



Sayville Congregational United Church of Christ

An Open & Affirming Congregation

**131 Middle Rd
Sayville, NY 11782**

Web site:

www.SayvilleUCC.org

September 2016

Minister

United Church of Christ

**LOCAL CHURCH PROFILE
FOR LOCAL CHURCHES SEEKING NEW LEADERS**

**Local Church
Statement of Consent**

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates. As the committee charged with the responsibility for identifying and recommending a suitable new minister for our church, we have been authorized to share the information herein with potential candidates

We understand that a candidate may wish to secure further knowledge, information, and opinion about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.



Signature of Search Committee Chairperson

September 9, 2016

Date

Church

Name: Sayville Congregational United Church of Christ

Address: 131 Middle Road

City, State, Zip: Sayville, NY 11782

Search Committee Chairperson or Contact Person

Name: Karen Maust

Address: c/o Sayville Congregational UCC
131 Middle Road

City, State, Zip: Sayville, NY 11782

Telephone: (631) 589-1519

Fax: (631) 589-0542

E-Mail: searchinfo@sayvilleucc.org

July 2016

Minister

LOCAL CHURCH PROFILE
FOR LOCAL CHURCHES SEEKING NEW LEADERS

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

1. Church: Sayville Congregational United Church of Christ

2. Address: 131 Middle Road

City, State, and Zip: Sayville, NY 11782

Church Website: www.sayvilleucc.org

3. Name of Search Committee Chairperson/Contact Person: Karen Maust

Address: c/o Sayville UCC 131 Middle Road

City, State, and Zip: Sayville, NY 11782

Telephone: (631) 286-0129

Email: searchinfo@sayvilleucc.org

FAX: (631) 589-0542

4. Conference/Association Staff Person Assisting Our Church: Rev. Freeman Palmer

Address: 5575 Thompson Rd.

City, State, Zip: Dewitt, NY 13214

Telephone: (201) 388-6447

Email: freemanpalmer@uccny.org

FAX:

MEMBERSHIP INFORMATION

5. Membership: *(as reflected in the eleven-year UCC Statistical Report for our church; "est." indicates the figure is an estimate.)*

	Last Year	5 Years Ago	10 Years Ago
a. # Church members	141	261	258
b. Average attendance at worship	68	95	95
c. Average participation of children/youth in C.E.	3	25	39
d. Average weekly participation in adult education	12	5	0
e. # Members who are ordained clergy	2	2	2

6. Profile of Congregation

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

a. Age:

 1 % ages 0 - 5
 8 % ages 6-18
 7 % ages 19-34
 8 % ages 35-49
 21 % ages 50-64
 37 % ages 65-74
 18 % ages 75 +

b. Education level of adults:

 0 % completed less than high school
 10 % high school graduates
 26 % some college/vocational school
 22 % college graduates
 42 % graduate school

**“So we who are many,
are one body
in Christ . . .”
Romans 12:5a**

c. Family units:

 12 % couples with children at home
 63 % couples without children at home
 19 % single
 6 % single parent with children at home

d. Occupation of adults:

 15 % business
 2 % clerical
 0 % farmer/rancher
 1 % laborer/manufacturing
 55 % professional
 2 % student
 1 % tradesperson
 24 % other

e. Employment:

 38 % employed
 1 % not currently employed
 61 % retired

f. Describe the racial-ethnic makeup of your congregation: We are predominantly white

CHURCH FINANCES

(Figures reflect the eleven-year UCC statistical reports as well as the church’s annual reports.)

	Last Year	5 Years Ago	10 Years Ago
7. Total Church Income	\$227,657	\$241,481	\$216,435
a. Members offerings and pledges	\$137,638	\$163,481	\$171,537
b. Interest from investment or endowments *	\$242	\$359	\$960
c. Principal reduction (endowments or investments)		\$981	
d. Rentals	\$43,402	\$43,212	\$28,726
e. Special Fundraising	\$7,000	\$11,500	\$11,500
f. Other **	\$18,712	\$24,378	\$3,712

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

2015 Goal: \$175,000 Pledges: \$138,892 Actual Received: \$137,638
2014 Goal: \$175,000 Pledges: \$144,231 Actual Received: \$158,324

	Last Year	5 Years Ago	10 Years Ago
8. Total Operating Budget	\$233,453	\$214,919	\$193,481

a. Our Church's Wider Mission Basic Support	\$10,000	\$11,000	\$14,500
b. Our Church's Wider Mission Special Support	\$5,000	\$12,617	\$7,071
c. Other gifts			
d. Current local expenses***	\$207,146	\$217,548	\$193,965
e. Annual capital payments****		\$5,819	
f. Other debt			

Notes:

*7b – Endowment interest is constitutionally administered outside of the operating budget. The interest can only be used under specific guidelines. Principal can only be used with a vote by the Congregation under extreme circumstances. To date we have never withdrawn principal.

**7f - Special one- time gifts, income from special production of Emmanuel and carry forward from excess operation funds.

8Total Operating Budget is all expenses pertaining to staff, worship and maintenance and operation of all buildings including insurance

***8d - Total current expenses represent the actual expenses incurred by Sayville UCC compared to budgeted expenses as described in line 8.

****8e -Capital payments already part of 8d total.

9. Identify UCC special offerings the church receives throughout the year and the amounts from last year:

- _ \$344_ One Great Hour of Sharing
- _ \$307_ Neighbors in Need
- _ \$202_ Christmas Fund
- _ \$110_ Strengthen the Church
- _ \$507_ Basic Support for Our Church's Wider Mission (only if received through special offerings and not included as a regular budget item in #8 above.)

10. Mission

- a.** Beyond your contributions through the UCC, name the most significant local or global missions/ministries or agencies that were financially supported by your local church last year and the amount of support:

	Name	Amount
1.	Heeding God's Call	\$1400
2.	Sayville Food Pantry	\$900
3.	El Hogar	\$900*
4.	Interfaith Nutrition Network	\$375
5.	Having Friends Inn	\$375
6.	Long Island Council of Churches	\$300
7.	Pride for Youth	\$300
8.	UCC Coalition	\$200
9.	Hope Children's Fund	\$200

*Our relationship with El Hogar started in the late 1980's when a young congregant, in the Peace Corp, volunteered her services. El Hogar is a home for street boys and girls in Tegucigalpa, Honduras. We support

the annual cost of tuition and subsistence of a student as decided by their administration. Education is elementary to graduation, and select students can move on to the Technical school for life time skills.

b. What mission project has excited your church the most in the past three years? Why?

By far the most intense and committed Mission project has been the "crosses on the front lawn". This sprang from an original memorial of backpacks hung in front of the church to commemorate the killings in Newtown, Connecticut. Each featured the name of a student and/or staff member who was killed.

After this we stepped up our individual letter writing and church support for "Heeding God's Call" a gun control not-for profit.

As a follow-on to this as the attention to mass shootings tragically increased we made the decision to make a cross for each of the localities that had experienced a mass killing and display them on our front lawn (see cover page picture).

This project necessitated the construction and labeling of 500 + crosses, got us press coverage and attention to our statement. We removed it after several months and recently it has been reinstalled as these tragedies have continued to occur.

This has increased our gun-control support and raised awareness in the church community and the wider community.

11. Indebtedness

- a. Total amount of outstanding mortgages/capital debt: \$ 0
- b. Total amount of other debt: \$0
Describe:
- c. Are payments current? N/A

12. Capital Campaigns:

- a. If the church has had capital campaigns in the last ten years, note goal and results:

Goal: \$	Outcome: \$
Goal: \$	Outcome: \$
- b. What projects were undertaken as a result of your capital campaign?
N/A
- c. Was there a mission or outreach component to the campaign? Yes No
- d. If a capital campaign is underway or anticipated, describe it: N/A

Goal: \$	Beginning Date:
Purpose:	

“God is able to provide you with every blessing in abundance.”
II Cor. 9:8a

13. Assets held by the Church:

- a. Reserves (savings): \$76,196
- b. Endowments/Investments: \$ Market value \$216,811(Book value \$122,210) /\$16,695 (see 7b)
- c. Describe buildings and property of your church except the parsonage: There are 3 buildings consisting of 1.Sanctuary, Vestry and Kitchen, 2.Office, and 3. Fellowship Hall / Education Building
- d. Is the church building (including sanctuary and offices) handicapped accessible?
Yes _____ Partially (specify) _Not the offices – they could be made so if needed No _____
Is the pulpit handicapped accessible? Yes _____ No_X could be made so if needed__
- e. If a building program is projected or underway, describe it, including estimated date of completion: N/A
- f. If the church owns a parsonage, describe it:
Address: 27 Collins Ave.
City, State, Zip: Sayville, NY 11782
Number of Rooms: 8 Number of Bedrooms: 4 Number of Bathrooms: 2
Description: Dutch Colonial, separate garage, fenced backyard, full basement, fireplace, interior, recently painted, window A/C

Distance from Church 200 feet
Handicapped Accessible? Yes _____No X - could be made so if needed Partial _____

FINANCIAL SUPPORT OF MINISTERIAL LEADERS

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

yes _____ yes for some compensation items but not all _____ no

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

_____ Full Time Part Time (specify) Half time at present

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

We understand that the transition to a part-time pastor will require a period of adjustment for all of us. The Board of Deacons has proactively begun preparing the congregation for this change. We have created a spreadsheet of every task that is needed to keep our church running smoothly. We have identified those tasks that need not be done by clergy and will make sure that they are covered by the appropriate group or individual. Our expectations of a part-time Minister are that he/she be responsible for worship, spiritual and pastoral care. We can be flexible around the scheduling needs of a part-time Pastor who has other commitments. While we hope they will be involved with the Suffolk Association of the UCC, we do not expect attendance at every Association meeting.

In addition to part-time compensation in keeping with conference guidelines, we provide a lovely 4 bedroom house within walking distance of the church and of downtown Sayville. We will also provide individual health insurance coverage.

15. Salary History

To provide a profile of salaries for the position you are seeking to fill, indicate salaries at the beginning and ending of the ministers’ tenure. Do not include interim positions. If a parsonage is provided, insert the letter “P” in the space provided. *Provide information for the last 3 leaders or the last ten years.*

	Start Date				End Date			
	Year	Salary	Housing	Parsonage	Year	Salary	Housing	Parsonage
a. Last	2011	\$37438		P	2016	\$43310		P
b. Previous	2000	\$39433		P	2007	\$40008		P
c. Next previous	1994	\$29000		P	1999	\$39433		P

16. During the above period, has your church ever failed to fulfill its financial obligations to its pastor? yes * no If yes, please comment:

* In recent years, as Sayville UCC struggled with budget issues, we have not always kept up with conference guidelines for the pastor's salary. In 2007, the church approved a budget in which cash salaries for our paid staff, including the pastor, were cut across the board. (Non-salary items were not cut.) However, we did continue to pay the pastor and other paid staff what they were owed under the new budget.

17. Salary, Benefits, and Expenses Offered

- a. Cash salary offered Up to \$29,165 (half-time) commensurate with experience
Conference recommended salary range: \$43,530 - \$58,330 for full time

Reflects a 20% cost-of-living supplement for the New York metropolitan area, per New York Conference 2016 guidelines.

- b. Housing: \$ _____
 Housing allowance only Parsonage only Would consider offering either

- c. Customary benefits:
 Vacation: 4 weeks annually
 Maternity/paternity leave
 UCC Retirement Annuity (% of salary and housing)
 UCC Life and Disability Insurance Benefits
 UCC Health Benefits (other health benefits)
 UCC Dental Benefits (other dental benefits)
 Social Security/Medicare Offset
 Continuing Education Funds
 Continuing Education Time
 Sabbatical Leave
 Other benefits (specify) Car Allowance (to be negotiated)

d. Ministry Expenses

- Travel Reimbursement
- Meeting Expense Reimbursement
- Books and Periodicals
- Reimbursement of Criminal Background Check Fee
- Moving Expenses

COMMUNITY CHARACTERISTICS

Population It is customary in Church Profiles for this section to focus on the immediate geographical community served by the church, and detail its demographics, economy, future challenges, etc. But at Sayville UCC, “community” is not defined by traditional boundaries that can be found on a map. This is due to the unique characteristics of our church, and to the nature of life on Long Island.

While the quality of life here is of a very high caliber, we still offer the challenges of ministering in an economically diverse and changing community. We strive to be a part of that community, not apart from the community.

18.

- a.** Population of total city or town in which your church is located: From its earliest beginnings, Sayville UCC has served a fairly wide area encompassing five hamlets on Long Island’s South Shore, including Sayville, West Sayville, Oakdale, Bayport and Blue Point. Collectively, these communities have a population of about 44,000, according to the 2010 Census. (Sayville is the biggest of the communities, with 16,935 people.)

For more than 100 years, Sayville UCC was one of several mainline Protestant churches serving this largely Catholic community. Over the past two decades, however, the church has seen its membership come from a wider geographic radius, with some members driving a half-hour or more to attend worship, church meetings and social functions. Some of this is due to our Open and Affirming statement, which attracted many from the gay, lesbian and transgender communities. Sayville UCC was the first UCC congregation to become ONA in 1991. The church's reputation for dealing with broader, complicated and tougher social justice issues like gun control and race relations in more recent times has attracted new members and has stirred interest in the local community. Sayville UCC is known for its tradition of excellent music and just being a fun place to worship the Lord.

The Sayville school district comprises one high school. One middle school and three elementary schools.

The median age for the area is 42.5 years with an average of 2.5 people per household. The median income for the area is \$85,000.

- b. Describe the population by racial-ethnic category and identify the source of the information: A demographic profile of the greater Sayville area by the Census Bureau reveals a community that is overwhelmingly (96%) white, and prosperous. Nonwhite residents account for 15% of Suffolk County's 1.4 million residents, still a much smaller share than the U.S. average.

19. Economic Factors

Identify major sources of employment/income in your community:

- a. Health care, including hospitals, doctors' offices, skilled-nursing and rehabilitation facilities, etc.
- b. Education, including grade school and colleges and universities.
- c. Maritime industries, including commercial and recreational fishing and boating. Ferry service to nearby Fire Island is a major source of summer income and jobs, and shell-fishing has been a staple for centuries.

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

a. Describe three distinctive attributes of your community: ***

- 1. Proximity to beaches, colleges and universities, artists' colonies, museums, the Hamptons, Native American communities, professional sports and New York City. Sayville is one of the main embarkation points for the Fire Island ferries and is connected to New York City by the Long Island Rail Road.
- 2. Vibrant downtown with a "walking" main street with shops and entertainment.
- 3. Quiet, safe, attractive neighborhoods perfect for families, couples and singles alike.

b. Identify major trends you envision in your community during the next five years: ***

- 1. People seeking spiritual and altruistic opportunities - more awareness of environment, climate change (especially coastal issues).
- 2. Breakdown in family structure along with cutbacks in "social" safety net programs and homelessness with increased drug abuse among teens and adults.
- 3. Population changes occurring due to financial and aging issues, young people moving away because of less affordable housing and fewer job opportunities - Continued lack of diversity.
- 4. Increasing claims on people's time on Sunday mornings (i.e. sports activities)

c. List three or four problem areas confronting your community that members feel your church should address:

1. Concern about problems endemic in our society such as poverty, homelessness, hunger and addiction as well as the decreasing emphasis on spirituality.
2. Lack of community diversity leading to few of those who are different (social/political intolerance)
3. Concern for the environment

d. Indicate Mission Activities

- 1. In which your church participates as a part of its mission in the community:** Sayville UCC supports two food programs for those in need. Our “soup kitchen”, Having Friends INN, is operated in the Fellowship Hall four nights a week in cooperation with other area churches. We also support the Greater Sayville Food Pantry through regular donations of food and ongoing financial support. We take an active position in fighting for sensible gun control having submitted petitions to state and federal politicians, a visual display of many hundreds of crosses on the church lawn representing incidents of mass murders in this country, and a tableau of backpacks carrying the names of children who died in the Newtown, CT shooting.

In solidarity with people of color, we have displayed a “Black Lives Matter” banner which fostered church and community dialogue.

A more recent addition is “Family Table” which is “a faith based organization that delivers quality food at a deeply discounted rate while giving back to your local churches and community”. See <https://familytablefoodministries.com>

Our sanctuary features a rotating display of the works of local artists highlighting the God given gifts of our community.

- 2. In which your church expects the leader you are now seeking to participate:** Sayville UCC has a history of calling pastors who take part in social justice issues. These include civil rights in the 60’s, women’s rights in the 70’s, anti-apartheid in the 80’s, and gay rights in the 90’s. We do seek a minister willing to continue and expand this tradition of involvement. We expect our Pastor to participate in the Suffolk Association, the New York Conference and the national setting of the UCC to the degree possible.

- e. Describe how your church building is now being used by the community:** Our church sanctuary is periodically used as a performance space by musical and choral groups. A preschool operates in our educational building five days a week. In addition to hosting the soup kitchen, our Fellowship Hall is the regular meeting place for 12-step programs, a weight-watching group, and a senior exercise group.

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

_____ one _____ two X three or more

CONGREGATIONAL LIFE

*(Add *** if the information came from a survey of the congregation)*

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

Our vision for the next five years is to continue to be a Progressive Church in both our actions and message and to reach out to like-minded people who not only want to worship Jesus but to follow him. We are a church coping with challenging trends common to mainline churches today. Our numbers have dropped, and with them our annual pledge tally, so there are financial challenges. Our long-term membership is aging with many of their children moving away. At the same time, the appeal of our message has drawn new members from even greater distances. With busy schedules and longer distances to travel, members find it hard to be at church for quick errands or midweek meetings. This makes it more difficult to carry out the many volunteer tasks that keep a church running smoothly. We do, however, have a small, strong core of volunteers that step up when necessary.

While we are concerned with the current small membership, we feel that increased awareness of our beliefs and practices will be inviting to new members. We realize that these new members are not likely to be young families as there are other churches in Sayville with extensive children's programs. They are more likely to be people whose children have grown and moved away and who are ready to embrace their progressive ideals.

22. Planning

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

Planning is in the hands of our Board of Deacons which is divided into Trustees and Elders with an average of 5-6 in each sub-group. Trustees handle and plan the secular or business aspects of the church, while elders handle all spiritual aspects of church life. Each group meets monthly. The entire Board meets quarterly or as needed to handle decisions affecting the congregation as a whole. There is at least one planned retreat a year.

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

Gifts and/or experience in strategic planning are a plus for our next Pastor, who we hope will be able to inspire and nurture our leadership team with ideas, suggestions and guidance.

c. When is the last time your church undertook a period of discernment and long-range planning in an intentional way?

Our latest intentional planning was a retreat in February 2016 to prepare ourselves for the changes that will be necessary to go from a full-time to a part-time Pastor. We spent the time identifying everything that needs to be done to keep the church functioning, and who will be responsible going forward. We are in the process of creating a system of checks and balances for each sphere of responsibility: Pastor, Elders, Trustees, Administrative Assistant, Music Director, Caretaker, and volunteers. With this in place we hope that our church can move forward with as little disruption as possible as we all adjust to a part-time role of the Pastor.

d. What were the outcomes of your intentional long-range planning? See above

e. Does your church have any plans to undertake a period of intentional long-range planning in the future? Our first concern is that the selection process for our next Pastor be as smooth a transition as possible. Once a new Pastor is in place we will be open to ideas and suggestions for long range planning that will get our message out and attract progressive Christians to our church.

23. Reflections on Congregational Life

Comment on the following with what you believe to be the generally-held responses of the congregation. If more space is needed, use additional pages. (*Add *** if information came from a survey of the congregation.*)

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

- The Congregation rewrote their covenant to welcome people of all races and nationalities. Rev. Trevor Hausske and some members attended the Southern Justice marches and walked with Dr. Martin Luther King – 1950's and 60's
- We called long Island's first openly gay Minister and received the Burning Bush Award in recognition for our stance on LGBT rights – 1991
- Our Minister of Music, Dorothy Davidson Hausske, published a folk blues musical "Emmanuel". The music and message continue to resonate with our congregation. It has been performed many times both here and around New York State and never fails to re-energize our congregation and the surrounding community. It was most recently performed in 2014. - 1971

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

1. The unexpected negative community response and push back to justice issues. The most negative reactions were in response to our Black Lives Matter banner; many in the community saw it as an attack against police. From this we learned how to respond to hate with love and respect that we must speak out in an educational rather than an emotional way to counter prejudice. And that we are powerful when we stand up for what we believe. Standing together unites us.
2. In the past few years we have been faced with losing membership, particularly young people. This has caused pledges to decrease creating financial concerns and so the need to go to a part-time minister. In our survey, it was made clear that the largest percentage of the congregation is 64+, educated, professional and retired. We have learned that we must deal with the reality of societal changes as they challenge our church.
3. Our new governance structure has been a challenging experience. With our last interim minister we went to a unicameral system. With our called minister and declining membership we refined the system into Deacon Elders and Deacon Trustees, dividing the theological and secular responsibilities of the church. While the change was difficult at first, we learned how to adjust to the new governance system and that open, honest communication with trust is necessary. Meeting monthly in smaller groups has allowed us to delve more deeply into individual issues, get more accomplished, and not be bogged down with long drawn out meetings.

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

We hope to continue our commitment to justice issues and find new ways to make an impact in our local community and the world.

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

A faith-filled, responsive, emotionally mature team builder with a healthy sense of humor can help us nurture new leadership, not only for programs to increase membership, but also in mentoring board members to build their skills and guiding programs to develop lay leaders and encourage new volunteers to become active. We hope our pastor will thereby help us to strengthen our

offerings for children and youth, Bible study, and prayer groups, even while ministering to our many older members who may need visits to their homes or hospital beds. A lively, insightful preacher can bring this well- educated congregation closer to the Word and help us learn to truly live it, in our church fellowship, daily lives and mission activities.

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

- We tend to be theologically conservative.
 We tend to be theologically moderate to conservative.
 We tend to be theologically moderate.
 We tend to be theologically moderate to liberal.
 We tend to be theologically liberal.
 We tend to be quite diverse theologically.
 Other

Comments: ***

We have adopted an Open and Affirming covenant, committed to inclusive language in our liturgy and church life, and become a “Still Speaking” Church. While we tend to be theologically liberal, our congregation seeks a minister who is accepting of people with broadly divergent views. We also have a theological diversity in our congregational culture as many are “refugees” from other denominations.

- f. Describe the educational program of your church:

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

There are currently a limited number of young children in our church. A children's sermon is offered as part of the church service and then the children go the vestry for instruction and projects taught by a hired caregiver. The program that the activities are chosen from is "Spill the Beans" which follows our narrative lectionary series. A volunteer Elder secures the materials and prepares the lesson plans.

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

There are currently no confirmands. The Elders and Minister would be responsible for selection. The last Confirmation class was in 2014 and the curriculum used was Affirming Faith a UCC publication.

Are there educational opportunities for all ages?

Theology on Tap is a program where people meet at a local restaurant on Monday night, once per month, to discuss a current topic or another topic of interest. A 15 to 20 minute theological presentation of the background or history of the topic is followed by a discussion as we share a meal. Past topics have included: Is there life after death?, the Virgin Birth, myth or reality, and does it matter? Through this Lenten season there has been a Tuesday night Bible study on the Gospel of Matthew. The congregation has been exploring the Phoenix Affirmations with a presentation of each Affirmation from a theological perspective after church on a Sunday morning, followed by a testament to the Affirmation by a congregant the next Sunday during announcements. This is followed by a lay lead discussion of the Affirmation relative to meaning, application to our church and whether we are in agreement. After completion of all 12 Affirmations we will ask the Congregation to vote on supporting them and adopting them. We have had classes in the past led by the Minister and lay persons. The last was a series of classes on St. Francis of Assisi.

Does your church have a written Safe Church Policy?

X Yes _____ No (If No, has a group worked on this issue in the past? What was the outcome?)

g. Describe how the church expects the person you are seeking to participate in the congregation's educational programs:

We expect the pastor to provide planning and input into educational programs, assisting in the selection of texts and assuring that programming is consistent with the church's covenant.

h. Describe how programs or ministries of your church are evaluated:

We have doing this informally on the Board, but, in the future, perhaps should look for a more formal way of addressing this.

i. Describe the strengths or positive qualities of your church: (Add * if information came from a survey of the congregation.) *****

In our surveys that included participation from a substantial number of the congregants, we found most of us shared a view of our church as an accepting, loving and sheltering family. The warmth of our welcome spills out into the aisles during the Sunday morning greeting. The congregation is proud to be open and affirming to all people and celebrates diversity. Our mission of social justice is embraced and supported. The music and choir bring joy and resonance to the worship service.

Sayville Congregational United Church of Christ

OUR MUSIC

Music is an especially important part of the worship tradition at Sayville U.C.C.

We have a "blended" service, currently using both the New Century Hymnal and Sing! Prayer and Praise. The music is as varied and eclectic as our church is inclusive, ranging from sacred classics, to spirituals, folk music and contemporary secular melodies. We are always aiming to connect with the participants and enhance the worship experience. Hymns are currently selected by a lay "Hymn Selection Team" and are keyed to the sermon and Scripture readings. Final approval of the hymns rests with the Pastor.

For generations, the music program has been led by unusually gifted musicians and composers who have understood the role it plays in opening hearts and minds to God. Our current Director of Music and organist/pianist, Sean Patrick Cameron is a graduate of the Cincinnati Conservatory. Our adult choir is all volunteers, a small, but committed group who meet each week to practice and who experience their singing as both a "giving" and "receiving" of grace.

We are joined at other times of the year for special events and productions by additional congregants and friends in the wider community to add their voices and other talents to the regular mix. The door is always open! The spirit and enthusiasm as we join together to sing our traditional Easter benediction of the "Hallelujah" chorus of Handel's Messiah is always a joyous and inspiring experience.

24. Indicate major boards, committees, small groups, and organizations that are a part of your church; the frequency of meetings (monthly, weekly, etc.); and expectations for leadership. For leadership role use: 1 = pastor takes primary initiative and responsibility; 2 = pastor and

laity share responsibility; 3 = laity take primary initiative and responsibility; 4 = the pastor's presence is expected periodically/occasionally.

Board/Committee	Purpose	# Members	Frequency	Leadership
Board of Deacons	Coordinates the management of everything	10-14	Quarterly	3
Elders	Handle spiritual aspects of church life and worship	5-7	Monthly	3
Trustees	handle and plan the secular or business aspects of the church	5-7	Monthly	3
Nominating	Nominates Deacons and officers (Clerk, Moderator, Treasurer)	3-5	As needed	4
Pastoral Relations	Provides dialogue between Pastor and Congregation	4	Quarterly	2
Fundraiser Committees	Event oriented committees meet seasonally to prepare for the various fundraising activities.	Varies	As needed	3
Ongoing Small Groups	Purpose	# Members	Frequency	Leadership
Choir	Joy, ministry and fellowship through song	10-15	Weekly	3
Prayer Shawl Ministry	Shares Christian fellowship and knits shawls for those going through special transitions and celebrations or who are in need of the church's warmth.	6	Weekly	3
Theology on Tap	Discussions of pertinent topics with scriptural reference.	10-12	Monthly	1
Adult Sunday School / Seasonal Bible Study	Specific scriptures or related topics	10	Irregular	2

25. Conflict

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

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

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

 C some have left our church because of conflict

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

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

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

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

Comment: We have recently adopted a Congregational Covenant for behavior as committed Christians (see attached – Who we are and who we strive to be)

26. Worship

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

Our worship service has evolved over the years with start times, format and participation changing as a result of Pastoral and Congregational preferences. We are not adverse to changes. Currently our worship begins at 10:00 a.m. for the summer, and may well stay at that time year-round. We extend a welcome to first-time guests, long time covenant members and friends of the church.

Our Music Director plays either our three rank organ or grand piano for the prelude, the bell is rung, the liturgist reads our welcoming statement followed by the Pastor's opening prayer this followed by Passing of the Peace . We project the worship service so as to be mindful of resource use. A simple outline Bulletin is used. Anthems are an important part of the service and tie-in with the worship plan.

The Order of Worship is laid out by the Minister in co-ordination with the Deacon Elders and Music Director.

A Fellowship time continues in the Vestry. We also try to hold a monthly luncheon following worship in the Vestry.

- b. Are your worship services or church gatherings sign language interpreted?
 Yes No

Are there particular ministries with persons with developmental disabilities or mental illness?

Comment: Sayville UCC adopts an inclusive approach in its services and Sunday school but has no special ministries.

- c. Identify how worship is planned on a regular basis in your church
 by a worship committee
 by the pastor
 by the pastor in consultation with the church musician
 other – specify: The Order of Worship is laid out by the Pastor in coordination with Deacon Elders and the Music Director.

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

Our congregation especially values literate and thoughtful readings of Scripture that capture the vibrancy and freshness of these eternal stories today. The sermons are thoughtful and often incorporate many literary and world religious interpretations. We seek to be awakened to our spiritual selves, reconnected to our vulnerable humanity,

and comforted, but we also rely on our pastor's words to shake us out of the impulse of complacency and spur our lives into action for peace and social justice in the wider world. In addition, our congregation generally values a service with a compelling musical element – offered by both the choir and the congregation as a whole - to complement the readings.

e. Describe the role in worship of the person you are seeking:

We are seeking a pastor who will continue the tradition of thoughtful interpretations of the Gospel and scripture readings. Our Congregation appreciates a well-rounded individual who is able to bring outside experiences and knowledge to their sermons. We are seeking a worship leader who can raise the spiritual focus of the individual journey to a better understanding of our relationship with God as we understand God, and who has the ability to speak and deliver a thought-provoking, relevant sermon applicable to the world today, with warmth, humor, insight and understanding while challenging us.

f. What hymnal(s) are currently used by your congregation in worship?

We currently use, the New Century Hymnal and Sing! Prayer and Praise

g. Have you considered using another hymnal?

We are always open to considering additions to our hymnody.

h. Churches have a variety of practices related to the use of Inclusive Language in worship services. (Some churches have made the decision not to change any language in worship; others are intentionally inclusive in their references to people avoiding words such as “mankind”. Some avoid exclusively male references for God and seek to include male and female images as well as a variety of metaphors; other churches exercise care in the words of the liturgy but still utilize “traditional” hymns.) How important is this issue to your church?

The issue of Inclusive Language is very important to our church, and has been for the past 35 years. When reciting the Lord's Prayer, we use gender neutral language on our screens. Individuals are welcome to use the language that is comfortable to them. Choral music is generally adjusted using gender neutral language.

WIDER CHURCH CONNECTIONS

27. United Church of Christ

- a.** Association, conference, or other denominational programs and activities in which church members participate:

Do you send delegates to association and conference meetings?

Regularly ___X___ Occasionally _____ Never _____

Have members of your church ever served as delegates or visitors to General Synod?

Yes ___X___ No _____ Not Sure _____

- b.** Association, conference, or other denominational settings in which your church expects the leader you are now seeking to participate:

We would like our new church leader to participate the local Suffolk Association and the NY Conference of the UCC, as time allows

- c. Choose the word that best describes how lay leaders of your church consciously identify with the United Church of Christ:

X__ closely ____ moderately ____ nominally ____ other

Comment: Our church lay leaders closely and consciously identify with the United Church of Christ. They often refer to UCC resources in preparing weekly prayers and inspirations. In addition, we have representatives at the NY Conference and have had a member of our church be a delegate to the last 3 General Synods.

28. Ecumenical and Interfaith Activities

- a. Describe ways your church participated in ecumenical and interfaith activities during the past three years:

Our church family has regularly participated in ecumenical and interfaith activities such as The Having Friends Inn, a soup kitchen located on church grounds where other local churches volunteer on a rotating basis to provide dinner and take-home meals four times a week for needy families. Likewise, we are involved with The Greater Sayville Food Pantry, established by the Sayville Congregational United Church of Christ in 1993. In addition, we participated in a month's long workshop for "Partnership for Sacred Places" sponsored by the L.I. Council of Churches hoping to learn more about sharing space with like-minded community groups to increase our footprint and profile in the community.

- c. Describe how your church expects the leader you are now seeking to participate in ecumenical and interfaith activities:

There will be flexibility in allowing our new clergy person to choose with which groups, beyond the local church groups, to closely relate.

RELATIONSHIP WITH MINISTERIAL LEADERS

29. Relationship With Prior Leaders

- a. Characterize your church's experience with pastoral leaders over the past 15 years.

You may check more than one response:

In general, our lay leaders have a history of strong, cooperative relationships with the church's pastoral leadership.

We have had some fairly rocky moments, but we have worked them through, and relationships with pastoral leaders have grown in significant and important ways.

We have had some tough times and things did not always work out.

Other. Specify:

Comment:

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

Name	From	To
1. Rev. Diane Darling	1994	1999
2. Rev. Dr. Valerie Turnbull	2000	2007
3. Rev. James Gary Brinn	2011	2016

- c. **If a previous pastor or pastor emeritus/a is currently a member of the church, describe his or her involvement in the life of the congregation: N/Ad. In addition to financial support, describe how your church supported the most recent person to hold the position you are now seeking to fill:**

When our most recent Pastor was first called there was some difficulty with communication and expectations of both the Pastor and the Congregation. The Pastor felt that our congregation was not prepared or ready for the changes needed to move forward. The Pastoral Relations Committee was called to settle differences between some members and the Minister. The Congregation supported the Pastor by utilizing the process and accepting their part in the difficulty.

- e. **Involuntary Terminations:**

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

yes no: If "yes," respond to the following:

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

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

- Describe what your church has learned from the experience about itself and its relationship with persons who provided ministerial leadership:

We learned that the process of the Search Committee, as recommended by the denomination, must be followed and no short cuts should be taken. We further learned to be more deliberative in our process, to do our "homework" in vetting any candidate we are interested in, and to realize that the loudest voice isn't necessarily the one with the best advice.

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

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

Yes. It was established to provide for helpful and honest dialogue between the minister(s) and the congregation through fostering and maintenance of good, open and healthful relations. It is currently inactive, but would resume meeting quarterly when a new Minister is called.

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

We have experimented with assessments in the last 5 years – not regularly

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

This is a work in progress.

32. Leadership Expectations

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

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

Our church needs a person who...

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

- 18. _____ is effective with committees and officers
- 19. _____ is an effective teacher
- 20. _____ has a strong commitment to the educational ministry of the church
- 21. _____ is effective in working with adults
- 22. _____ inspires a sense of confidence
- 23. works regularly at bringing new members into the church

- 44. _____
- 45. _____

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

Considerable interest was expressed in #'s 14 and 31 but we recognize we do not have a viable Christian Education program at this time.

GENERAL

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

In 1993 the congregation adopted the following:

“In response to God’s love, we have entered into a covenant with each other. In doing so we have made three important commitments: We have promised faithfulness to God. We have pledged acceptance and respect to each other. We have committed ourselves to reaching out with the courage of our convictions in the cause of justice, liberation and equality for all. As we reaffirm these promises today, we declare ourselves to be an “Open and Affirming Church” welcoming people of all sexual orientations into the full life and ministry of this church. We make this declaration because it is in keeping with our church’s tradition of accepting and welcoming people of all genders, races, nationalities, and physical abilities.”

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

Yes No Comment:

35. Is there a position description of the pastor’s role and responsibilities?

Yes No If “yes,” please attach a copy.

The minister’s responsibilities include:

1. Lead Worship- planning and providing for the worship experience, preaching, administering sacraments (baptism and communion), presiding at weddings and funerals.
2. Being responsible for ministerial and lay visitation and communion.
3. Providing pastoral counseling and crisis intervention as may be required.
4. Providing guidance to the Board of Deacons to assist them in carrying out their assigned tasks, having voice, but no vote. Particularly we hope for help in recruiting and mentoring of new leaders.

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

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

Title: Administrative Assistant X PT FT
 Title: Janitorial services* Live-in caretaker X PT FT
 Title: Choir Director X PT FT
 Title: PT FT

*Housing in exchange for 20 hours of work weekly.

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

Name	Telephone	Relationship to Your Church
a. Rev. Dwight Lee Wolter	(631) 871-9908	Pastor of Congregational Church Patchogue
b. Charlaine Apsel	(631) 921-0473	Exec. Director Parish Resource Center
c. Steffen Utne	(631) 399-0721	Friend of the church, longtime attendee at Sayville UCC

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

The entire church was given an opportunity to contribute to this profile by way questionnaires and the committee has been open to persons voicing opinions, thoughts and concerns. The team has worked together to complete this profile with occasional guidance from our current minister and conference staff. New York Conference staff has reviewed this document.

STATEMENT ON LEADERSHIP IN MINISTRY

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

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

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

Our church is accustomed to strong pastoral leadership. However, the lay leaders work closely with the pastor in all aspects of the church life, including worship, committees, community outreach and the day-to-day organization of the church.

We hope the new pastor would be able to provide Pastoral care to the sick, homebound and hospitalized congregants. We would also look for guidance with the Board of Deacons which covers most aspects of our church life.

Perhaps our leadership style is most distinguished by our openness to new ideas and strategies. We welcome constructive ideas and are learning to receive constructive criticism, even from our minister, with a receptive mind. We see that great possibilities can be achieved with the cooperation of all involved. We have a representation of various ages, abilities, talents and ideas. We appreciate a collegial working atmosphere.

Our congregation has generally been more than open to working for the betterment of social issues, equality for all individuals and liberation for all.

Conference or Association Descriptive Reference

Church Name: Sayville Congregational United Church of Christ

Location: 131 Middle Rd.
Sayville, NY 11782

Conference: New York

Association: Suffolk

Name of Staff Assisting in the Search: Rev. Freeman Palmer, Associate Regional Conference Minister

Staff Comments:

Sayville Congregational United Church of Christ is a faith grounded, compassionate, and justice oriented congregation with a rich history of progressive Christianity on the South Shore of Long Island. The congregation is with great thoughtfulness and prayer navigating internal and external change. The person called to Sayville Congregational UCC will discover a constant here: a vibrant people and place for ministry.

Rev. Freeman L. Palmer

Signature of Staff Assisting in the Search

September 6, 2016

Date

Minister Job Description Sayville Congregational UCC

I. FUNCTION

Provide spiritual leadership and meet pastoral needs for the congregation and represent Sayville Congregational UCC in the community at large, and the wider church in denominational and ecumenical settings.

Provide leadership to increase membership; offer advice and counsel to develop lay leaders and encourage skilled volunteers.

II. REGULAR DUTIES

A. Pastoral

- i. Study for, plan and compose sermons, and lead worship services.
- ii. Conduct baptisms, communion, weddings and funerals as required.
- iii. Provide pastoral counseling and make appropriate referrals.
- iv. Reach-out to visitors and friends interested in joining Sayville UCC

B. Administrative

- i. Support the church's congregational governance and practices as stated in the UCC constitution and bylaws.
- ii. Provide guidance for committees, and other church groups. Meet with these bodies as needed.
- iii. Oversight of all church publications, including the website, e-Chimes, Sunday bulletins and other office procedures.
- iv. Represent Sayville UCC, as needed in denominational and community settings with a primary emphasis on those things which will increase direct congregational involvement in outreach and community service.

III. WORK SCHEDULE

Part time (20-25 hours) to be reviewed on an on-going basis

IV. QUALIFICATIONS

- i. **Education and Experience:** A Master of Divinity degree or its equivalent from an established theological seminary. Relevant continuing education is desirable.. Our preference is for an experienced pastor, but we are open to extending a first call to a gifted candidate.

V. CALL, SUPERVISION AND TERMINATION

True to our Congregational heritage, the Pastor is accountable to the congregation. The call to a ministerial candidate must be approved by a vote of the membership. The pastorate can be ended by a vote of the membership or the minister, with 90 days written notice. The Pastoral Relations Committee facilitates the communication between the Minister and the membership.

Who we are and what we strive to be

We are an ecumenical, diverse, Christian body that reaches out to the world with the Good News of Jesus Christ. To that end we strive to be welcoming, responsive, trusting, and prayerful in all that we do.

Members of Sayville Congregational UCC value and actively practice inclusivity and diversity. It is fundamental to membership here because we believe it reflects God's all-encompassing love for the whole world.

In this community of faith we are of the conviction that the Body of Christ is beautiful in its diverse expressions and that we are blessed to be in a community in which many of those diverse expressions are present. We celebrate that diversity and work to include anyone who wants to join our shared life together. However, diversity and inclusion often can be difficult; we don't always understand each other. Still, we work to build a community that expresses these values, and to love and forgive one another in the process.

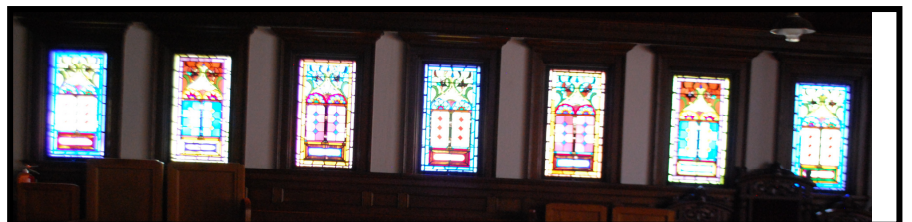
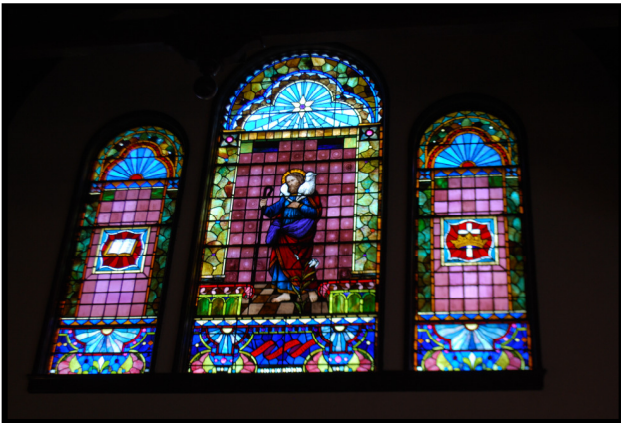
To this end we strive to:

"Make every effort to maintain the unity of the Spirit in the bond of peace". *Eph. 4:3*

And as both individual members and the body of Christ, we pledge that we shall:

1. Listen carefully. Seek as much to understand as to be understood. *James 1:19, Proverbs 18:13*
2. Go in gentleness, patience and humility. *Galatians 6:1-5*
3. Acknowledge together that conflict is a normal part of life. *Romans 14:1-8, 10-12, 17-19, 15: 1-7*
4. Affirm that as God walks with us in conflict we can work through to growth. *Ephesians 4:15-16*
5. Be firm in our commitment to seek a mutual solution: be stubborn in holding to our common foundation in Christ; be steadfast in love. *Colossians 3: 12-15*
6. Believe in and rely on the solidarity of the Body of Christ and our commitment to peace and justice. *1 Corinthians 6: 1-6*
7. If you have a disagreement with another, engage this person while the two of you are alone; turning to others for guidance only if you find it impossible to find common ground.

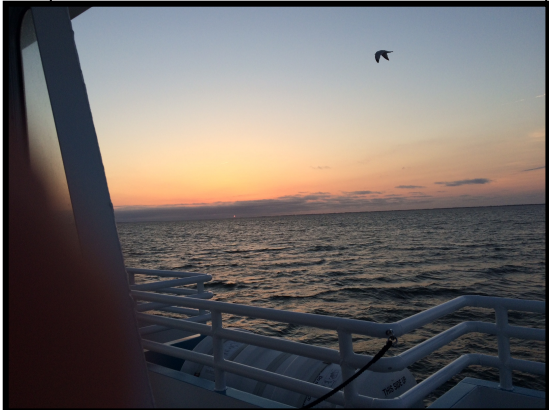
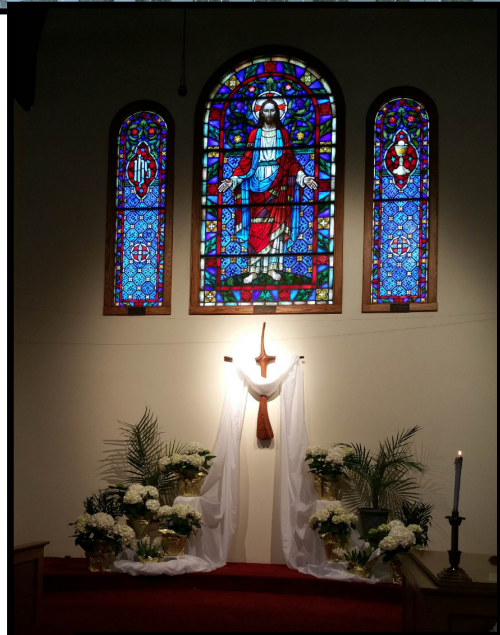
Sayville Congregational United Church of Christ Church Life



Church Vestry



EASTER SUNRISE SERVICE
On the Great South Bay



Performance of Emmanuel





Church Office

Fellowship Hall



Parsonage

