

# First Congregational United Church of Christ

201 S. Second Ave.  
Alpena, Michigan 49707



PASTORAL SEARCH AND CALL

**CHURCH PROFILE**

**June 9, 2025**

# **UNITED CHURCH OF CHRIST**

## **LOCAL CHURCH PROFILE**

### **First Congregational United Church of Christ**

Alpena, Michigan ~ Settled Minister

Michigan Conference U.C.C.  
June 9, 2025

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*“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 INFORMATION**

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## **LISTING INFORMATION**

**Church Name:** First Congregational United Church of Christ

**Street Address:** 201 S. Second Avenue, Alpena, MI 49707

**Telephone:** (989) 356-1795

**Church Email:** [officeuccalp@gmail.com](mailto:officeuccalp@gmail.com)

### **Supplemental web links:**

**Website:** <https://www.uccalpena.org/>

**Facebook:** <https://www.facebook.com/firstcongregationaluccalpena/>

**YouTube Channel:** <https://www.youtube.com/channel/UCd5cgfeVYS0LgSqhFXbo3jQ>

**Conference:** Michigan Conference

**Association:** United Northern Association

### **UCC Conference or Association Staff Contact Person**

**Name:** Rev. Dr. Lawrence T. Richardson

**Title:** Associate Conference Minister of Church Vitality and Transitions

**Telephone:** (517) 295-3637

**Email:** [lawrence@michucc.org](mailto:lawrence@michucc.org)

### **Summary Ministry Description:**

With a successful stewardship campaign, resulting in a balanced budget for 2025, a solid plan to maintain future financial stability with a vision to continue to grow the church was developed. As part of that growth, we are building greater awareness around gifting to our church—both through current contributions and future legacy giving.

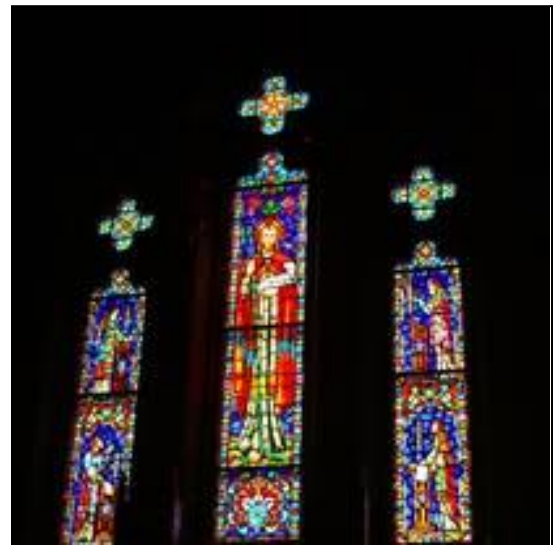
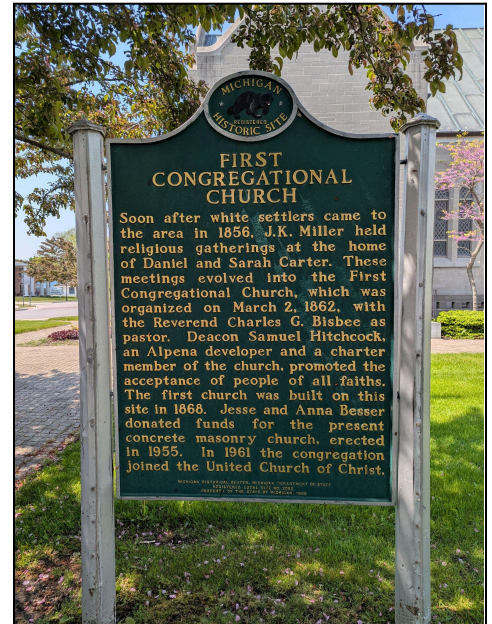
We are called to reach out into the community and serve as the downtown church—a welcoming and active presence in the heart of the city.

To fulfill this vision, we are seeking a Minister who is willing to serve a church that is grounded in tradition but eager to embrace new ideas and approaches. We are looking for someone who is high energy, creative, and a visionary leader.

(continued on next page)

We seek a Minister who will inspire our congregation, foster spiritual growth, and energize our outreach efforts. We are looking for someone with a passion for guiding others in their faith journey, who is eager to engage with a community that embraces change, and is ready to lead with enthusiasm and heart.

## Photographs:

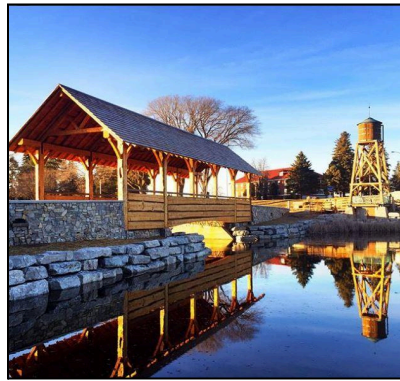
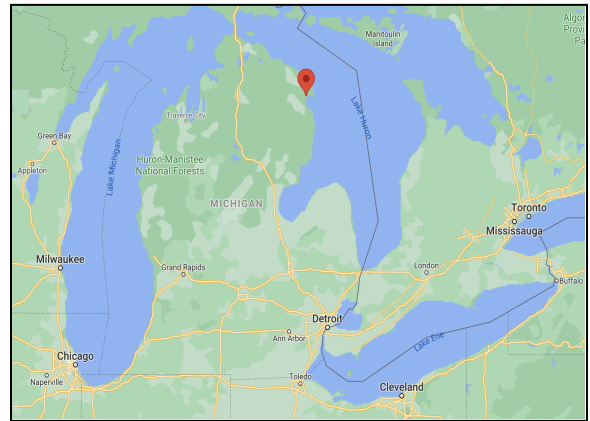




## What we value about living in our area:

We are located in beautiful Northern Michigan, where all four seasons offer their own unique charm—from the vibrant colors of autumn to summer days on the shores of Lake Huron. Alpena is a regionally vibrant community, offering a high quality of life and strong local institutions.

Our area is home to Alpena Public Schools, Alpena Community College, MyMichigan Health System, and the Thunder Bay National Marine Sanctuary providing educational and healthcare resources that enrich our lives and support our mission.



**Current size of membership:** 95

**Average in person attendance:** 44

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

**Platform for Virtual Worship:** YouTube

**Average number of views per service:** 27

**Position Title:** Ordained Minister

### Position Duration:

Settled – a called position intended for longer-term ministry in which the Minister moves their church membership to the congregation and moves their ministerial standing to the related UCC association.

**Compensation Level:** Full Time

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

Yes.

# SCOPE OF WORK

Our Settled Minister would be proficient in:

- Preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.
- Pastoral care in collaboration with lay people; including counseling, listening, and referral to appropriate professional(s), when necessary.
- Strategic planning for current and new directions in ministry.
- Community engagement and leading the way for the church to be an ambassador of God's love.
- Leadership development by working with people in the church to create ministry and programs.
- Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities, and helping lay persons take advantage of them.
- Weddings, baptisms, and funerals for participants in the worshipping and wider communities.
- Attend meetings and give leadership as needed to church programs, in collaboration with lay leadership.
- Administration responsibilities and responsibility for supervision of staff.
- Faithful financial development and stewardship.
- Personal study and prayer.
- Energizing and deepening the spiritual connections and faith understandings of others.
- Participation in wider church activities such as Conference and Association meetings.

## Core Competencies:

- **Visioning and Strategic Planning:** Developing a clear vision for the church and implementing strategies to achieve it.
- **Preaching and Teaching:** The ability to communicate God's word effectively and in a way that is engaging and relevant to the audience.
- **Community Building:** Fostering a sense of belonging and connection within the congregation.

## COMPENSATION AND SUPPORT

### **Salary Basis:**

Salary and benefits are offered in accordance with Conference guidelines.

### **What is the expected living situation for your next minister?**

Church and community involvement is important to First Congregational's congregation, making it an expectation that the next Minister will take that into consideration in determining residential and commuting arrangements.

### **State any incentives offered with the position:**

- Reimbursement for use of personal vehicle.
- Conference and/or Association meeting registrations.
- Other meeting registrations (or educational requirement registrations).
- Criminal background checks.

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

Our Settled Minister may choose to participate and interact with the local Lectionary Group.



## **WHO IS GOD CALLING TO MINISTER WITH US?**

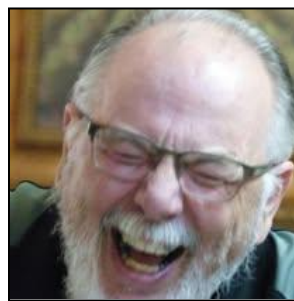
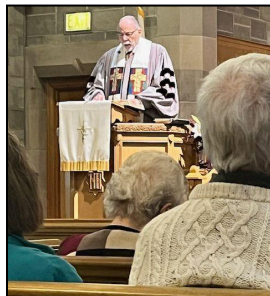
**Describe the ministry goals you envision your next minister collaborating with the congregation to achieve.**

We expect our next Settled Minister to provide ongoing, inspiring worship that renews and deepens our relationship with Jesus Christ. We seek someone who has a passion for worship and actively supports the music ministry of the church. We value a leader who will co-collaborate with our membership and the wider community to create, expand, and actively support opportunities for fellowship and connection.

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

We envision a Minister who works with the congregation to be faithful stewards—at home, at work, and in the community—while embracing new ideas and approaches to ministry. This includes offering programming and events beyond Sunday worship that will engage current members, warmly welcome guests, and create excitement and interest among visitors and the broader community.

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





**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.**

#### EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE

- Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship.
- Praying actively and nurturing spiritual practices.
- Being called to ordained ministry by God and the Church.
- Continuing discernment of one's call in the community.
- Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.
- Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.

#### STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS

- Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
- Living in relationships of covenantal accountability with God and the Church.
- Exhibiting strong moral character and personal integrity.
- Respecting the dignity of all God's people.
- Understanding and ministering to stages of human development across the life span.
- Demonstrating excellent communication skills.

#### ENGAGING SACRED STORIES AND TRADITIONS

- Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament.
- Maturing in effective proclamation and preaching.
- Understanding the history of the Christian Church, from biblical times forward.
- Bringing life to sacred stories and traditions in worship, proclamation, and witness.
- Leading faith formation effectively across generations.
- Holding the Holy with integrity especially as represented in the Sacraments.

#### WORKING TOGETHER FOR JUSTICE AND MERCY

- Drawing on the ministry of Jesus Christ to confront injustice and oppression.
- Practicing the radical hospitality of God.
- Identifying and working to overcome explicit and implicit bias in the life of the Church.
- Understanding community context and navigating change with a community.
- Engaging in mission and outreach.
- Building relationships of mutual trust and interdependence.

## **WHO IS GOD CALLING US TO BECOME?**

*"You shall love your neighbor as yourself." (Matthew 22:39 NRSV)*

### **Join Us at First Congregational Church in Alpena, Michigan!**



Are you a dynamic and passionate leader eager to inspire and uplift a vibrant congregation? First Congregational Church in Alpena, Michigan, is seeking a high-energy, forward-thinking, adventurous Minister to guide our church into an exciting new chapter of growth and community engagement.

We are a welcoming and inclusive church committed to fostering spiritual growth, compassion, and connection. Our congregation is ready for a visionary leader who will embrace the future with enthusiasm, creativity, and a deep commitment to serving others.

As our Settled Minister, you will have the unique opportunity to shape the direction of our ministry, inspiring all generations to live out their faith through outreach, service, and authentic worship. You will be part of a supportive team, working alongside dedicated church members who are excited to see how God's calling unfolds in Alpena and beyond. We are looking for a leader who:

- Brings a high level of energy, creativity, and vision.
- Will build meaningful relationships and engage with the community in new and innovative ways.
- Is committed to spiritual growth and discipleship for all ages.
- Will foster an inclusive environment that welcomes all individuals to worship and serve.
- Has experience leading dynamic worship services, preaching with passion, and offering pastoral care.



If you're ready to be a part of an enthusiastic, welcoming, and forward-moving community, we invite you to consider joining us at First Congregational Church in Alpena. Together, we can make a lasting impact in our church and in the broader Alpena community.

We can't wait to see how God is calling you to be a part of this exciting journey!



**Apply today and help us embrace the future with energy, vision, and faith!**

## **WHO ARE WE NOW?**

- o CONGREGATIONAL REFLECTIONS
- o 11-YEAR REPORT
- o CONGREGATIONAL DEMOGRAPHICS
- o PARTICIPATION AND STAFFING
- o CHURCH FINANCES
- o HISTORICAL INFORMATION

## **CONGREGATION REFLECTIONS**

### **Describe your congregation's life of faith.**

As members of First Congregational Church we proclaim Jesus Christ as our Lord and Savior. We believe Jesus died for our sins so that we may be saved. We believe every person is created equal and we welcome all. We strive to fulfill God's plan to spread His word and serve Him. We observe the sacraments of baptism and communion.

Our God is loving and forgiving. We are dressed by the Holy Spirit with a wardrobe of kindness, humility, compassion, and patience.



### **Describe several strengths or positive qualities of your congregation:**

Our congregation is friendly, open minded, flexible, and committed to our community. We have longevity and dedication in our membership.

### **What is a growing edge for your congregation? What do you need to strengthen as a congregation?**

- Membership
- Community Participation

### **Describe what worship is like when your congregation gathers:**



Our services are held in a beautiful Sanctuary with a dedicated choir enhancing worship. They are based around scripture with relevance to our changing world. Our music is mostly traditional, and we often have guest musicians especially during the holidays or for special occasions. We are family friendly and welcome all to our fellowship time after each service. Baptism is held during the service, as part of the service, with the entire congregation participating. We value preaching that is honest, moving, and thought provoking.

**Describe the educational program/faith formation vision of your church:**

We have a class exploring the main religions, and we just concluded a class exploring the book *The Heart of Christianity* by Marcus J. Borg. This class led to more unity with the members attending and helped us to discover a life of faith. We would look forward to insight from our next Settled Minister regarding faith formation through classes, events, and Sunday services. We seek someone who will teach, preach and lead us.

**Describe how your congregation is organized for ministry and mission:**

We have a governing Board of Directors, a Mission Committee and several other volunteer committees that report to the Board. We recently became ONA, after much discussion and exploration. Decisions are communicated through announcements, in the worship service, a monthly newsletter, fellowship discussions, town hall meetings and through mailed and email communications.

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

Although the Minister is a non-voting member of committees, he/she focuses on the leadership committees (10 hours per month) and works with those committees that demonstrate needs for structure and growth; meets with staff weekly for communication and planning.

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

Our Minister, Board Chairperson, Board of Directors and church staff all serve as key leaders in decision making. When a crisis or disaster occurs, the key leaders are contacted to engage the appropriate individuals to deal with the disaster or crisis. Typically, the Minister and Board Chair are the first notified and under their leadership, the situation is properly managed.

**Can you provide the next Minister with a copy of the organizational structure, bylaws and/ or annual report to further explain the patterns of the church's activity and governance?**

Yes. By-Laws and the Annual Report are available, upon request.





# 11-YEAR REPORT



## UNITED CHURCH OF CHRIST ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS

Church#:	320080											
Assoc.:	416	Schedule: 0	First Congregational UCC									
			Alpena									
			MI									
			48707									
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED			
2013	196	71	23	0	7	0	4	0	3			
2014	191	70	27	0	4	4	4	7	-3			
2015	177	75	34	4	0	6	10	14	-14			
2016	179	72	36	0	17	4	6	13	2			
2017	154	70	18	0	0	0	9	16	-25			
2018	155	87	51	0	7	2	8	0	1			
2019	149	88	46	0	2	0	3	5	-8			
2020	150	88	0	0	7	0	2	1	4			
2021	141	40	35	0	2	0	8	3	-9			
2022	141	42	0	0	2	1	3	0	0			
2023	136	44	0	0	0	0	5	0	-5			
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPPLY% CURR LOCAL TOTAL EXPEND	PLEDGES AND OFFERINGS			
2013	\$220,285	\$0	\$10,956	\$3,525	\$14,481	\$52,640	\$67,121	4.97	\$287,406	\$126,175		
2014	\$248,068	\$0	\$10,725	\$6,205	\$16,930	\$10,410	\$27,340	4.32	\$275,408	\$124,176		
2015	\$272,969	\$0	\$10,600	\$13,932	\$24,532	\$52,610	\$77,142	3.88	\$350,111	\$144,731		
2016	\$256,942	\$0	\$10,000	\$14,939	\$24,939	\$44,500	\$69,439	3.89	\$326,381	\$170,019		
2017	\$227,912	\$0	\$10,500	\$22,572	\$33,072	\$59,905	\$92,977	4.61	\$320,889	\$163,555		
2018	\$252,073	\$0	\$10,000	\$13,177	\$23,177	\$0	\$23,177	3.97	\$275,250	\$152,509		
2019	\$234,744	\$0	\$10,000	\$10,846	\$20,846	\$45,154	\$66,000	4.26	\$300,744	\$133,960		
2020	\$216,050	\$0	\$10,000	\$11,834	\$21,834	\$1,420	\$23,254	4.63	\$239,304	\$145,938		
2021	\$121,974	\$0	\$10,000	\$7,894	\$17,894	\$19,769	\$37,963	8.20	\$159,637	\$149,673		
2022	\$127,434	\$20,000	\$10,000	\$7,191	\$17,191	\$45,024	\$62,215	7.85	\$189,649	\$144,864		
2023	\$206,813	\$17,350	\$10,000	\$8,040	\$16,040	\$49,808	\$65,848	4.84	\$272,661	\$141,179		
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE				
2018-2023	-12.26	-34.33	-100.00	-100.00	-37.50	-17.96	-30.79	-0.94				
2013-2023	-30.61	-38.03	-100.00	-100.00	25.00	-6.12	10.77	5.13				

Please note: Zero values ("0") or ("0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

## CONGREGATION DEMOGRAPHICS

**Describe those who participate in your church.**

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	95	
Number of active non-members:	4	
Total of church participants (sum of the numbers above):	99	

**Percentage of total participants who have been in the church:**

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	68%	✓
Less than 10, more than 5 years:	15%	✓
Less than 5 years:	17%	✓

**Number of total participants by age:**

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
0	0	0	0	2	3	12	29	49	✓

**Percentage of adults in various household types:**

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	0%	✓
Joint household with minors:	4%	✓
Single adults aged 35-65:	10%	✓
Joint household with no minors:	49%	✓
Single adults over 65:	37%	✓

### Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	35%	✓
College:	41%	✓
Graduate School:	15%	✓
Specialty Training:	9%	✓
Other (please specify):	0%	✓

### Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	15%	✓
Adults who are retired:	83%	✓
Adults who are not fully employed:	2%	✓

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

In working and retired roles, we have many members in the field of Healthcare, Education, and Service Industries.

### Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. What does diversity mean in your context?

While our community may be similar in background, our doors and hearts are open to **everyone**. We believe in uniting in faith, celebrating our shared journey, and extending God's grace to all who seek it. **All are welcome** regardless of ethnicity or background.

### 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?

At First Congregational Church, we value people of all ages. We believe that every generation has something important to offer—whether it's the energy of youth, the experience of adulthood, or the wisdom of older age. Our goal is to be a church where children, teens, adults, and seniors all feel welcome, included, and involved. We encourage relationships across age groups and work to make sure everyone can participate, grow in faith, and serve together.

### Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future?

We are an Open and Affirming church.

## PARTICIPATION AND STAFFING

List all current staff, including ministers, in the following chart. Please leave blank any fields that are not applicable to your congregation. Exclude the position you are seeking to fill, but indicate which staff person serves as head of staff.

Ways of Gathering	Estimated number of people in attendance	Who plans each of the listed gatherings? ( <i>list any and all worship planners, such as various lay leaders, Pastors, musicians, other staff</i> )
Adult Groups or Classes	12	Retired Minister
Baptisms (# <i>last year</i> )	0	Minister
Children's Groups or Classes		
Christmas Eve and Easter Worship	80	Minister
Church-wide Meals	80	Lay Leadership
Choirs and Music Groups	14	Director of Music
Church-based Bible Study	12	Retired Minister
Communion ( <i>served 1x per month</i> )	45	Minister
Community Meals	60	Lay Leadership
Confirmation (# <i>last year</i> )	0	Minister
Drama or Dance Program		
Funerals (# <i>last year</i> )	2	Minister
Intergenerational Groups		
Outdoor Worship	35	Minister, Music Dir., Volunteers
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings (# <i>last year</i> )	0	Minister
Worship (time slot: 10:00am)	44	Minister, Altar Guild, Music Dir., Worship Committee
Worship (livestream 10:00 a.m.)	27	Minister, Music Dir., Video Tech.
Young Adult Groups or Classes		
Youth Groups or Classes		
Other	8	Email Prayer Chain



List all members or regular participants in your congregation who are ordained, licensed, or commissioned Ministers.

Name	Type of Ministry Role	Retired? (Y or N)
Rev. Dr. Robert Case	Emeritus	Y
Rev. Karen Bacon	Member	Y
Rev. Eugene Bacon	Member	Y

If one or more previous Minister or retired Ministers currently hold membership in the church, describe their role(s) in the life of the congregation: None.

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	Compensation (full time, part time, volunteer)	Supervised by Church Council Personnel Committee and...	Length of Tenure for current person in this position
Director of Music	Part Time	Minister	8 years
Treasurer	Part Time	Minister	18 years
Custodian	Part Time	Minister	8.5 years
Admin. Assistant	Part Time	Minister	6 months
Video Technician	Part Time	Minister	1 year

## Reflection:

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

We have a full and dedicated staff and an engaged, enthusiastic congregation of members and friends. We are seeking a visionary leader who can bring fresh ideas, renewed energy, and dynamic programs to help guide our church into its next chapter.

# CHURCH FINANCES

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

See financial reports below.

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

See financial reports below.

*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.*

### FIRST CONGREGATIONAL UNITED CHURCH OF CHRIST

#### Treasurer's Report for 2024 & 2025 Budget

Account #	Account Name	2024 Actual	2025 Budget Actual
<b>INCOME</b>			
<b>General Fund Contributions</b>			
421.201	Pledge Contributions	126,419	125,000
421.204	Loose Offering	4,028	3,000
	<b>General Fund Contributions</b>	<b>\$130,447</b>	<b>\$128,000</b>
<b>Other General Fund Receipts</b>			
421.205	Gifts to General Fund	26,472	9,500
421.301	Interest / Dividend / Cap Gains	16,595	10,500
421.302	Other General Income	674	1,000
421.305	Special Funds & CFNEM Grants	13,686	11,650
423.150	CFNEM Comstock Endow Distribution	50,000	50,000
423.300	Comstock Fund (Special Funds) Grants	15,600	56,265
	<b>General Fund Other ]</b>	<b>\$123,027</b>	<b>\$138,915</b>
	<b><u>TOTAL GENERAL FUND INCOME</u></b>	<b>\$253,474</b>	<b>\$266,915</b>
<b>Mission Special Collections</b>			
420.101	Our Church's Wider Mission Collection	15,724	5,000
420.112	Christmas Fund Collection	1,146	1,000
420.113	Neighbor In Need Collection	930	1,000
420.114	One Great Hour of Sharing Collection	2,441	2,400
420.115	Strengthen the Church Collection	282	700
420.117	CWS Blanket Collection	1,685	1,500
420.119	Feed A Family Collections	0	240
420.121	Heifer Project Collection	2,103	1,500
420.126	Mission Grants Received	4,000	0
420.129	Other Mission Collections	0	900
	<b><u>TOTAL MISSION INCOME</u></b>	<b>\$28,311</b>	<b>\$14,240</b>
	<b><u>DESIGNATED FUNDS INCOME</u></b>	<b>\$3,209</b>	<b>0</b>
<b>TOTAL INCOME</b>		<b>\$284,994</b>	<b>\$281,155</b>

**General Fund****Minister's Compensation**

550.100	Pastor Salary	65,693	67,080
550.104	Pastor's Housing Allowance	23,595	20,124
<b>Minister's Compensation</b>		<b>\$89,288</b>	<b>\$87,204</b>

550.101	Pastor's Annuity	11,956	12,208
550.102	Pastor's Life & Disability	1,281	1,308
550.103	Pastor's Social Security	6,498	6,671
550.105	Pastor's Car Reimbursement	297	1,200
550.106	Pastor's Professional Exp	15	1,200
550.107	Pastor's Health & Dental Insurance	11,581	11,355
550.108	Housing Equity	4,875	4,875
<b>Minister's Benefits</b>		<b>\$36,504</b>	<b>\$38,817</b>

550.201	Church Secretary	11,729	12,423
550.203	Custodian	13,964	14,211
550.205	Music Associate	16,633	17,117
550.208	Temporary Help/Pulpit Supply	1,300	1,900
550.209	Treasurer	9,815	9,176
550.250	Payroll Taxes	4,026	6,351
<b>Staff Wages &amp; Payroll Taxes</b>		<b>\$57,467</b>	<b>\$61,178</b>

**Building & Ground**

550.301	Church Maintenance	6,430	6,800
550.302	Custodial Supplies	908	960
550.303	Elevator Maintenance	5,200	4,950
550.304	Refuse Service	600	420
550.305	Grounds Maintenance	4,186	6,800
550.401	Electric	4,432	5,500
550.402	Natural Gas	9,930	12,850
550.403	Telephone / Internet	2,859	2,880
550.404	Water	404	575
<b>Building &amp; Grounds</b>		<b>\$34,953</b>	<b>\$41,735</b>

**Administration**

550.600	Insurance - Property, Liability, W Comp	10,209	11,651
550.702	Office Supplies & Expense	2,084	1,650
550.802	Registrations/Subscriptions/Fees	8,229	8,265
<b>Administrative Expenses</b>		<b>\$23,584</b>	<b>\$21,566</b>

**Ministry & Outreach**

560.600	Faith Enrichment	69	900
570.100	Worship	17,926	3,650
570.200	Hospitality	195	500
570.300	Outreach/Mission Expense	50	4,800
570.400	Music Ministry	1,014	900
<b>Ministry &amp; Outreach Expense</b>		<b>\$19,254</b>	<b>\$11,550</b>

<b><u>TOTAL GENERAL FUND EXPENSE</u></b>		<b>\$261,052</b>	<b>\$262,050</b>
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<b>Mission Fund</b>			
540.100	Our Church's Wider Mission Support	0	5,000
540.702	Christmas Fund Support	1,146	1,000
540.703	Neighbors in Need Support	930	1,000
540.704	One Great Hour Support	2,441	2,400
540.705	Strengthen the Church Support	282	700
540.717	CWS Blanket project support	1,685	1,500
540.719	Feed A Family support	0	240
540.721	Heifer Project support	2,103	1,500
540.809	Other Mission Collection Expense	4,000	900
	<b><u>TOTAL MISSION EXPENSE</u></b>	<b>\$12,587</b>	<b>\$14,240</b>
	<b><u>DESIGNATED FUNDS EXPENSE</u></b>	<b><u>\$7,835</u></b>	<b><u>0</u></b>
	<b>TOTAL EXPENSE</b>	<b>\$278,413</b>	<b>\$276,290</b>
	<b>Difference</b>	<b>\$ 4,005</b>	<b>\$ 865</b>

**Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?** 41%.

**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)*

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

**In what way is OCWM (Basic Support) gathered?** OCWM comes from Mission pledges in 2024.

**What is the church's current indebtedness?** None.

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

**Does your church have an endowment?** Yes.

**What is the market value of the assets?** \$2,604,624.



### **Are funds drawn as needed, regularly, or under certain circumstances?**

Two Funds (12/31/24):

Comstock (\$1,224.917) - as directed by the congregation.

Community Foundation (\$1,379.707) - the spendable allocation is drawn, as needed, by the Board of Directors.

### **What is the percentage rate of draw (last year, compared to 5 years ago)?**

We follow Foundation guidelines of a 5% draw on the interest of the Endowed Funds.

This has been a consistent draw.

Two Funds: (12/31/24):

Comstock - (spendable is historically 5% of net assets over 12 quarters)

Community Foundation - (spendable is historically 5% of net assets over 4 quarters)

**Other Assets:** Balance Sheet (12/31/2024).

**Reserves (savings):** \$101,858.

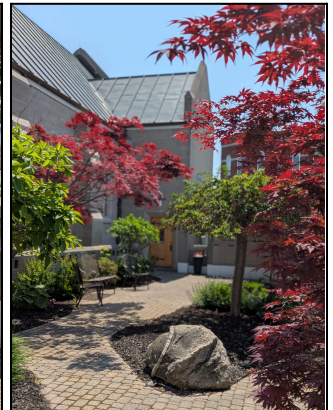
**Investments (other than endowment):** \$337,273.

**Does your church have a parsonage?** No.

**Describe all buildings owned by the church:** (Quoted from the Church Dedication in 1955)

“Considered by architects and builders as one of the country’s outstanding examples of a concrete block construction at its best is the new First Congregational Church of Alpena, Michigan dedicated April 17, 1955. Gothic in design, simple and unadorned, this beautiful structure is practically an *all-concrete* church.” The soft concrete grey provides a pleasing contrast to the rich oak woodworking throughout the building. The Sanctuary offers bright-hued stained glass windows, and the smaller Chapel is a stunning rendition of the Sanctuary. Strikingly beautiful is the church’s exterior, with its sharply pitched copper roof, 53-foot high clock and bell tower which is topped by a 23-foot steeple and 9-foot Cross. Our church is centrally located in beautiful downtown Alpena.

Since its construction, we have made it a priority to meticulously maintain and improve our beautiful, historic church. We take great pride in preserving its structure and enhancing it for future generations.



**Describe non-owned buildings or space used or rented by the church:** None.

**Please share the accessibility features of your building(s):**

- |   |   |
|---|---|
| <input checked="" type="checkbox"/> Exterior access such as ramps for wheelchair users or people requiring other mobility assistance                    | <input type="checkbox"/> Closed-captioning on sanctuary screen and/or livestream  |
| <input checked="" type="checkbox"/> Accessible parking spaces   | <input type="checkbox"/> ASL or other language interpretation in worship and meetings   |
| <input checked="" type="checkbox"/> Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps) | <input checked="" type="checkbox"/> Wheelchair access in bathrooms  |
| <input type="checkbox"/> Access to worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aids               | <input type="checkbox"/> Quiet room" with worship viewing and listening availability  |
| <input checked="" type="checkbox"/> Access to child care spaces for wheelchair users and people with other mobility aids                                | <input checked="" type="checkbox"/> Handrails on all stairs   |
| <input checked="" type="checkbox"/> Listening devices in the sanctuary, or wireless technology to connect to hearing aids                               | <input checked="" type="checkbox"/> Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.) |
| <input type="checkbox"/> Large print bulletins  | <input checked="" type="checkbox"/> Curb cuts   |
|   | <input type="checkbox"/> Accessible bathroom on each floor  |
|   | <input checked="" type="checkbox"/> Wheelchair areas in sanctuary (other than "front or back")                                      |

**Which spaces are accessible to wheelchairs?**

We have an elevator which gives access to the first floor (worship, offices and classrooms) and the second floor (fellowship and meetings).

**Policies regarding financial practices of the church:**

The church maintains strong financial stewardship through clearly defined policies and procedures. Internal controls are in place to ensure transparency, accountability, and the responsible use of resources. These controls are regularly reviewed by both an auditor and an assistant auditor to verify accuracy and integrity in financial operations. Regular audits and oversight help maintain trust and uphold best practices in the handling of church funds.

**Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?**

The major budget change came in the 2025 Budget. We went from a separate pledge for the General Fund and Missions in 2024 (and prior) to a single support pledge in 2025. Budgeting is developed with historic costs coupled with current needs.



## **HISTORICAL INFORMATION**

**Describe significant happenings in the history of our church that have shaped the identity of our congregation:**

1. Receiving a large bequest - the Comstock Bequest.
2. Being designated as a Historical Site by the State of Michigan.
3. Becoming Open and Affirming (ONA)

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

By becoming ONA, we publicly declared our belief that God's love and grace extend to everyone, and we are committed to creating a safe, inclusive, and supportive space where all individuals and families can worship, serve, and grow in faith together. This decision reflects our core values of justice, compassion, and hospitality.

**Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement..." These are our congregation's values and practices when it comes to conflict.**

We believe that every person's viewpoint is important. Our congregation values the diversity of our membership and the inclusiveness of perspectives. We are committed to listening respectfully, encouraging open communication, and ensuring that everyone is heard. When disagreements arise, we work together to reach common consensus, guided by mutual respect, faith, and a shared commitment to the well-being of our church community.

**The most recent major conflict through which our church has navigated:**

Our most recent major challenge involved financial restructuring. Facing budgetary pressures, we worked together to create a balanced budget through innovative planning, careful evaluation of our programs, and faithful stewardship. We were able to draw on the strength of our past—specifically, the wise financial investments made by previous leaders—and followed prudent investment policies that allowed us to sustain essential ministries.

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

<b>Staff member's name</b>	<b>Years of service</b>	<b>UCC Standing</b>
Rev. Dr. Richard Hotchkin	2 Years (Transition Minister)	Yes
Rev. Jon Gougeon	1 Year (Part-Time Interim)	No
Rev. Dr. Paul Lance	7 Years	Yes
Rev. Dr. Richard Hotchkin	2.5 Years (Intentional Interim)	Yes
Rev. Thomas Orth	6 Years	Yes
Rev. Dr. Robert Case	19.5 Years	Yes



**What our church has learned about itself and its relationship with people who provided ministerial leadership:**

Over time, we have learned that our congregation is accepting of many different styles of ministerial leadership. We value authenticity, compassion, and a collaborative spirit. Through our experiences with past leaders, we have gained clarity about our priorities and what we seek in our next Minister.

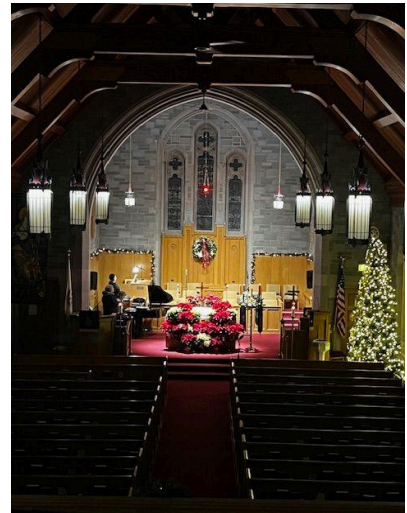
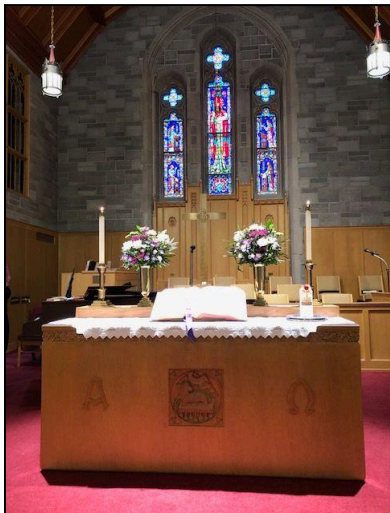
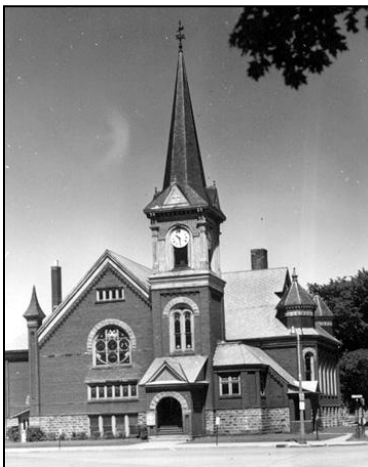
We have also learned that when we come together with a shared purpose, we can accomplish much. Our strength lies in our ability to listen, support one another, and work collectively toward the mission of the church.

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

**Has your church been involved in a Situational Support Consultation?** Yes.

**Has a past Minister been the subject of a Fitness Review while at your church?** No.

**Has a previous Minister been a contributor to conflict following their tenure as pastor?** No.



## **WHO IS OUR NEIGHBOR?**

*"You shall love your neighbor as yourself."* (Matthew 22:39 NRSV)

- o COMMUNITY VISION
- o the ARDA or MissionInSite Reflection

## **COMMUNITY VISION**

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

We are active in our community through both service and giving. We support local soup kitchens, Habitat for Humanity, the Women's Shelter, Salvation Army, and more. We also give monetary donations to groups like the Boys and Girls Club and the baby pantry. Our Christmas Open House and Easter Sunrise Service are open to all, offering worship, music, and fellowship.



### **Describe your congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ:**

Our Minister and delegates attend Association and Conference meetings.

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

Our church hosts a meaningful Easter Sunrise Service each year, followed by a fellowship reception that is open to all. During the Lenten season, we join with other local churches to share in worship services through ecumenical partnership and shared faith traditions.

### **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 Mission Statement states, "We welcome people as they are, share Jesus as He is and serve our community, and the world in love." We live our mission statement at the church, in the community and in our everyday life.

### **Reflect on the scope of work assigned to your Minister(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?**

We encourage our Minister to be involved in the community and to represent and enhance our church as well as to find personal fulfillment and growth.







## **The ARDA or MissionInSite**

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

The data for our MissionInSite is representative of our community.

**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?**

As the 'downtown church,' we have the opportunity to continually seek meaningful ways to offer unique events and programs that foster friendship, fellowship, and a welcoming presence in our community.

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

Our church is well respected in the community and has a long-standing legacy in Alpena.

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

Our church is open, loving, kind, and inclusive to all. Our church building is both beautiful and historic—offering a sacred and inspiring space for worship and reflection. In addition to our Sanctuary, we are blessed with a peaceful Memorial Garden and Columbarium, honoring the lives and legacies of those who have gone before us.

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

Newer members have joined this church as they seek to find and serve God in a welcoming environment that accepts everyone.



## 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.”**

### REFERENCE 1

Mr. Patrick Heraghty, Executive Director  
Community Foundation for Northeast Michigan  
100 N. Ripley, Suite F  
Alpena, MI 49707  
Email: [pheraghty@cfnem.org](mailto:pheraghty@cfnem.org)  
Telephone: (989) 354-6881

### REFERENCE 2

Rev. Laura Hoffman, Spiritual Care Manager  
MyMichigan Health Foundation  
1501 W. Chisholm St.  
Alpena, MI 49707  
Email: [laura.hoffman@mymichigan.org](mailto:laura.hoffman@mymichigan.org)  
Telephone: (314) 276-8398

### REFERENCE 3

Ellen Eagan, Senior Warden  
Trinity Episcopal Church  
124 E. Washington Ave.  
Alpena, MI 49707  
Email: [adminasst@trinityalpena.net](mailto:adminasst@trinityalpena.net)  
Telephone: (989) 356-0576

## REFERENCE 1 - Patrick Heraghty



STRENGTHENING COMMUNITIES

Grants  
Endowments  
Planned Giving  
Scholarships

April 14, 2025

First Congregational United Church of Christ  
201 S 2<sup>nd</sup> Avenue  
Alpena, MI 49707

Dear Prospective Candidates and Members of the Search Committee:

As the Executive Director of the Community Foundation for Northeast Michigan (CFNEM), I have had the opportunity to work with the First Congregational United Church of Christ through several endowed funds it holds with our organization, including those established by the church itself and those created by its members for its support. These include the Comstock Endowment Fund, the Capital Fund, and the Restoration and Preservation Fund, along with endowments from the Pfeifferberger, Zeller, and Steele families. Collectively, these funds reflect a strong tradition of generosity, thoughtful stewardship, and a forward-looking commitment to future generations.

In many ways, the First Congregational Church and the Community Foundation are aligned in our missions—both grounded in service to others, community leadership, and the care of resources to benefit people today and in the years to come. When reflecting upon the First Congregational Church in Alpena, I am continually impressed with the collective visioning of the members of the Church for their financial stability and for the good of the community.

From my perspective, one of the Church's strengths is its dedication to meaningful community involvement. Its participation in local events such as the Martin Luther King Day celebration, the support of the downtown Ice Fest event and Habitat for Humanity, and their participation in the Trinity Episcopal Sunday Suppers all contribute to the spiritual and civic life of Alpena.

As with many churches today, there is an opportunity to grow in engaging younger generations and expanding outreach in creative ways. First Congregational approaches such challenges with a strong foundation, continued enthusiasm, and genuine openness.

Please feel free to contact me at 989-354-6881 if you would like to connect. I'd be happy to share more.

Sincerely,

A handwritten signature in blue ink, appearing to read 'P. Heraghty'.

Patrick Heraghty  
Executive Director

For good. For ever.

[www.cfnem.org](http://www.cfnem.org)

PO Box 495 ♦ 100 N Ripley, Ste F ♦ Alpena, MI 49707  
T: 989.354.6881 ♦ Toll-Free: 877.354.6881 ♦ Fax: 989.356.3319



Excellence. Accountability. Impact.™

## REFERENCE 2 - Rev. Laura Hoffman



MyMichigan Medical Center Alpena  
1501 W. Chisholm Street  
Alpena, MI 49707  
Spiritual Care Department

April 30, 2025

Prospective Candidate for Pastor

Dear Prospective Candidate:

As you consider your future with First Congregational Church in Alpena, Michigan, I would like to give you my perception of this congregation. I have lived in this community twice since 1998 and have had experiences of the congregation both as an outside observer and as a supply preacher for a month last summer.

Let me start by saying this is a congregation with deep and wide roots in this community. It has served as an anchor for our region since its founding in 1862. The church has always been known for its strong commitment to the community. They open their doors to civic organizations and bring the church outside the walls by hosting festivals to which the entire city is invited. If you are here during the height of apple cider season, don't miss the Cider Festival. This congregation is strategically located in downtown Alpena and is one of Alpena's historic architectural landmarks.

I would use the word resilient to describe one of the major strengths of this body of faith. There is strong lay leadership and people take great ownership of the ministries of the church. The pastor is not left to be the only one carrying the load as is prevalent in so many churches. First Congregational is indeed made up of "co-laborers" in the exercise of ministry both within the church and in the greater community.

This church, as so many others today, has to work to be relevant. The church is an open and affirming congregation. As you look out over the congregation on a typical Sunday morning, you will notice that the demographic is made up of primarily more mature individuals. I missed the young families with children and youth and the young adults. This is not specific to this congregation. I believe all churches are struggling to reach these groups. I believe this will continue to be a growing edge for the church.

One of the highlights of my experience with this church was the music. So many churches have gone to the more modern praise bands and praise music. First Congregational is not trying to be something that it is not. It is true to its DNA and provides excellent music. I did not get to hear the choir while I was supply preaching because they took a break during the summer, but the fact that they still have a choir is a strength from my perspective. The recent addition of a new piano speaks to their continued investment in quality music.

I found the congregation to be warm and inviting. I believe they are longing for a pastor to love and to be loved in return. These are people who will serve with you and support you. They are people who have ideas to share while also having ears to hear and hearts that are open to new ideas. I see the biggest need being a pastor who knows how to love his/her people.

I would be happy to speak with you further if you have any questions.

Blessings on your journey!

Rev. Laura Hoffman  
(314) 276-8398

## REFERENCE 3 - Ellen Eagan



### Trinity Episcopal Church

124 E. Washington Avenue  
Alpena, Michigan 49707

Office (989) 356-0576

E-mail: [adminasst@trinityalpena.net](mailto:adminasst@trinityalpena.net) • Website: [www.trinityalpena.net](http://www.trinityalpena.net)

April 24, 2025

First Congregational United Church of Christ  
201 S Second Avenue  
Alpena, MI 49707

RE: Letter of Reference

When my father moved our family to Alpena in the summer of 1952 to accept the position of Rector of Trinity Episcopal Church, there were five mainline Protestant churches within a block of each other in the downtown area. In the 1950's and 60's three of those churches moved, erecting new buildings further from each other, but Trinity and the First Congregational Church remained in their places, facing each other from across the intersection of Washington and 2nd Ave.

For more than 150 years, both churches have served as symbols of hope, love, and social outreach for their own members as well as for people in the larger community. When I returned to Alpena in June, 1980 as an adult, I was happy to find that both congregations were continuing to carry out their missions, sometimes working very closely together. Throughout the years, they have been active in the ecumenical group of LARCC, a group of Lutheran, Anglican, Roman Catholic, and Congregational churches that occasionally have worshiped together and hosted special programs, particularly during Lent.

The Congregational Church has helped people in other countries via holding SERRV bazaars, the money going to pay the artisans that have produced the items. In addition, members have been active in helping to support a western Indian Reservation.

More recently, the First Congregational UCC has supported Trinity's Sunday Supper program and food pantry via generous donations through their Comstock fund. Their support has contributed greatly to Trinity's ability to help those in our Community who have food insecurity. With rising inflation and the cessation of Covid subsidies from the federal government, many people find that by the end of the month they have no more money with which to feed themselves or their families.

The two churches have also found a way to work amicably together so that they might share the same music director. By juggling the starting time of services on Sunday morning and expressing good will when services might run over time limits slightly, all has worked well. Occasionally, also, the two choirs have joined forces and sung together.

Throughout the years, both churches have had a very warm relationship with each other. I look forward to that continuing in the years to come.

Sincerely,



Ellen Eagan  
Senior Warden

## **CLOSING THOUGHTS**

- o CLOSING PRAYER
- o STATEMENT OF CONSENT
- o CONFERENCE/ASSOCIATION VALIDATION

## **CLOSING PRAYER**

### **Reflection:**

We give thanks for the journey to find the right Minister. May the Lord guide us with wisdom to fulfill His will and become the church He calls us to be.

### **Prayer:**

Let us go forth into the world in peace and dedicated to Your service, O Lord. Let us hold fast to that which is good, render to no person evil for evil, strengthen the faint-hearted, support the weak, help the needy and the afflicted, and honor all people. Let us love and serve the Lord, rejoicing in the power to His Spirit. And may God's blessing be upon us and remain with us always. ***Amen.***

## STATEMENT OF CONSENT

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

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

**Which individuals and groups in the church contributed to the contents of this Local Church Profile? (for example, church council or consistory, transition team, etc.)**

The First Congregational Ministerial Search Committee which is a diverse group of seven members of the congregation.

**Additional comments for interpreting the profile:**

From perspectives to longevity, this committee represents the congregation at First Congregational Church Alpena.

Signed:

A handwritten signature in cursive script, appearing to read "Ann Diamond".

Ann Diamond  
First Congregational Church  
Pastoral Search Committee Chairperson  
June 9, 2025



## VALIDATION BY CONFERENCE/ASSOCIATION:

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

Staff Comment: YES

To the best of my knowledge, ministerial history information is complete.

Staff Comment: YES

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment: YES

My signature below attests to the above three items.

Signature:

Name/Title: Rev. Dr. Lawrence T. Richardson, ACM of Church Vitality and Transitions

Email: lawrence@michucc.org

Phone: (517) 295-3637

Date: June \_\_\_\_\_, 2025

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***



**UNITED CHURCH  
OF CHRIST**