

UNITED CHURCH OF CHRIST

Congregational Church of Birmingham, United Church of Christ

Church Profile

Sharing Christ's love, seeking justice and healing for all God's creation

And to this end, we join together to build a community marked by:

Genuine Relationship

Partnerships for Social Action

Faith Sharing Among People of All Ages

Commitment to Environmental Justice



Congregational Church of Birmingham

Bloomfield Hills, MI

Senior Pastor, Louise Ott

Michigan Conference, Detroit Metropolitan Association

[Validation Date]

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1. POSITION POSTING

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Church name: Congregational Church of Birmingham, United Church of Christ

Street address: 1000 Cranbrook Road, Bloomfield Hills, MI 48304

Supplemental web links: <https://www.ccbucc.org/>

Conference: Michigan

Association: Detroit Metropolitan

UCC Conference or Association Staff Contact Person: Rev. Dr Coni Simon, Southeast Area Minister, 313-310-9169, coni@michucc.org

Summary Ministry Description:

Consistent with a long history of advocating inclusivity and a persistent commitment to social and environmental justice--and following a deep look within led by a Future Church team of our congregation's leaders consulting with Rev. Dr. Paul Nixon--CCB-UCC stands on the precipice of a new era. While receiving engaging worship services and pastoral care for our members, we're looking to expand our circle of influence and need a pastoral leader who can help us keep our vision looking outward and service-centered. That said, we'll also need to determine, within the first year or two of a new pastor's service, the best ways to put our current property to use. We have nine acres of valuable real estate on Woodward Ave., the Detroit metro area's central artery, and a building more than adequate to our congregation's needs but in need of updates if we determine to stay and put it to work. We seek a visionary pastor to lead and join us as we pursue this refreshed and vigorous approach to forming a 21st century Christian ministry that both respects our progressive past and moves us forward into a new chapter.

Welcome to the Congregational Church of Birmingham, United Church of Christ!



The sanctuary was designed to accentuate its acoustics and is often rented by musical organizations for that reason.

A rapt group of children during the children's time.



CCB-UCC strongly supports green ministries
Solar panels were added in 2018 through member donations.
Enjoying summer worship on the grounds.



This garage was recently painted as a CCB-UCC youth Eagle Scout Project.

Our church is situated on nine acres surrounded by woods and gardens. This location provides easy access to members and to the ministries we support in the Detroit area. Along with your standard fare, the church building offers conference rooms, as well as a unique theater room filled with actual tiered theater seats.

Current size of membership: 154 (as of 12/31/2020 Annual Report)

Active Members = 139

Sustaining Members = 6

Associate Members = 9

Languages used in ministry (*other than English*): None

Position Title: Solo Pastor

Position Duration: Settled

Compensation Level: Full Time

Does the total support package meet conference compensation guidelines? The total support package meets the Michigan Conference 2021 Clergy Guidelines.

1b. SCOPE OF WORK

The pastor of the Congregational Church of Birmingham, United Church of Christ serves as a spiritual leader for our congregation, a point of contact for surrounding churches and organizations, and visionary change agent, facilitating thoughts and ideas from the church body. The pastor will be a member of the church's Leadership Assembly and Vision Circle with voice, but not vote, and shall direct, supervise, and appraise the activities of the Director of Christian Education, Music Director, Administrative Assistant and all other Church employees.

Summary of Responsibilities:

1. Serve as spiritual leader of the Church.
 - a. Preach the gospel, administer the sacraments, manage and direct all services of public worship.
 - b. Provide pastoral care to church members, particularly those in homebound or medical settings.
 - c. Lead and counsel the church in evolution toward worship that engages a 21st Century audience and mission that reaches and gives purpose to new participants.
2. Serve as Chief Operating Officer of the Church.
 - a. Hire, in concert with appropriate governing Ministries, supervise, support, coordinate, evaluate, and terminate staff after consultation with appropriate governing Boards and Committees.
 - b. Administer the activities of the Church in cooperation with the Church Officers, the Vision Circle, the Leadership Assembly, and the various Ministries of the Church.

Duties and Responsibilities:

1. Plan and lead a meaningful Sunday Worship Experience by coordinating:
 - a. Music offerings with the music staff

- b. The participation of the children in worship with the Christian Education (CE) Director
 - c. Visual themes with the Worship Arts Team of the Worship Ministry
 - d. Preparation of bulletins for each service with the church Administrative Assistant
 - e. Work in this endeavor with the Worship Ministry
2. Meet with and counsel Congregation members in need of pastoral care and support.
 - a. Be accessible to Congregation members in their spiritual needs.
 - b. Visit those in hospitals and those homebound or in nursing homes
 - c. Work with the Community Caring for Current Members ministry to coordinate care in the Congregation
3. Communicate with the Congregation (e.g., email/Mail Chimps, social media, website, live-streaming, etc.)
4. Work with the Vision Circle, Leadership Assembly and the appropriate Ministries to increase CCB-UCC's presence in the greater community through various methods including social media platforms. Have working knowledge of various social media platforms (Facebook/Instagram/Twitter etc.) including posting ability.
5. Meet regularly with and supervise the hired and contracted staff, and evaluate each one annually along with the guidance of appropriate Ministry Leads, and with the support of the Staff/Congregational Relations lead.
6. Hire when needed, in concert with the appropriate Ministries, such staff as is needed by the Church.
7. Participate with members of the Vision Circle and Leadership Assembly in their meetings, and other teams as requested
8. Counsel with the family members and plan/officiate at funerals/memorial services
9. Counsel with wedding partners and plan/officiate at weddings.
10. Work with the Community Welcoming for Future Members ministry to welcome prospective members
11. Represent CCB-UCC at local and regional UCC and other appropriate community meetings
12. Support Stephen Ministry
13. Administer and support youth confirmation programs, in cooperation with the CE Director.
14. Support Adult Education in cooperation with the CE Director.
15. Perform such duties as shall arise from time to time that are appropriate to this position.

Core Competencies:

1. A visionary, who is able to shepherd a small to medium size progressive Christian church and build a sense of fellowship among the people with whom the pastor works and serves
2. Accepting of people with divergent views/backgrounds
3. Effective in planning and leading meaningful worship

1c. COMPENSATION AND SUPPORT

Salary Basis:

Michigan Conference UCC 2021 Clergy Salary Guidelines - Base Salary plus Housing Allowance - Average Worship Attendance <100

Benefits: Compensation Package may include:

Housing Allowance

Annuity/Pension Contributions

Tax Deferred Savings

UCC Health/Dental

Disability

Mileage Reimbursement

Professional Expenses

Expected living situation for our next minister: Living nearby with a housing allowance

Residential/commuting expectations for our next minister: Less than 30 miles commute preferred

Incentives: None

Peer and professional support available for ministers in your association/conference: A retreat house is available in East Lansing and Samaritan Counseling offers a variety of therapists for clergy. Ecumenical Theological Seminary in Detroit has many continuing education offerings both online and in person. There are additional colleague groups available through the conference.

1d. WHO IS GOD CALLING TO MINISTER WITH US?

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

We are a loving Christian church community. We want to strengthen this community by reaching outward. We have an existing array of partnerships in which our members participate in ministry in our areas of expertise and special interest, including organizations devoted to educational, LGBTQ+ issues, environmentalism, and social justice for all. We envision expanding these existing connections and formulating new ones that would make CCB-UCC a more effective expression of God's love in action. As mentioned earlier, we also need to evaluate and determine the ways our existing campus and building can best be devoted to these ministries—can we make it serve these goals by making selective improvements to our property, or might it be better to find a new meeting space and devote the property's value to our mission, or is there some combination of those alternatives?

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

Well, see above? We'd like our partnerships to also include more ecumenical connections, though we've seen tension between our progressive and inclusive culture and the dominant – or more visible—understanding of other Christian churches. We've done some work with non-Christian religious organizations, and we'd like our new pastor to be open to a broad understanding of our shared goals.

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

Our congregation is predominantly white and English-speaking, which is not by design at all but by accident of our location, denomination and cultural norms of the region. So we haven't an established need, per se, that our pastor speak other languages, though familiarity with Spanish, especially, would be an asset in our outreach areas. As an open and affirming congregation, we also need a like-minded pastor with sensitivity to the cultural inclusion of LGBTQ+ individuals.

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.

We're seeking a settled pastor who excels in Building Transformational Leadership Skills to help our congregation embrace and execute a strategic vision for the future. A big part of the vision we're formulating will require the pastor to also excel in Strengthening Inter- and Intra-Personal Assets as we aim to expand on our existing partnerships and develop new ones. Our members will need support in the communication skills and sensitivity to all that it will entail. While we are already deeply committed to the areas of Caring for All Creation and Working Together for Justice and Mercy, a pastor who shares those commitments would make the best fit. Finally, a leader who stands out in the area of Spiritual Formation would assure that our journey forward together is well-grounded in discipleship.

2. WHO IS GOD CALLING US TO BECOME?

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

Nearly two years ago we began a “Future Church” exploration to answer just this question. Not surprisingly, we're not done! We have discovered much about ourselves and are taking steps with our focused Research Teams to expand on the opportunities we have. What has thus far resulted is the following identity statement representing CCB-UCC:

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Commitment to Environmental Justice

This very clearly represents our overall calling for CCB-UCC. The current Research Team activity will help provide more specific possible steps on how to address these in tangible ways. We plan for our new Pastor to share in the Research Team process, findings and next steps.

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

We first “reached in” to address our congregation’s needs through our recent Future Church process, which led to our Identity Statement and the current in-process Research Group activity. The Research Group activities are the next steps that will determine our direction and concrete steps needed for focusing CCB-UCC’s time and talents to reach out to our community as well as address our internal challenges. These groups are focused on researching our Purpose, our Worship Experience, Who is Our Future, and Financial Sustainability, providing the overall long term plan for CCB-UCC. The Future Church process, along with COVID19, has highlighted the need for a greater online presence for CCB-UCC. We have recently hired a Communications and Media Specialist to guide us in how best to reach out to those who are not currently connecting with us. Both activities are in process and have the ability to focus our church in wonderful directions. We’re looking forward to our new Pastor being an active part of these processes.

3. WHO ARE WE NOW?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

Here we are again, our identity statement created earlier this year!

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Describe several strengths or positive qualities of your congregation.

We are a loving, Christian church community with strong faith-based values. We care strongly for each other and the world. We are generous with our time, talent, and financial support of CCB-UCC, traits that seem to extend to even the newest members. We attract generous people. We're also known for our warm welcome to visitors and guests, our sense of humor, enjoyment of one another in social gathering, and our commitment to social justice.

Describe what worship is like when your congregation gathers.

For most of the year, worship takes place in our sanctuary, a space with exceptional acoustics, with an organ and choir loft located above and behind the pews. There's a piano and room for the choir at the front of the sanctuary, as well, and within the past few years we removed the pulpit from the front of the sanctuary, putting the worship leaders in more intimate and equal standing in relation to the congregation. This decision pre-dated the COVID pandemic, but helped when we had to stop meeting in person and the front of the sanctuary became a sort of TV studio for our pre-recorded YouTube worship services (followed by Zoom fellowship gatherings). More recently, we've begun live-streaming the service for those who can't be with us in person. Through the summer months, we worship outdoors "under the pines." Having this natural space available is both a spiritual blessing and a practical alternative considering that the largest public spaces of the church building--the sanctuary and fellowship hall--are not air-conditioned.

Good preaching is generally recognized as an inspirational message that we can take home and act on throughout the week, one connected to current events and the church's ministry to the larger community.

Describe the educational program/faith formation vision of your church.

Faith formation begins young at CCB-UCC. At three years of age, children begin to explore the biblical story with a progressive approach through an adapted version of Godly Play. Elementary age children start Sunday School each week with a consistent teacher. Children receive a CEB Bible in third grade and spend time in exploration of that document of faith in God. Those entering Middle School are invited to participate in the "Leadership Club," our version of confirmation, where they explore their faith in God, their connection to the church, and hear from others where faith, life and service come together. At the end of this two-year exploration, it is hoped that they will find places to serve both within the church and in the world. High School youth gather quarterly to explore service and create connections with one another and the rest of the congregation. Adults continue to grow in faith by attending morning or evening classes on biblical or spiritual themes, or social justice concerns, and after worship lectures/discussions. All church and women's retreats have been held to provide nurture, as well. This past winter, for instance, our adults gathered via Zoom for a study based around the book "Gifts of the Dark Wood" by Eric Elnes. There were both daytime and evening sessions offered, with leadership by the pastor and by our Director of Christian Education. Running roughly concurrently with a series of Sunday sermons on the same theme, the book led us to examine the "gifts" of uncertainty, emptiness, feeling lost, tempted, and alone. It was particularly well-received, perhaps because it helped us find our spiritual connections even with the period of quarantine, winter darkness, a contentious election, and personal losses.

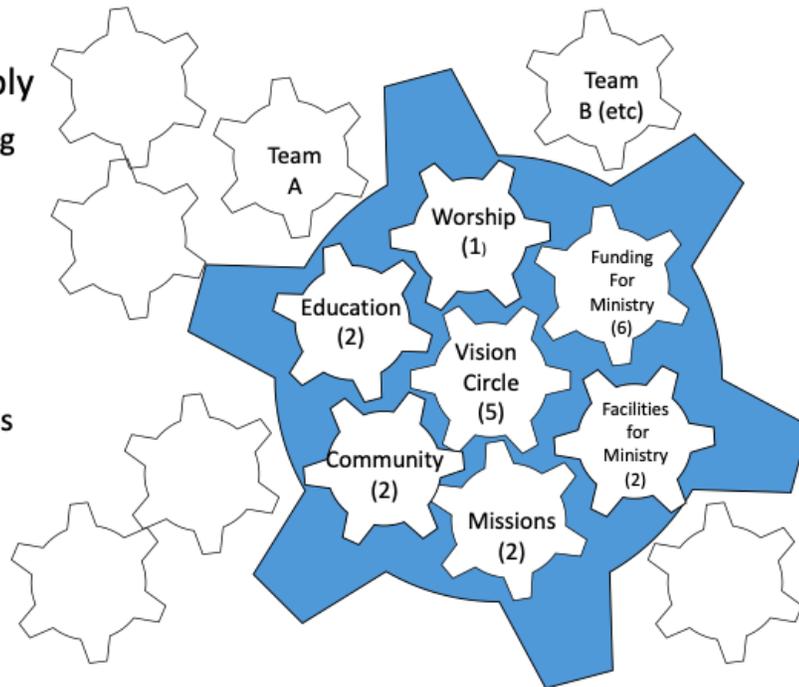
Describe how your congregation is organized for ministry and mission.

In 2016 we reorganized to address the need for a much more streamlined, less cumbersome church organization. This led to this structure shown below, with Leadership Assembly (blue gear) acting as the decision making organization for the guidance of the church.

CCB-UCC's Organization for Ministry

Leadership Assembly

- Encouraging, guiding and approving creation of new teams as related to strategic mission.
- Supporting Team Leaders in their planning of activities and events.
- Recruiting Team Members



Non-core teams are formed on an as-needed basis. These are often populated by non-elected congregants, and close out when they achieve their goal.

- **When it comes to decision-making, how many hours are spent in meetings per month?** As related to the overall organization noted above, a Pastor would spend between 6-16 hours per month in decision-making meetings. While CCB-UCC continues our Research process, and reaches out to build relationships with outside organizations, ministries and outreach, these hours will be greater, then wane as we settle into our future self. Time is most spent with Vision Circle, Leadership Assembly, Staff, Worship Team, Music, Adult Education, and Funding. while the other teams noted will meet often without the participation of the Pastor. There can be additional as needed, such as our Ad-hoc “Safe Pandemic Church” team discussed in the next paragraph.
- **Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?** CCB-UCC completed a major overhaul of its By-laws to streamline our processes. The overriding thought implemented the concept “when you need a team, put it together and disband when it is no longer necessary”. As a result we were able to pivot in one week to provide for safe activity in the church during COVID-19. Vision Circle met quickly, agreed on the Safe

Pandemic Church team makeup of the Facility and Worship Ministry leads & the Pastor. That team then had the autonomy to determine safe pandemic church protocol.

- **Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance?** Included in attachments

3b. 11-YEAR REPORT

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



Church#: 320310

Assoc: 400 Schedule: 0 Congregational Church of Birmingham UCC Bloomfield Hills MI 48304

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2010	262	101	0	5	4	3	3	2	7
2011	236	103	69	4	5	11	11	35	-26
2012	242	101	63	0	10	2	6	0	6
2013	232	100	77	5	5	8	10	18	-10
2014	229	96	73	0	0	11	8	6	-3
2015	199	83	63	2	0	8	7	33	-30
2016	209	84	75	0	9	4	2	1	10
2017	174	79	109	0	0	2	9	28	-35
2018	169	71	102	0	3	1	5	4	-5
2019	188	70	55	7	9	2	5	8	5
2020	153	62	49	0	0	0	2	33	-35

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2010	\$255,931	\$0	\$4,565	\$9,231	\$13,796	\$5,554	\$19,350	1.78	\$275,281	\$199,417
2011	\$241,198	\$10,539	\$3,643	\$9,230	\$12,873	\$8,565	\$21,438	1.51	\$273,175	\$196,392
2012	\$265,555	\$27,525	\$4,050	\$7,773	\$11,823	\$10,356	\$22,179	1.53	\$315,259	\$221,621
2013	\$268,029	\$0	\$5,505	\$11,207	\$16,712	\$14,360	\$31,072	2.05	\$299,101	\$224,731
2014	\$278,200	\$232,833	\$4,071	\$7,832	\$11,903	\$13,632	\$25,535	1.46	\$536,568	\$224,137
2015	\$287,092	\$155,220	\$4,678	\$6,425	\$11,103	\$10,997	\$22,100	1.63	\$464,412	\$213,809
2016	\$282,509	\$209,561	\$3,852	\$9,840	\$13,692	\$10,923	\$24,615	1.36	\$516,685	\$220,967
2017	\$277,513	\$0	\$3,621	\$9,363	\$12,984	\$9,735	\$22,719	1.30	\$300,232	\$212,272
2018	\$287,864	\$0	\$6,000	\$7,160	\$13,160	\$25,968	\$39,128	2.08	\$326,992	\$207,080
2019	\$298,978	\$0	\$5,000	\$7,729	\$12,729	\$15,055	\$27,784	1.67	\$326,762	\$187,843
2020	\$263,765	\$0	\$4,500	\$5,927	\$10,427	\$13,245	\$23,672	1.71	\$287,437	\$180,992

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2015-2020	-23.12	-25.30	-22.22	-100.00	-12.50	-8.13	-6.09	-38.11
2010-2020	-41.60	-38.61	0.00	-100.00	600.00	3.06	-24.42	4.42

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.

3c. CONGREGATIONAL DEMOGRAPHICS

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	154	as of 12/31/2020 Annual Report. includes: 6 sustaining (no longer can physically attend church) 9 associate (member of other church)
Number of active non-members:	2	
Total of church participants (sum of the numbers above):	156	

Percentage of total members who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	61%	
Less than 10, more than 5 years:	26%	
Less than 5 years:	12%	

Number of total members 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	7	6	8	9	14	17	30	32	31 short of members who we don't have birthdates for, represents the average

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	3%	x
Households with minors:	11%	x
Single adults age 35-65:	1%	x
Joint households with no minors:	40%	x
Single adults over 65:	15%	x

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	4%	x
College:	42%	x
Graduate School:	43%	x
Specialty Training:	11%	x
Other (please specify):		

Percentage of adults in various employment types: The majority of our employed adults are in Education and Business, focusing on the automotive industry.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

Ethnically/racially we are predominantly white. This is not by intention but by location. We are intentional in welcoming those who enter our doors, whomever they may be. We became Open & Affirming (ONA) in 2006 after several years of discernment as a congregation. CCB-UCC is more socially diverse in the context of LGBTQ identity and has several LGBTQ families among our membership. We are a welcoming community, which has offered programming for diverse populations through the years. We are deliberate in practicing this welcoming and inclusivity also through the language we use in our conversations and communications.

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

CCB-UCC began an Anti-racism conversation during our June 2020 Sunday Zoom coffee hour that led to a small group participation in the YWCA’s 21 Day Racial Equity and Social Justice Challenge initiated July 21, 2020. This was followed by a series of conversations begun on Sept 27 with the Race Relations and Diversity Task Force, about ways we might work together. The result was a decision to launch a pilot Bridges Project made up of two-person teams representing CCB-UCC and the Race Relations and Diversity Alliance, initiated on Nov 22, wrapping up on Jan 17, 2021. The exercise strengthened the bond between the two groups, and has led to additional exploration of ways to deepen and broaden the initial conversations.

3d. PARTICIPATION AND STAFFING

Ways of Gathering	Estimated number of people involved in attendance (in past CY)	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	50	Christian Education, Outreach, Mission, Social Justice
Baptisms <i>(number last year)</i>	0	Pastor
Children’s Groups or Classes	14	Christian Ed Director

Christmas Eve and Easter Worship	Christmas Eve 5pm-181 views 9pm-98 views Easter views- 155	Worship
Church-wide Meals	0	Monthly in non-pandemic year, Community Caring for Current Members
Choirs and Music Groups	36	Choir has 15-20 people involved in non-pandemic year, up to 8 youth in Children's Chimes and 8 in Children's Choir
Church-based Bible Study	6 people/month	Christian Ed Director
Communion (<i>served monthly?</i>)	yes, 1st Sunday	Worship
Community Meals	0	We usually make a meal for Ruth Ellis(LGBTQ teen support) quarterly. Outreach
Confirmation (<i>number confirmed last year</i>)	0	We usually have a confirmation class every 3 years of about 5 students. Christian Ed Director
Drama or Dance Program	na	
Funerals (<i>number last year</i>)	2	Pastor
Intergenerational Groups	10	Outreach
Outdoor Worship	40/week	We worship outdoor May-August Worship Team
Prayer or Meditation Groups	na	
Public Advocacy Work	many	Outreach, Church members
Retreats	0	We had a church wide retreat in 2019 as part of a sabbatical grant.
Theology or Bible Programs in the Community	0	Christian Ed Director

Weddings (<i>number last year</i>)	1	Pastor
Worship (time slot: 10:00am)	88 views	Worship Team
Young Adult Groups or Classes	na	Christian Ed Lead/Christian Ed Dir.
Youth Groups or Classes	4	Christian Ed Dir

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant?	Ministry Setting	Type of Ministry Role	Retired? (<i>Y or N</i>)
Rev. Kim Newport	Three Way	Romeo, MI	Lead Pastor	N
Rev. Dr. William Fish	NA	NA	NA	Y

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation: NA

List all current staff, including ministers.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Christian Education Director	No	Part Time	Senior Pastor (head of staff)	hire date 4/16/20
Administrator	No	Full time	Senior Pastor	14 years hire date 4/16/06

REFLECTION

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

We are a regional, not local, congregation. We bring in people from a wide area because of who we are, not where we are. We are committed to being welcoming, open and affirming yet are challenged in reaching out to broaden our congregation. One of our strengths is raising young

people with a strong interest in helping to save the environment and fight for social justice issues. We also attract adults with these interests. That is why our church focuses strongly on social justice and green ministries. Our strong educational background and group of current or retired teachers has led to programs such as the Pontiac Tutoring program. Additionally, our church has multiple support groups meeting onsite throughout the day and the week. We support them by affording a safe space for them to meet.

3e. CHURCH FINANCES

Annual income for fiscal year January - December 2020 (from Quickbooks Financial Report)

Source	Amount
Annual Offerings and Pledged Giving	\$181,089
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$16,982
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0
Fundraising Events	\$1,294
Gifts Designated for a Specific Purpose	\$0
Grants	\$0
Rentals of Church Building	\$5,020
Rentals of Church Parsonage	NA
Support from Related Organizations	\$0
Transfers from Special Accounts (Invested Reserves interest)	\$5,009
TOTAL	\$209,394

Annual expenses for fiscal year January - December 2020: \$242,278

2020 was a challenging year for us financially. Due to Covid, our rentals and fundraising income was limited. We withdrew \$20,000 from Invested Reserves for cash flow due to the deficit. However, our average pledge amount increased! CCB-UCC also generously gave \$24,537 to other non-profit outreach organizations.

Most recent church Financial Report - as of July 2021:

CONGREGATIONAL CHURCH OF BIRMINGHAM, UCC							
Comparison Report as of July, 2021							
	July			Year to Date			2021
INCOME	Actual	Plan	2020 Act	Actual	Plan	2020 Act	Plan
Giving Commitments	16,559	6,580	5,703	95,355	97,760	95,900	160,710
Uncommitted Giving	1,490	500	1,535	12,762	9,000	8,247	20,000
Plate Offerings	100	166	0	191	166	321	1,000
Invested Reserve Income	0	0	2,509	3,463	3,463	2,509	3,463
General Endowment Income	0	15,000	13,719	10,000	15,000	13,719	15,000
Rental Income	500	500	270	5,290	4,000	3,786	10,000
CCB Christmas Offering	0	0	0	25	0	49	1,500
Church Wide Fund Raising	0	0	0	0	0	1,294	1,000
INCOME SUBTOTAL	18,649	22,746	23,736	127,087	129,389	125,826	212,673
OCWM	0	0	0	1,439	1,200	1,200	4,500
Special Offerings - UCC	0	1,000	600	1,563	1,000	1,450	3,500
Special Offerings - Community	1,804	0	450	2,803	1,750	3,425	2,000
Mission (Rummage Sale)	0	0	0	0	0	750	4,000
OUTREACH TOTAL	1,804	1,000	1,050	5,806	3,950	6,825	14,000
TOTAL INCOME	20,453	23,746	24,786	132,892	133,339	132,651	226,673
EXPENSES							
Worship Ministry	88	150	270	789	550	1,092	1,705
Music Ministry	0	0	0	0	620	294	1,040
Community Current Members	53	0	0	53	75	83	500
Community New Members	0	0	0	0	500	0	500
Funding for Ministry	697	537	556	14,052	14,995	12,822	27,193
Facilities Inside	482	851	0	12,123	10,424	2,149	19,570
Facilities Outside	2,189	900	11	5,583	8,250	1,358	12,700
Utilities	409	455	441	10,347	12,370	12,327	15,300
DMA	0	0	0	647	520	0	520
Vision Circle	(20)	600	0	506	2,250	164	5,250
Christian Education	77	300	0	317	1,895	115	4,436
Senior Minister	6,155	6,154	7,065	43,089	43,776	49,909	75,363
Lay Staff	6,602	6,837	9,086	42,862	44,581	51,325	79,488
Employer Taxes	347	450	496	2,477	2,750	3,276	5,000
EXPENSE SUBTOTAL	17,080	17,233	17,926	132,845	143,555	134,913	248,565
OCWM	0	0	0	1,439	1,200	1,200	4,500
Special Offerings - UCC	0	0	600	1,563	0	1,450	3,500
Special Offerings - Community	1,804	0	450	2,804	1,750	3,425	2,000
Mission (Rummage Sale)	0	0	0	0	1,000	750	4,000
OUTREACH TOTAL	1,804	0	1,050	5,806	3,950	6,825	14,000
TOTAL EXPENSES	18,884	17,233	18,976	138,652	147,505	141,738	262,565
INCOME OVER (UNDER) EXPENSES	1,569	6,513	5,811	(5,759)	(14,166)	(9,087)	(35,892)
Inv Res Withdrawal to cover deficit				10,000			10,000
ACTUAL SURPLUS/DEFICIT	1,569	6,513	5,811	4,241	(14,166)	(9,087)	(25,892)
Lynn Wilsher, Treasurer - 7/31/2021							

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 32% for 2020

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? Combination of designated pledges, Easter offering, designated endowment income & 20 % of rummage sale proceeds

What is the church’s current indebtedness?

- Total amount of loan debt: 0
- Reason for debt: NA
- Are capital and other payments current? Yes

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget. NA

If the church has had capital campaigns in the last ten years, describe: *Data from 2016/2017 Annual Report*

Year(s)	Purpose	Goal	Result	Impact
2012	Capital Maintenance	\$620,000	\$648,590	roof replacement, parking lot resurface, new doors & some windows, kitchen upgrades

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
NA		\$	\$	

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign.

\$ 6,000 Education

Fund “The Religious Diversity Journeys” program at Warren’s Beer Middle School

Fund effort to support student achievement at Pontiac’s Whitman Elementary School

\$ 3,800 UCC Camp Talahi

Provide a week campership at Camp Talahi for ten inner city and less privileged youth

\$ 2,500 Michigan Poor People’s Campaign

_____ Help to fund six weeks of direct action for racial and economic justice ministry

\$12,300 Total

Does your church have an endowment? Yes

What is the market value of the assets?

\$765,972 (as of 7/31/21)

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

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

For 2020 and 2016: income, capital gains and dividends were withdrawn

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

	<u>General Fund**</u>	<u>Designated</u>	<u>TOTAL</u>
2020	\$15,395	\$1,720	\$17,115
2019*	\$16,713	\$1,870	\$18,583
2018	\$15,731	\$1,807	\$17,538
2017	\$11,066	\$1,283	\$12,349
2016	\$11,470	\$1,639	\$13,109

*3.5% of account value at 10/31/2019 was withdrawn that year

**General Fund withdrawals go to Operating funds

Please comment on the above calculations or estimates:

Historically CCB-UCC has been withdrawing a combination of interest, capital gains and dividends distributions from the Endowment Fund. A portion goes into the regular operating budget and a portion into various designated accounts (music, outreach, etc).

Our investment advisor has recommended that we take a percentage of 5% of the account value to provide a more consistent income stream. Funding for Ministry, our church’s financial management team, is in the process of finalizing that change for 2021.

At the current rate of draw, how long might the endowment last?
5% = 36 years (after 36 years, based on a 5-year rate of return without additions)

Other Assets

Invested Reserves (savings):

\$154,368 (as of 7/31/21)

However, \$43,411 of this money is 'owed' to various liability accounts.

Investments (other than endowment):

The Kenneth Brooker Scholarship Fund:

\$172,074 (as of 07/31/21) - a fund endowed by Kenneth Brooker in 2013 to be awarded to active CCB youth for college or other post-secondary educational programs. Since that time, \$51,400 has been awarded.

Does your church have a parsonage? No

Describe all buildings owned by the church: Church building and garage

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

Which spaces are accessible to wheelchairs? All except pulpit, choir loft, 2 upstairs classrooms, garage, basement and theater room

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

We're not a large congregation with large incoming funds, but despite the fact that our membership is dropping, the donations are not declining in the same proportion. The congregation is very giving and prioritizes funding the causes we believe in. The congregation's self-funding of the church's solar panels is one example. COVID19 drove us to pivot and fund a new method of reaching out to people through live-streaming and greater social media activity which we were already contemplating. This provides access to worship for those unable to attend in person.

The funding plan process is created by the Leadership Ministries. These Ministries develop and provide their requests to Funding for Ministry for compilation. Funding for Ministry then presents the complete request to Leadership Assembly for review and approval. This approved funding plan request is then voted on by the congregation at the annual funding meeting. Recent funding plan revisions include the expansion of our Christian Education Director's responsibility as well as the shifting from a full-time sexton to contracted facility support suppliers. This was

driven by the individual Ministry teams presenting the need and proposed solution to the Leadership Assembly for their review and approval.

3f. HISTORICAL INFORMATION

The Congregational Church of Birmingham, United Church of Christ has experienced a history of dynamic events and changes. Our church was founded in 1953, worshipping in homes of the 41 signers of the original covenant. In less than a year, members purchased a former Presbyterian church in downtown Birmingham that became the congregation's home for the next 13 years. In the interim, the United Church of Christ was formed in 1958, and CCB-UCC was among the first to join this new denomination in 1960. By the mid-1960s, the decision was made to move from Birmingham north to Bloomfield Hills, constructing a new church building to support a growing congregation. The first service in our new and current facility was held in 1966.

In 2006, CCB-UCC became the first church in our area to become an Open & Affirming (ONA) UCC congregation. This inclusive social action was not without dissention. Some members chose to leave the congregation over the outcome, others “agreed to disagree” choosing to stay, and new members joined the church due to our ONA status. We don’t shy away from challenges and don’t always take the easy path while traversing the arc of justice.

Aligning with our commitment to environmental justice, CCB-UCC embarked on a program to install roof mounted solar panels. Preparing for the 15.6-kilowatt solar panel array involved years of planning not only for the physical installation, but for managing the initial system costs. To oversee this process, a solar planning team was commissioned at the request of our leadership structure. Team membership was composed of church members and leaders with varied skill sets and interests tied to solar energy and energy efficiency in general. Several approaches were considered to raise the capital necessary to finance the solar array. Options included third party loans, power purchase agreements, tapping into existing equity, and a campaign to raise the funds from membership donations. Ultimately, starting with a very generous member gift, funds were raised through membership contributions through a “Buy a Panel” challenge. The results were outstanding as sufficient funds were quickly raised to pay in full for the installation by the time the system was commissioned in August 2018.

It’s no secret that mainline churches are experiencing trends of reduced membership coupled with the associated loss in operating funds. CCB-UCC is no exception to these existential challenges. In response, leadership initiated a church-wide initiative in the spring of 2020, identified as Future Church. Under the guidance of a professional outside consultant, a diverse

cross section of church membership and leadership met for the following 12 months tasked with several objectives. The results, as summarized by our consultant’s reports, will significantly reshape our faith community from a physical, operational and program perspective. Emerging from Future Church, efforts continue through several internal Research Groups that continue to meet on a regular basis. With oversight and guidance by church leadership, these groups are tasked with identifying our core demographics, purpose, sustainable funding, and worship experience. The teams will complete the necessary research in each of these areas and forward their recommendations to both leadership and the congregation for action. We anticipate that these teams will continue to meet and evolve well into 2022.

Our church name has been debated for many years, a name that is embedded in our congregational roots and city of origin. Contemplating a name change is not new to this faith community, however. Some have debated that the word “Congregational” and the name of the city in which we no longer reside do not reflect our current identity and are not conducive to welcoming a new generation of potential members. Others note that there is great history and tradition behind this moniker and that the current name is part of the foundation of this faith community. A leadership-based initiative to explore alternative church names was implemented several years ago with mixed results. The entire congregation was invited to submit name proposals, but a consensus was never reached, and the discussion generated conflict and some resentment among members. There were several lessons learned in this process that have been considered in more recent initiatives. First and foremost, conducting the necessary preliminary research to support the need for change, in this case the church name. Second, is how this research/proposal was presented to the membership. Additionally, the pace of the process needs to be considered and applied in a sensitive manner. Ideally, initiatives like a name change should follow procedures and protocols that have been successfully implemented in Future Church and the subsequent Research Groups.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Pastor Louise Ott	10	Y
Rev. Penny Lowes	7	Y
Rev. Dr. Allan W. Eickelmann	8	Y
Rev. Marlyn (Jake) W. Close	6	OMS - Exempt Standing

Has any past leader left under pressure or by involuntary termination? No

Has your church been involved in a Situational Support Consultation? No

Has a past pastor been the subject of a Fitness Review while at your church? No

4. WHO IS OUR NEIGHBOR?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

a. COMMUNITY VISION

b. MISSION InSite

4a. COMMUNITY VISION

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

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

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. Check any statements below that apply to your UCC faith community.

- | | |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input checked="" type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I’M) | <input type="checkbox"/> None |

The Congregational Church of Birmingham, United Church of Christ is very involved with social justice issues and outreach. As a founding member of the Detroit Regional Interfaith Voice for Equity (DRIVE), CCB-UCC led various initiatives and forums. DRIVE was a coalition of churches, synagogues, and mosques that worked together to tackle various social justice issues, each member electing to focus on a specific crisis including, education, police brutality, and water issues. CCB-UCC spearheaded the education problem in Michigan by holding a forum consisting of educators, politicians, and citizens which led to a very detailed report that eventually influenced decisions in our state government. CCB-UCC also started a tutoring program for children in the Pontiac school system that is still currently very active.

Through DRIVE, CCB-UCC also was involved in the push for justice in the transit system in SE Michigan.

CCB-UCC has also teamed with Peace Nick, a non-profit directed by CCB-UCC member and social justice chair Gregory Panzica, to alleviate the water issues in Michigan cities Detroit, Flint, Pontiac, and Benton Harbor. CCB-UCC is instrumental in fund raising for this initiative and has helped supply churches and charitable organizations with pallets of water, over 2,000 gallons this past year alone. Greg and church member Dr. Paul von Oyen are also members of the People's Water Board of Detroit helping to keep a moratorium on water shutoffs throughout Michigan and continuing the fight for water justice.

Paul and Greg also represent CCB-UCC as members of the Detroit Metropolitan Association (DMA) of the Michigan Conference United Church of Christ working on issues such as racism and public health, opposition to voter suppression laws, a “Get out the Vote” campaign, and women's reproductive rights. The DMA has worked with various social justice organizations including The Shrine of the Black Madonna (racial justice), National Council of Jewish Women (women's rights), Michigan Interfaith Reproductive Justice Coalition (women’s rights), and the Michigan Unitarian Universalist Social Justice Network (social justice).

CCB-UCC is also involved in several other outreach and social justice organizations including Lighthouse/South Oakland Shelter, CROP Walk, and Stephen Ministries. CCB-UCC has had an annual rummage sale to raise funds for dozens of charitable organizations throughout Michigan.

4b. MISSION InSite

Comment on your congregation’s MissionInsite report with data for your neighborhood(s) or area. What trends and opportunities are shown? *Based on Oakland County MissionInsite Full Report:*

This area is projected to have moderate growth in population and households over the next 10 years. Education level is very high, with a homogeneous racial/ethnic status (74% white) with no great ethnicity change expected through 2026. Median income is somewhat greater than compared to the state, with the county poverty level below the state average, though nearby Pontiac contains a much more disadvantaged population. Oakland county’s average age is 41 in 2021, and slightly increasing (43 in 2031). The largest groups by age are 35-54 (25%), 65 & over (19%) then 55-64 (16%), 6-17 (15%). The two larger groups are expected to slightly increase by 1-3% while the others reduce slightly. Majority (53% are married, while many (30%) are never married. Majority (65%) are family households, 28% are single person households. Families with children mostly are two-parent families (76%), which is expected to stay consistent through 2026. The majority of the county population are homeowners (73%) with the majority of home value between \$100k-400k. Employment rate is 61%, with 74% white collar. Of the 61%, 22% are in Education, 20% are in Manufacturing.

Opportunities: Our primary communities are the demographic groups who are prospective full participants in our church life, along with the pockets of population that we are able to serve in various respects. Our core audience is persons who, due to education or generational disconnect, are recovering from (or just done with) more fundamentalist forms of Christianity. It will be necessary to keep a very wide connection with this population, involving many hundreds of people that we touch lightly in order to be able to invite those who are open and ready for a deeper experience of faith life at CCB-UCC.

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?

There is no real neighborhood around the church to connect with. Our internal demographics are similar to our neighborhood area, though most of our congregation is not from the surrounding neighborhood. We are a commuter church, a mixture of educators, life-long learners, musicians, environmentalists, activists, researchers, introverts and extroverts – and those who love them. We connect further away from our church with areas in need. Specific examples are

- Pontiac where we have an active tutoring program with the Pontiac Schools
- Ferndale where we annually have a booth at Ferndale Pride
- Flint & Detroit where we have focused activity on solving the water crisis in Flint and water shutoffs in Detroit

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

Our ministry is more greatly shaped by areas away from our immediate community. CCB-UCC is strongly social justice and pro-environmental focused. These ministries are not greatly shaped by the local community but by the greater Pontiac and Detroit region.

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

Community leaders say we are known for social justice and supporting Inclusiveness, diversity and gender equality in the community. We are known for strong support for public education, voting rights, environmental concerns (Green Ministry), water as a human right (Peoples' Water Board), emergency homeless housing and food banks (Lighthouse/South Oakland Shelter), LGBTQ+ rights (Pride Parade), anti-racism (21 day challenge), Interfaith collaboration, public transit, animal rights, universal health care and women's reproductive rights.

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

Many did not feel welcome in their previous faith community. They were drawn by the progressive and welcoming values of CCB-UCC which better aligned with their own. Many others were drawn by CCB-UCC's social and environmental activism. They stayed and became

involved because they felt like they were at home, in a true community. With the previous obstacles removed, they could be their true selves.

5. REFERENCES

REFERENCE 1

Paul Nixon / Founder / The Epicenter Group
202.506.5472 / paulnixon@me.com / coach to CCB-UCC in 2020

REFERENCE 2

Anne McCauslin / Member / Central Woodward Christian Church
248.334.4669 / annemccauslin57@gmail.com / Partner in Stephen Ministry and South Oakland Shelter (SOS: provides meals and a place to sleep to homeless at rotating locations throughout the year)

REFERENCE 3

Bill O'Brien /Executive Director/ Strangers No Longer
313.549.0421 /strangersnolonger11@gmail.com/ Partner in Detroit area community organizing with CCB members

6. CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

6a. CLOSING PRAYER

The LORD God has told us what is right and what he demands: “See that justice is done, let mercy be your first concern, and humbly obey your God.” *Micah 6:8* (CEV)

Lord, make me an instrument of your peace:

where there is hatred, let me sow love;

where there is injury, pardon;

where there is doubt, faith;

where there is despair, hope;

where there is darkness, light;

where there is sadness, joy.

- St Francis of Assisi

6b. STATEMENT OF CONSENT

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

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? Pastoral Search Team, Leadership Assembly members, Church Assistant.

Signed: Cathy Rupert/Pastoral Search Committee Chair/ Date: Oct. 5, 2021

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:

Name / Title:

Email:

Phone:

Date:

**UNITED CHURCH
OF CHRIST**



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