committed to being inclusive and accessible. The following spaces are wheelchair accessible:

- Worship space (sanctuary)
- Fellowship and gathering spaces (both upstairs and downstairs)
- All restrooms (upstairs and downstairs)

We strive to ensure that everyone can fully participate in the life of our church, regardless of mobility challenges.

## Historical Information

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Significant happenings in the history of our church that have shaped the identity of our congregation.

**Building Renovations and Updates** Over the years, we have worked hard to retain the historical character of our church building while modernizing the interior. A major remodel between 2013 and 2015 updated our basement (Phase 1) and main floor (Phase 2), enhancing gathering spaces, creating usable rooms for meetings, offices, and classrooms, and adding accessible restrooms. These updates have provided a modern, welcoming space for community events, weddings, and rental opportunities. We've also replaced entry doors to the sanctuary and carefully maintained the beautiful stained glass windows, preserving the church's historic charm.

**The Diaper Bank** One of the most significant recent initiatives is the creation of our Diaper Bank, which provides essential support to families in need within our community. This outreach ministry reflects our church's deep commitment to service and compassion, addressing tangible needs while fostering a spirit of care and solidarity.

### Ministerial History:

|  |                             |
|--|-----------------------------|
| <i>Name:</i> Barbara Edema             | <i>Years of service:</i> 2  |
| <i>Name:</i> Joseph Jeffreys           | <i>Years of service:</i> 9  |
| <i>Name:</i> Barbara Edema             | <i>Years of service:</i> 6  |
| <i>Name:</i> David Cleaver-Bartholomew | <i>Years of service:</i> 7  |
| <i>Name:</i> Leland Booker             | <i>Years of service:</i> 3  |
| <i>Name:</i> John Gibbon               | <i>Years of service:</i> 3  |
| <i>Name:</i> Carl Schwarm              | <i>Years of service:</i> 10 |

## Community Vision

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How the relationships and activities of our congregation extend outward in service and advocacy.

Despite being a small church, we are deeply committed to extending our relationships and activities outward in service and advocacy. Our Mission & Outreach Committee plays a vital role in leading a variety of outreach projects that support both our local and broader communities.

One of our most transformational initiatives is the FCC Diaper Bank, which began as a simple outreach effort and has grown into its own separate committee and bank account. This dedicated initiative helps families care for their infants, toddlers, and elderly family members by providing essential diapers and related items. The Diaper Bank has become a key part of our ministry, serving any families in need.



We have monthly outreach projects, including Faith in Action, Jackson Interfaith Shelter, and Heifer International. Through these efforts, we aim to embody the values of compassion, service, and justice in a tangible way, advocating for the needs of our neighbors and strengthening our bonds with the community.

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, through [Just World Covenants](#) or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.

Open and Affirming (ONA).

Other UCC designations:

God Is Still Speaking

## References

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*None contacted yet*

## Closing Prayer

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Loving God,

We trust that You are already preparing the heart of the one You are calling to join us. Lead them with clarity and assurance. Help them hear Your voice above all others and respond with bold and joyful faith.

Grant them courage to lead with authenticity, humility to listen with care, and vision to inspire transformation. Let their unique gifts find good and fertile soil here among us.

Together, may we grow into the church You dream for us to be—vibrant in faith, rich in compassion, inclusive in spirit, and overflowing with Your Holy Spirit.

## Statement of Consent

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### 1. Which individuals and groups in the church contributed to the contents of this Local Church Profile?

*For example, church council or consistory, transition team, etc.*

Search Committee: Angela Chapman Anderson, Sandra Andresen, Debra Borders, Eltia Borders, Laura Gordon, Kathy Grau, Cheryl Kaiser, Dave Watson, Natalie Watson  
Church Council  
Congregation through survey

### 2. Additional comments for interpreting the profile:

A significant portion of our congregation—61%—participated in the pastoral search process by completing a survey that included both multiple-choice and open-ended questions. The insights gathered through this survey have helped shape this profile and reflect the voices, hopes, and concerns of our church community.

The full survey results have been compiled and will be made available on our church website for transparency and broader congregational access.



## Pastoral Search

The Rev. Dr. Barbara Edema, retired clergy.

Served FCC from April 2004 – October 2010; and July 2021 – April 2024 as solo pastor.

Cell phone: (616) 780-1105 Email: barbara.edema@gmail.com

**Areas of strength in this church's ministry:** FCC is a loving congregation with a heart for their community. They work with Faith in Action, an organization that helps with food insecurity and other needs for families. FCC donates monthly to specific needs. FCC runs a diaper bank out of the church for Chelsea and the surrounding areas. No one is ever turned away. Diapers, wipes, adult briefs, feminine hygiene products, and occasionally baby wash and shampoo are shared at no cost for families in need. The Diaper Bank is funded through donations and every penny is used for the products given away. FCC also has an incredible music ministry for a small church. Marla Moore is the coordinator and soloist and brings in students from the University of Michigan School of Music. This program is funded by a music scholarship with donations from the congregation. The church also has a healthy endowment fund.

**Areas for improvement in this church's ministry:** Membership has declined and will need renewed efforts to regain old and new members. As in many small-town churches, there are strong opinions about how things should be done. FCC will need a pastor who can facilitate, through healthy conversations, the development of a new vision for following Jesus Christ in the world. Also, as the church has aged shut-ins will need more care and regular visits.

I have been blessed to serve this wonderful church twice. The first time we had many young people and did yearly intergenerational mission trips, raised money by performing community plays and concerts, and always had a healthy showing of youths on Sunday mornings. We were busy!

At the beginning of my second tenure the church was just coming out of Covid and my first Sunday was the first Sunday the church was open for the first time after the pandemic. We were an older congregation but still had a lot of enthusiasm. Mission is a large part of this church, and the mission committee is strong. We worked hard to recognize teachers in Chelsea with a gift and thank you card each year. Faith in Action provided us with ways to give monthly and also adopt families during the holidays. The Diaper Bank was born and is a vibrant ministry. FCC cares about the elderly residents in the community and just recently brought Easter gifts to those at the local retirement center. The next pastor will find a loving and creative congregation with whom to share ministry!

My prayer of thanksgiving is knowing that God has the perfect person ready to come to FCC and lead this wonderful congregation into the next stage of ministry in new and exciting ways to follow Jesus Christ.



Melissa Archer  
President of Jasmynn's Voice, np  
734-260-7997  
Attended FCC for three years

**Strengths of First Congregational Church of Chelsea:**

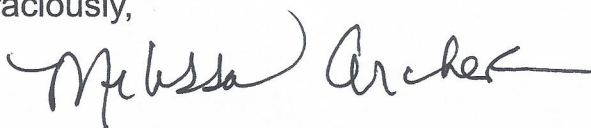
A loving, inclusive, family-oriented gathering of folks.  
Past Pastors were community minded & proactive in helping others.  
Encompassed core family values and biblical teaching from scripture.  
Phenomenal music talent lifts the bldg each week.

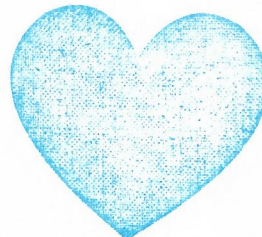
**Areas of Improvement:**

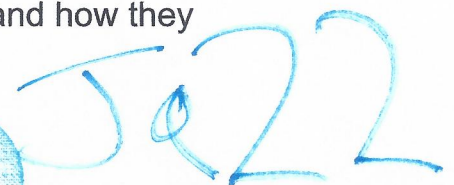
Need to expand the congregation with more young parishioners.  
Perhaps not asking so much, so often in the realm of giving.  
Recruiting more greeters, readers, etc. so it doesn't fall upon 3 or 4.

Our most significant experiences have always been around the heart of FCC and how the congregants accepted us and our nonverbal daughter with autism whole heartedly. The genuine love and care shown towards Jazz and allowances made for her to partake in communion was a gift in this mama's mind. Beyond welcoming us three the church has supported our mission to help provide voices to those living with autism and contributed absolutely so generously to our nonprofit. There is a sense of true community, fellowship, and love that permeates every aspect of FCC. We miss the church friends immensely but distance and ease of attendance for a working dad and Jazz forced us to make a hard choice to let go and remain closer to home for our services. The church at Chelsea will forever hold a warm place in our hearts and souls. We know that we were accepted, loved, and wrapped in the kindness of the people there who made the church feel like "home" for us. Jazz, in her nonverbalness, never opened her mouth to sing praise but when we asked her why she wanted to go to church in Chelsea her response was, "To sing with Jesus." That was a profound response and one we still hear every Sunday, but the moment began at FCC. We cannot thank this congregation enough for who they are and how they wrapped us in their love.

Graciously,

Melissa Archer



Jazz

Thommy Long  
4961 Cedarview Cir. Apt 3D  
Ypsilanti, MI 48197  
602-432-1661  
[mtlong0403@gmail.com](mailto:mtlong0403@gmail.com)

Kathy Grau  
First Congregational Church  
3500 South M52  
Chelsea, MI 48118  
734-353-0350  
[kgrau3437@aol.com](mailto:kgrau3437@aol.com)

To whom it may concern:

Hello, my name is Thommy Long. I've been part of the music staff as a soloist at the First Congregational Church in Chelsea for over a year now and it has been an absolute joy being part of the FCC family. I've sung many services and even performed a special concert at the church. I can be reached by phone at (602) 432-1661, or by email at [mtlong0403@gmail.com](mailto:mtlong0403@gmail.com) or [thomlong@umich.edu](mailto:thomlong@umich.edu).

This church has a lot of strengths and has a lot of things I admire about them. For one, this congregation is so welcoming and loving. They open their hearts to everyone they meet and ensure everyone is taken care of. They hold many brunches and lunch-ins throughout the year and coffee hour after every service. Within the community, they hold many donations and drives for diapers, clothes, and notably, help donate to a program for children with special needs who cannot speak. I admire how everyone is welcome in this congregation and how there is no judgement felt within the walls. The ministry is very neutral and is all about the love and story of Jesus. I enjoy how this is a place of worship and to share the Christian story, but not a place to impose how one should live or to force certain viewpoints. I believe this is important to the FCC and UCC ministry.

Truthfully, I cannot articulate any areas of improvement this church needs to seek. Services are engaging and never drag. This ministry is aware of the areas they aren't secure in and do what they need to for necessary change. They also do efficient outreach for community engagement to reach a greater audience. They've recently had people mention how they never knew this church was here until something the church put on in the community. This shows the church and its ministry is doing something right.



As someone who came from a toxic religious upbringing and who has not personally been in religion through the later part of my life other than music jobs, this church solidified how great the people of FCC and UCC churches are. I sang at the Church of the Red Rocks in Sedona, AZ during my undergrad; a beautiful church with even better people. They showed me how good, loving, and accepting religious people can be, and proved how neutral, simple, and individual worshiping God and Jesus can and should be. Here at FCC in Chelsea, there was no difference. From the first day I stepped foot in the door to the very last, they have shown nothing but love and support to me. I've felt taken care of, included, supported, and have never felt pressured or felt viewpoints imposed. I've very much enjoyed spending my time at this church and sharing my talents for this ministry. These people deserve a lot and are owed a kind, loving, engaging, and supporting Pastor; one that will be on their side and to keep their endeavors going.

I am available for further communication if at all needed to discuss this more. I cannot thank FCC in Chelsea enough for everything I've gained by being at this church. This experience will stay with me for my life.

Thank you, and all my best,

M. Thomas Long  
Thommy