

UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE



DOUGLAS UCC
A JUST WORLD FOR ALL

DOUGLAS CONGREGATIONAL CHURCH OF CHRIST
DOUGLAS, MICHIGAN

POSITION: SETTLED PASTOR

MICHIGAN CONFERENCE
GRAND WEST ASSOCIATION

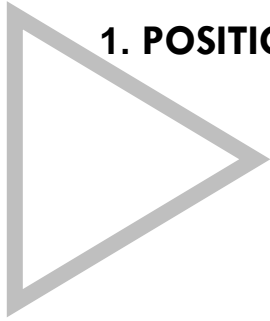
[Validation Date]

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*“God is able to provide you with every blessing, so that
having all sufficiency in all things, at all times,
you may abound in every good work.”*

(2 Corinthians 9:8)



1. POSITION POSTING

- a. LISTING INFORMATION
- b. TERMS OF CALL AND SCOPE OF WORK
- c. COMPENSATION AND SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

1 a. LISTING INFORMATION

Douglas Congregational United Church of Christ
56 Wall St. Douglas, MI 49406

Supplemental web links:

[website: DouglasUCC.org](http://DouglasUCC.org)

<http://facebook.com/DouglasUCC>

<http://youtube.com/DouglasUCC>

Conference: Michigan

Association: Grand West

UCC Conference or Association Staff Contact Person:

Lawrence Richardson Assoc. Minister mailto: [http://lawrance@michucc.org](mailto:lawrance@michucc.org)

517-295-3637

Facts about Douglas UCC

Douglas UCC is an Open and Affirming (ONA) Congregation of the United Church of Christ

Current size of membership roll is 325.

The average weekly attendance is May-December 107, January-April 75.

Average Online views: High Season 548, Off Season 529.

The bell rings at 10:00 am for Sunday Services.

Communion is served every week.

We have 2 hymnals: *Gather* and *New Century*

English is used in ministry. There are no cultural or language specific capacities.

We observe the liturgical calendar as listed in the *Revised Common Lectionary*.

The sanctuary has seating for 100. The Friendship Hall seats 50.

Coffee Hour is held in the friendship hall after the Sunday service.

The Sunday service has a live feed on a wide screen TV into the Friendship Hall, which is not only used for overflow, but is preferred by some who enjoy a more casual atmosphere.

The Sunday service is live streamed on *YouTube* and posted for later viewing. *YouTube* Stats: 4,400 Subscribers. Average Monthly Views: 5,000+. Total Views: 730,000+

Summary Ministry Description:

Who are we seeking to join us on this part of our faith journey?

Douglas UCC seeks an energetic pastor to lead our growing congregation deeper into an explicitly progressive Christian vision as we follow God's call to create a just world for all. Our action-oriented church lives out social and creation justice, civil rights, LGBTQ+, and women's rights through generous giving of our time, talents, and treasures.

While our historic church building is 142 years old, our congregation welcomes new thoughts and ideas. We long to understand our connection to other world religions, and the message that speaks to us to deliver an extravagant welcome for all who seek truth and justice.

In 1987, Douglas UCC became one of the very first churches in Michigan to be recognized as Open & Affirming by the UCC. As a strong voice for justice, our church has extended extravagant welcome to all people who have not found warm acceptance in other churches. In 2014, our church had 35 dedicated members who refused to close the church doors; they sought instead to energize the progressive message. In the last ten years, we have grown to 325 members, with 125 attending in person in the summer months. Twice-a-year new member classes have averaged 12-20, and it is our plan to continue growing.

When our church building was closed for 14 months during the pandemic, it brought an unexpected boon to our church's message by way of our *YouTube* channel. While the sanctuary was quiet, our online presence grew to include regular viewers on five continents. The offerings sent by people who have never been to our church were amazing, unexpected gifts. In addition, we found that it was also a gift to our members who leave for warmer climates in winter, as they could stay connected to our message and our community.

Douglas UCC is a church of actions and deeds, not just worship. Because of our generous endowment fund, we are blessed to share more than \$50,000 each year with multiple charitable organizations around our community. Our small, but mighty Crop Walk team has generated donations placing our local church in the Top Ten of all churches in the country. If there is an issue of social justice – whether Black Lives Matter, Women's Rights, Anti-Gun groups and more – the march for justice likely begins in our sanctuary before heading out to the surrounding towns.

Is Douglas UCC calling You? If you have read this far, you are clearly intrigued by our dynamic, engaged congregation on the shoreline of beautiful Lake Michigan. This work begins soon. Read on to learn more about us.



OUR HISTORIC CHURCH FOUNDED IN 1882



THE SANCTUARY



FRIENDSHIP HALL



THE MEMORIAL GARDEN



RETREAT HOUSE / PARSONAGE



ADMINISTRATION BUILDING AND MEETING SPACE (Isabel Graham Center)

This property was purchased four years ago. It now serves as our administration and meeting space. The exterior will be renovated with funds raised by our current Stewardship Drive.

SAUGATUCK/DOUGLAS MICHIGAN

What we value about living in our area:

Located on the east shore of Lake Michigan, the cities of Saugatuck/Douglas and surrounding township are a popular vacation paradise in the summer, and a snowy wonderland in winter. The area is bursting with historical homes, art galleries, shopping, and restaurants. “For more than a century, Saugatuck/Douglas Michigan has been a top destination in the Midwest for artists, beachgoers, nature lovers, and those who appreciate our unique mix of small-town charm, arts and entertainment, the celebration of human diversity, and the beauty of nature among the wooded dunes, rivers, lakes, and beaches” (CVB Website). Oval Beach is recognized as one of the top beaches in the USA and one of the top 25 beaches in the world. Saugatuck/Douglas is known as the *Art Coast of Michigan* with the *OX Bow Summer School of Art* and its many art galleries. In 2001, led by a group of determined citizens, a vacant pie factory was transformed into the *Saugatuck Center for the Arts*, a thriving year-round community hub for exhibitions, entertainment, education, and events. We are a progressive community that is intentionally welcoming to the LGBTQ+ citizens and visitors and is well known as a popular vacation destination. Saugatuck/Douglas is home to a mix of people of many diverse backgrounds and stations of life. Some are lifelong residents, and many are those who came to visit, fell in love with the area, and made it their forever home. It’s a place where people feel they have a strong voice in continuing to shape the future of this beloved community. The housing stock in the area is a mix of full- time, and second-home residents who work in Chicago and Detroit areas during the week and spend weekends and holidays at their lakeshore homes. Passing through, one may see a very large home next to a small cottage. Lodging options available for visitors are bed and breakfast, VRBO’s, and home rentals.



OVAL BEACH



KALAMAZOO RIVER WATERFRONT



SAUGATUCK WITH MOUNT “BALDY” IN THE BACKGROUND

1b. TERMS OF CALL AND SCOPE OF WORK

TERMS OF CALL

Position Title: Pastor

Position Duration: Settled – a called position intended for longer-term ministry.

Term: Full Time (40-50 hours weekly / 10-12 units)

Each day has 3 units: morning, afternoon, and evening totaling 12 hours for the full day.

Standing: If ordained in a denomination other than UCC, we expect the pastor to obtain, within 15 months, ministerial standing in the Grand West Association of the Michigan Conference of the United Church of Christ.

SCOPE OF WORK

- **Preparation and leadership of the Sunday service** including scripture study, crafting of liturgy and bulletin, preparation, and presentation of homily, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, offering of prayers.
- **Faith formation and vitality** through prayer, Bible study, service, identifying helpful resources and opportunities, and helping lay persons take advantage of them.
- **Creating a space and advocating for spiritual practice** such as prayer, meditation, and mindfulness.
- **Energizing and deepening spiritual connections** and understandings of other faith traditions and how they can influence our own practices.
- **Leadership development** by working with people in the church to create ministry and programs of pastoral care in collaboration with lay people.
- **Community engagement** and leading the way for the church to be the ambassador of God's love by being actively involved in and attending church and community events, activities, and programs.
- **Strategic Planning** for current and new directions in ministry.
- **Attend meetings and give leadership as needed** to church programs, collaboration with lay leadership.
- **Availability to wider community** for funerals, weddings, special worship programs, and as a representative of the church of local organizations.
- **Participate in wider church activities** such as conference and association meetings.
- **Administration responsibilities** such as email, website, online activities such as promotion of the church and its programs through print media, Facebook, Instagram, and YouTube.
- **Faithful financial development and stewardship.**
- **Supervision of staff** (Administrator, music director, cantor/soloist).
- **Counseling, listening, and referral.**
- **Education, study, and prayer to increase faith** and to improve skills to lead, teach, preach better.

CORE COMPETENCIES

From Marks of Faithful and Effective Authorized Ministers in The United Church of Christ.

The following core competencies are foundational in our next minister's relationship with Douglas Congregational United Church of Christ:

- Exhibiting a commitment to the core values of the United Church of Christ: continuing testament, extravagant welcome, and changing lives.
- Working collaboratively with intercultural awareness and sensitivity.
- Bringing life to sacred stories and traditions in worship, proclamation, and witness
- Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.

1c. COMPENSATION AND SUPPORT

Salary Basis: We offer a cash salary of \$65,000 - \$90,000 depending on education, prior experience, personal situation, etc. plus a housing allowance of \$24,000 OR a choice of living in the parsonage.

Benefits: Include Annuity Plan, Health, Dental, and Life/Disability per the UCC Pension Boards.

Expected Living Situation: We expect the pastor to live in the greater Douglas/Saugatuck/Fennville community.

Relocation Expense: Reimbursement for reasonable relocation expenses.

Negotiable incentives: tuition, school debt reduction, ongoing education, retention bonus.

Support: Full support from Douglas UCC Pastoral Relations Committee and UCC Grand West Association Conference.

The next minister will be provided with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance. Pastoral Benefits are listed on a separate document.

The support package meets conference compensation guidelines.

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

Ministry Goals to achieve in collaboration with the congregation:

- Be radically inclusive and ready to proclaim a strong progressive message through liturgy, message, and action.
- Believe that 'Open & Affirming' is foundational to your vision for the church.
- Facilitate personal spiritual growth among the congregation.
- Be a visible and active presence in the community.
- Be enthusiastically motivated to help us continue growing our in-person and online membership.
- Understand the power of technology and how to use it effectively to be "the church"!

How the new minister will assist us in making an impact beyond our walls:

We have made tremendous progress in reaching out to the greater community through *Facebook* and *YouTube*, and *Instagram*. Our services are broadcast live and recorded on *YouTube* for later viewing which affords an opportunity for those who cannot attend to be part of our church family. Our influence is world-wide, and many have expressed a desire to attend in person after watching our services online. The new pastor must be an integral part of this outreach ministry, with a mastery of social media and intrapersonal relationships.

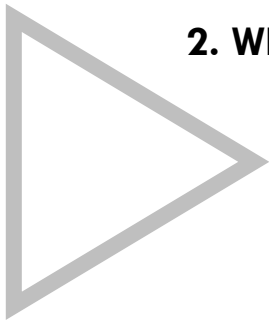
Douglas UCC is also well known for its involvement in community affairs and in the sponsorship of events and activities. The pastor should be the embodiment of this community involvement, advocacy, and leadership by becoming part of our community.

The makeup of the congregation is estimated to be 46% LGBTQ+, many of whom have found a church home at DUCC after having been spurned by other churches that claimed that to be welcoming, but with conditions. The pastor must be an advocate for the LGBTQ+ people of our congregation and for the community. It's much more than saying that "all are welcome". DUCC must continue to be a beacon of hope, and a safe place of care and nurture for our LGBTQ+ persons in every aspect of church life and governance.

Listening Session Question: *What are the essential qualities of the pastor we are looking for?*

The search committee held three listening sessions in January 2024 which were very well attended. Below are the congregational responses to the question:

- Proclaims a progressive message that reflects a part of who they are; a passion, not just a job.
- A teacher, not a preacher. A homily that is simple and easy to understand.
- Has life experiences that he/she can draw from. A message that is applicable to daily life.
- Speaks from the heart, not just from the intellect.
- Walk the talk every day, not just on Sunday.
- Has a great online presence RIZZ!
- A smile and a sense of humor, approachable, empathetic, good listener, a people person, innovative, creative, genuine, compassionate, humble, curious, open minded.



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?

Listening Session Question: *What could we do better?*

The search committee held three listening sessions in January 2024 which were very well attended. Below are the congregational responses to the question:

- More diversity in age.
- Explaining who we are to others- living the truth.
- More effective at including new members to help them feel as part of the ‘family’.

- More transparent selection process for leadership.
- Better structure for inclusion for all wishing to volunteer for leadership roles. Let new members know what opportunities are available in church events, activities, programs, and groups.
- Need more cultural diversity. Outreach to others with different ethnic backgrounds.
- Outreach to LGBTQ+ persons who are not welcomed by other churches.
- Freshen the music. Add more musicians.
- More inclusive/gender neutral music lyrics, more contemporary music

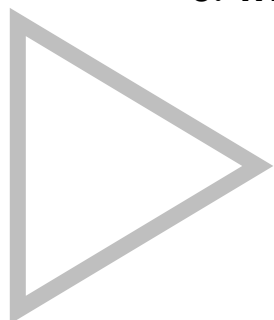
Reflection and Action: Based on the responses to our listening sessions, the search committee will send the responses to the church council and the new pastor for implementation through the leadership team.

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

We at Douglas UCC have worked in and with the community to spread God’s love for all, in working to bring about social and environmental justice. Our mission statement calls us to *recognize and celebrate our connectedness to all peoples*. Examples of this are:

- Major cash and food donation support for *Christian Neighbor’s* food pantry.
- Beach and highway cleanup events.
- Yearly grants are distributed to non-profit organizations from the DUCC Fund.
- Provided housing, food, job, and transportation support for an Afghan refugee family.
- Providing space for LGBTQ+ AA groups and HIV/AIDS support group.
- Our environmental justice committee hosts themed Sunday services quarterly in which the congregation is taught ways to help the environment such as recycling and dark skies initiatives.

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

Our Mission Statement:

At Douglas Congregational United Church of Christ, our mission is to grow together spiritually as Progressive Christians, welcoming all, pursuing peace, justice, love, and healing for all creation.

We demonstrate this by:

- *Being Open and Affirming*
- *Acting as a Creation Justice Church*
- *Respecting and Understanding All Belief and Faith Traditions*
- *Recognizing and Celebrating Our Connectedness to All Peoples*
- *Valuing Questions Rather than Answers*

Our Membership Vows:

Do you wish this day to be installed as a member in good standing of Douglas Congregational United Church of Christ?

Do you promise to uphold our church's mission to grow together spiritually as progressive Christians, welcoming all, pursuing peace, love, and healing for all creation?

Do you promise to live out this mission by being open and affirming, respecting all belief and faith traditions, recognizing, and celebrating our connectedness to all peoples, and being good stewards of the earth's resources?

Do you promise to pledge your time, talents, and treasure to support the life and mission of Douglas Congregational United Church of Christ?

How is God most often described in worship?

At Douglas UCC we like to think of God not as an Old white man with a long beard sitting on a throne in heaven, but as a spirit. God is not limited to body, shape, force, or boundaries. God can be everywhere at the same time and has unlimited wisdom, power, love, and mercy. We describe God not in masculine or feminine terms, realizing that people perceive God in different ways.

In what ways do we describe the Holy Spirit in our midst?

The eternal, active, personal presence of God, living in all of us, and working through us, bringing forth the kingdom of God to all the world.

Strengths or positive qualities of our congregation:

We are a very welcoming congregation.

When a visitor attends a Sunday worship service for the first time at Douglas UCC, they most often comment about the extravagant welcome they received. Some say it's a feeling that they have a hard time putting into words. We have been Open and Affirming since 1987.

We are a singing church.

The music at Douglas UCC is centered on the gospel readings and the pastor's homily. Our music is an uplifting blend of traditional and contemporary songs and everyone sings! The service music changes with the season. Our music director/pianist and our special musicians each week create a moving and meaningful Sunday worship service.

We are a progressive congregation.

Our congregation comes from a wide-variety of backgrounds, perspectives, and spiritual viewpoints — some traditional, some non-traditional. Some are returning to church after a long absence because they didn't feel welcome, or religion didn't work for them. The progressive Christian viewpoint resonates with us and inspires us to go out and do good in this world.

We are an activist congregation.

At Douglas UCC we take action that is aimed to influence local, state, and national decision makers on matters of social and environmental justice. We act out our faith by sponsoring Community Pride events, and beach and highway cleanups. We have also participated in the Women's March, March for Our Lives, Black Lives Matter, and gun violence marches.

Listening Session Question: What do you like most about our church?

The search committee held three listening sessions in January 2024 which were very well attended. Below are the congregational responses to the question:

Welcoming, One heart, Open to ideas, Better together, Authentic, Non-judgmental, Non Literal Bible Interpretation, Light within us, Diverse spiritual backgrounds, Gifted Members, New roles welcomed, Chosen Family, Encouraged to blossom, Visibly serving the community, Different views welcomed, We are not wounded, Optimistic/hopeful, Willing to question, Courageous, Casual and comfortable, Respectful of others backgrounds and beliefs, Love the music and singing, Traditional service with a progressive message, Love the liturgy, joys & concerns, and communion, Pastor is visible in community.

The Sunday Worship Experience

When our congregation gathers for Sunday Service everyone is greeted at the door and handed a printed bulletin. The time before the service begins is a time for conversation and getting caught up on the week's activities. When the postlude begins everyone immediately quiets down as we center ourselves on things spiritual. After the announcements are given, we are invited to close our eyes and take a moment of silence to center ourselves as the original church bell rings in the hour of worship. After the *Call to Worship* (call and response), we sing our opening hymn. (We sing from two hymnals: the *New Century* and *Gather*). We then recite the ecumenical *Unison Prayer*. The *Passing of the Peace* ends with a song. Then, the *Words of Integration*--an excerpt from a progressive author, is read.

The second part of the service is the reading of the Old and New Testament Bible verses from the *Revised Common Lectionary*, followed by the homily and offertory song by our musicians. Joys and Concerns give the opportunity for the congregation to express a joy or request a prayer. A Tibetan prayer bell rings three times to remind us that there are people of other faiths and cultures who are also at prayer along with us.

At Douglas UCC, it has been a long tradition to partake of Communion every week. After singing the *Creation's Praise* song, we share the bread and wine. All are welcome at the communion table. At the end of the service, we recite the Lord's Prayer beginning with *Our Mother/Father*, and the pastor gives the benediction that challenges us to go out and do the good work in the world. The congregation remains seated while our music director/pianist plays a rousing benediction for which the congregation rises and offers a round of applause. It's like a mini concert each week with our own extraordinary pianist!

Listening Session Question: *How would you describe our church to a friend, neighbor, or family member visiting for the first time?*

The search committee held three listening sessions in January 2024 which were very well attended. Below are the congregational responses to the question:

Welcoming, Family, Justice, Compassionate, Progressive, Accepting, Open and Affirming, Good size, Imaginative, Friends, Warm, Joyful, Opportunities, Sanctuary, Respectful of all faiths, Generous, Humor allowed, Responsive, Mature (age wise), Questioning, Active, Angelic Troublemakers, Not 'churchy', Historical (established), Congregationally driven, Spiritually Liberal, High level of member participation inside and outside in the community.

An email from an online viewer in Belgium:

Dear pastor,

First of all, I would like to thank you from the bottom of my heart for the deeply inspiring church services, which I follow online every Sunday from my home in Leuven (Belgium). The Douglas UCC church services are a hugely appreciated source of learning and guidance, not just for me but also for several of my friends and family members.

Secondly, do you by any chance know of any like-minded church communities in Belgium? I realize this might be a long shot, but I thought I'd ask.

Thanks again and the very best wishes for you and Douglas UCC!

Olivier



PENTECOST SUNDAY GROUP PHOTO

SPECIAL SERVICES

Maundy Thursday service following a Seder Dinner, and Christmas Eve Lessons and Carols.

CHURCH PROGRAMS

Educational programs

At Douglas UCC, various workshops and classes are presented throughout the year. Recent classes have been held on the **Enneagram, Centering Prayer, and Metaphysical Bible Study**. We have also featured prominent progressive speakers such as John Pavlovitz.

Other Ministry Programs

Afghan Family Housing. In 2020, the church provided housing for an Afghan refugee family in a vacant single family home adjacent to the church. A volunteer group worked with the family to provide food and other assistance until they were able to make it on their own. The volunteers helped the father find a job, provided rides to work, and helped him get a driver's license. A vehicle was later donated from a church member. The family has now purchased a home and is self-sufficient thanks to the help they received from DUCC.

How our congregation is organized for ministry and mission:

Our church council is comprised of eight members who meet monthly with the pastor to conduct the business of the church. Members are welcome to attend, and the council minutes are available to all. *Our Spiritually Active Committees* meet monthly or on an as-needed basis. We also have a *Pastoral Relations Committee* for care and nurture of the pastor and planning for sabbaticals.

Decisions are made by the church council working closely with the pastor. Major decisions such as call of a pastor, annual budgets, property acquisitions, stewardship campaigns, and capital improvement projects are affirmed by a vote of the congregation.

Our music team consults with the pastor weekly on the theme for the service and selects music to convey the message through the power of music.

VISIONING PROGRAMS

New Beginnings 2013

In 2013, the congregation was struggling. Membership had dwindled and attendance had dropped to about 30 people attending Sunday services. The leaders working with our conference minister, commissioned a ***New Beginnings Assessment*** to determine the future of the church. Shortly thereafter, the congregation called a new pastor who was instrumental in bringing Douglas UCC to what it is today: a thriving congregation that is an integral part of the community! [New Beginnings Cover 2013](#)

Focus On Our Future 2018

In 2018, attendance was booming especially during the summer months, and we were holding two back-to-back Sunday services to accommodate the growth. The church council was contemplating an addition to the sanctuary, and the construction of a new administration

building and friendship hall. To evaluate the need for future development, the council commissioned a study. [Focus On Our Future 2018.pdf](#)

Our Online Services

When COVID hit in 2020 and everything was shut down, we began recording our Sunday services for playback on YouTube. We had a leg up because we had already purchased a new sound system and mixer board which made the transition to video easier. The videos were professionally produced in house, and we started amassing a huge following on YouTube! When we came back together for in-person services we transitioned to live video for our Sunday services. This has grown exponentially. We now have 4,400 subscribers. Average monthly views: 5,000+. Total views: 730,000+ views. We have added a podcast of our homilies that have been downloaded thousands of times each month. We publish our homilies on our website which aids in optimizing our presence on popular search engines.

A New Direction

With the success of our online presence and the additional online donations, the council decided to re-evaluate the need for an addition and new building. Instead, we would concentrate our efforts on improving our existing campus. Improvements were made to the sanctuary; new wallpaper, and a new audio/visual booth was installed. New roof and siding repairs were done on the sanctuary. Improvements were made to the home on the adjacent lot to convert it to an administration building with meeting spaces, including the latest technology, and with offices for the pastor and administrator.

THE CAMPUS STEWARDSHIP CAMPAIGN

A Capital Stewardship Campaign began in October of 2023, to raise funds to make improvements to our campus for:

- Continued maintenance
- Replacement of memorial garden fencing
- Necessary structural improvements and a new kitchen for friendship hall.
- New façade on the administration building
- New landscaping and sprinkling

The goal is to raise \$275,000 by the end of 2025. As of mid-January 2024, \$229,849 has been pledged with \$114,881 fulfilled. The project itself is broken into phases spread across two years, 2024 and 2025:

Phase I (2024) Planned Spending: \$82,225.00
Spent to-date: \$11,545.00

Phase II (2025) Planned Spending: \$192,000.00
 Spent to-date: \$0

3b. 11-YEAR Report

UNITED CHURCH OF CHRIST											
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS											
Church#:	320890										
Assoc:	410	Schedule:	0	Douglas Congregational UCC			Douglas	MI	49406		
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED		
2012	68	40	0	6	0	0	4	32	-30		
2013	68	40	0	0	0	0	0	0	0		
2014	68	40	0	0	0	0	0	0	0		
2015	68	40	0	0	0	0	0	0	0		
2016	68	40	0	0	0	0	0	0	0		
2017	174	110	0	36	0	0	2	0	34		
2018	214	135	0	0	0	44	4	0	40		
2019	271	139	0	0	0	61	4	0	57		
2020	287	103	0	0	0	17	1	0	16		
2021	294	103	0	0	0	10	3	0	7		
2022	312	75	0	22	0	0	4	0	18		
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	
2012	\$86,370	\$0	\$3,800	\$0	\$3,800	\$8,364	\$12,164	4.40	\$98,534	\$67,729	
2013	\$86,370	\$0	\$3,800	\$1,692	\$5,492	\$0	\$5,492	4.40	\$91,862	\$0	
2014	\$86,370	\$0	\$3,800	\$1,778	\$5,578	\$0	\$5,578	4.40	\$91,948	\$0	
2015	\$86,370	\$0	\$3,800	\$2,324	\$6,124	\$0	\$6,124	4.40	\$92,494	\$0	
2016	\$86,370	\$0	\$3,800	\$3,120	\$6,920	\$0	\$6,920	4.40	\$93,290	\$0	
2017	\$100,546	\$14,704	\$6,537	\$3,200	\$9,737	\$0	\$9,737	6.50	\$110,283	\$143,068	
2018	\$122,265	\$23,650	\$5,000	\$5,594	\$10,594	\$0	\$10,594	4.09	\$132,859	\$171,852	
2019	\$135,699	\$33,677	\$6,000	\$4,009	\$10,009	\$22,848	\$32,857	4.42	\$168,556	\$182,565	
2020	\$169,889	\$18,166	\$6,000	\$2,296	\$8,296	\$24,385	\$32,681	3.53	\$202,570	\$181,390	
2021	\$260,863	\$0	\$6,000	\$2,574	\$8,574	\$41,687	\$50,261	2.30	\$311,124	\$273,125	
2022	\$260,863	\$0	\$6,000	\$2,354	\$8,354	\$0	\$8,354	2.30	\$269,217	\$2,802,225	
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE			
2017-2022	79.31	-31.82	0.00	-38.89	100.00	159.45	-14.20	144.11			
2012-2022	358.82	87.50	0.00	266.67	-88.89	202.03	119.84	173.22			

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.

[DUCC 11 year Report .pdf](#)

ARDA Community Profile Saugatuck/Douglas

<https://www.thearda.com/us-religion/cpb?y=5258617.258906653&x=-9596299.301877776&b=2&denom=>

3c. CONGREGATIONAL DEMOGRAPHICS

SYNOPSIS OF ARDA COMMUNITY SURVEY SAUGATUCK/DOUGLAS, MICHIGAN (5 Mile Radius)

		<i>* Indicates Highest Only</i>
Housing Types	Single Family	61.7%*
Housing Occupancy	Owner Occupied	56.2%*
Rent Amount	\$400-\$799	30.1%*
Housing Values	\$400,000+	21.7%*
Household Income	\$75,000-124,999	21.7%*
Employment	Employed	59.4%
	Not In Labor Force	36.8%
	Unemployed	3.4%
Occupation	White Collar	60.1%
Gender	Female	50.8%
	Male	49.2%
Age Groups	4 and Under	3.0%
	5 -9	5.5%
	10-14	6.4%
	5-17	2.1%
	18-20	1.3%
	1-24	4.1%
	25-34	6.1%
	35-44	8.5%
	45-54	15.4%
	55-64	21.7%
	65-74	18.1%
Educational Attainment	75+	6.6%
	No High School Diploma	6.1%
	High School Diploma	22.8%
	Assoc. Degree	20.0%
	Bachelor's Degree	51.0%
Family Structure	Married w/ Children	13.3%
	Married No Children	42.8%
	Single Parents	4.8%
	Other Families	5.4%
Marital Status	Non-Families	33.8%
	Never Married	18.8
	Married (not separated)	60.9%
	Separated	1.1%
	Divorced	14.0%
Race/Ethnicity	Widowed	5.1%
	Asian	0.5%
	Black	0.0%
	Hispanic	6.7%
	Native American	0.7%
	Pacific Islander	0.0%
	White	90.9%
Multi Racial	1.2%	

Languages	Other	0.0%
	English Only	72.9%*
	Spanish	13.3%*

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	247	√
Number of active non-members:	78	√
Total of church participants (sum of the numbers above):	325	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	10%	√
Less than 10, more than 5 years:	50%	√
Less than 5 years:	40%	√

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
0%	0%	0%	1%	4%	15%	50%	20%	10%	√

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	1%	√
Households with minors:	1%	√
Single adults age 35-65:	10%	√
Joint households with no minors:	60%	√
Single adults over 65:	30%	√

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High School Diploma Only	20%	√
College Degree	61%	√
Graduate School:	9%	√
Specialty Training:	10 %	√
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	56%	√
Adults who are retired:	41%	√
Adults who are not fully employed:	3%	√

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

Our congregation is made up of a variety of occupations from low to high paid individuals with most in the medium to high groups.

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.

1% African American, 10% Hispanic, 89% Caucasian.

What does diversity mean in your context?

We welcome all races, ethnicities, sexual orientations, and gender identities.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)?

We have not. We welcome all diversity. The reality is that our community is not ethnically diverse.

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

The demographics show an older congregation that is not ethnically diverse. We should be thinking of ways to attract a more diverse congregation in age and ethnicity.

3d. PARTICIPATION AND STAFFING

Ways of Gathering		Comments:
Adult Groups or Classes	Yes	<i>See Below</i>
Baptisms (<i>number last year</i>)	0	
Children's Groups or Classes	0	<i>We have in the past. No children currently attending.</i>
Christmas Eve and Easter Worship	Yes	<i>Both are very well attended</i>
Church-wide Meals	Yes	<i>Pancake Breakfasts, and Seder Dinners</i>
Choirs and Music Groups	Yes	<i>Special Musicians for worship Christmas Choir, Concerts</i>
Church-based Bible Study		<i>See Below</i>
Communion (<i>served how often?</i>)	Every week	
Community Meals	None	<i>The kitchen is not equipped to prepare meals</i>
Confirmation (<i>number confirmed last year</i>)	0	
Drama or Dance Program	None	
Funerals (<i>number last year</i>)	2	
Intergenerational Groups	None	<i>Women's and Men's Groups</i>
Outdoor Worship	None	
Prayer or Meditation Groups	Yes	<i>See Below</i>
Public Advocacy Work	Yes	<i>See Below</i>
Retreats	Yes	<i>See Below</i>
Theology or Bible Programs in the Community	Yes	<i>See Below</i>

Weddings (<i>number last year</i>)	1	
Worship time slot:	10:00 am	
Young Adult Groups or Classes		
Youth Groups or Classes		
Other		

Spiritually Active Groups and Committees

Douglas UCC has several outreach groups providing service to our community and our world:

Stephen Ministry

Providing one-to-one care for people in crisis, be it from divorce, death of a loved one, job loss, medical issues, etc., is the focus of our Stephen Ministry Team. Stephen Ministers commit themselves to two years of service and receive 50 hours of training prior to being matched up with care receivers.

Social Justice

At Douglas UCC, we commit to the struggle for peace and justice through prayer, education, spiritual formation, political advocacy and community witness. Our Social Justice group selects areas of concentration (e.g., Flint Water Crisis) and raises awareness and takes action aimed to influence local, state and national decision makers on such matters.

Creation Justice

Douglas UCC is a Creation Justice Church: a congregation that is committed to seeing the interconnectedness of all of God’s creation, to practice wise stewardship of the Earth's resources, and to provide outreach in the community for environmental concerns.

Growing Together Spiritually

Spiritual growth should not be taken for granted. One's faith must be studied, struggled with, talked about, deeply understood, and deliberately implemented. At Douglas UCC, various workshops and classes are presented throughout the year. Recent classes have been held on the Enneagram, Centering Prayer, and Metaphysical Bible Study.

Congregational Care

Members of our congregation volunteer to provide care to those in need of assistance due to illness, medical conditions, and other debilitating situations. The type of help they provide ranges from errands and light housework to meal preparation, rides, childcare, and yard work.

Christian Neighbors

We are in partnership with [Christian Neighbors](#), which provides food, clothing, heating assistance and other types of help to economically challenged people in our community. Our

congregation provides baby food, blankets, school supplies, clothing, and Thanksgiving baskets each year.

Retreat House/Spiritual Center

Once our church parsonage, this historic 19th century home was recently renovated to provide a quiet, comfortable place for clergy and their staffs to meditate, collaborate, or simply rejuvenate.

Quiet Contemplation

Once a week, the sanctuary is open to anyone that would like to enjoy the ambiance of our beautiful historic sanctuary while quiet music is playing. It is a time to meditate, to pray; a time to center oneself and feel the presence of God.

Our Friendship Hall Meeting Space

Our church hosts many community groups to use our friendship hall for meeting space for a donation to the church.

- LGBTQ+ AA group
- HIV/AIDS Care Support Group
- West Shore Aware LGBTQ+ philanthropic organization
- Christmas Carol local theatre group rehearsals
- Lakeshore Community Chorus board
- Chamber Music board
- Women's and Men's Groups
- Health, Safety, and Wellness Group

The DUCC Fund Grant Program

The DUCC Fund is a yearly grant award program. The funds come from interest earned from the Isabel Graham Fund and are awarded to non-profit and other community organizations through an application process. Recipients are selected by the church council from a list of applicants based on need and other qualifications.

Events Hosted by Douglas UCC

- **Community Pride Event** sponsorship and information booth
- **Douglas Socials** Community Food Booth
- **Beach and Highway Cleanups**

- **Crop Hunger Walk** \$20,000 in 2023. 25% of the money goes back into the community (Christian Neighbors and Ladders of Hope).
- **Blessing of the Animals** held annually at Beery Field.
- **Inspiring Guest Speakers** recently featuring John Pavlovitz, Debra Rienstra.
- **Concerts** recently featuring Michelle Willis, Bobby Jo Valentine, Opera Modo, and various authors and advocates for justice.
- **Women’s March sponsorship** community event with pre-event rally at DUCC.
- **March For Our Lives Gun Violence March** community wide event in 2018.
- **Pulse Nightclub** vigil and speech at Coughlin Park.
- **DUCC Book Club**





COMMUNITY PRIDE WEEK



WOMEN'S MARCH

Ordained Ministers That Are Church Members

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Ginny Makita		Interfaith	Fill-in	No
David Van Dyke		Presbyterian	Fill-in	Yes
Fred Hamlin		Methodist	None	Yes
Marchiene Rienstra		RCA	Fill-in	Yes
Colette DeNooyer		UCC	Fill-in	
Beth Stallinga		UCC	Fill-in Navy Chaplin	No
Pamela Chappell		Interfaith	Musician	Yes
Linda Kniereman		Presbyterian	Fill-in	
Doug Petersen		Presbyterian	Fill-in	
Jim DeVries		RCA	Member Chaplin	

Current DUCC Staff

	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Pastor	Yes	Full Time	Council	10 years

Administrator		Part Time	Pastor	4+ years
Music Director	Yes	Part Time	Pastor	19 years
Cantor/Soloist	No	Part Time	Music Director	19 years

3e. CHURCH FINANCES

Current Annual Income (dollars used during most recent fiscal year)

Source	Amount
Annual Offerings and Pledged Giving	\$302,305
Endowment Proceeds (<i>as permitted within spending policy</i>). Proceeds from the DUCC Fund may be used for major capital projects and giving to the community. Current policy limits distributions from fund to 3% per year.	\$33,408
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	0
Fundraising Events- Campus Stewardship	\$1,785
Gifts Designated for a Specific Purpose	\$
Grants	\$
Rentals of Church Building	
Rentals of Church Parsonage	\$4,480
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$
Transfers from Special Accounts	\$
Other (specify):	\$13,487
Other (specify):	\$
TOTAL	\$355,465

Current Annual Expenses (dollars budgeted for most recent fiscal year): *\$412,817.

*Campus improvements for new roofs for sanctuary/friendship hall and retreat house, and siding replacement on rear of sanctuary building of \$111,990 were paid in 2023. Proposed 2024 budget shows a surplus in the amount of \$4,488. (See attached 2024 budget sheet).

[Douglas+UCC Balance+Sheet 06-2023.xlsx](#)

[Budget 2024 and 2023 Actual.xlsx](#)

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? About 50%

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? Yes

- ✓ 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? If calculated as a percentage of operating budget, what is that percentage? (recommended 10%)

OCWM is funded through congregational support and a 1 for 1 match by the church.

What is the church's current indebtedness? 0

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.

No current building projects are underway.

Capital Campaigns

2007 Capital Campaign

In 2007 there was a capital campaign for general property maintenance and upgrades in the amount of \$75,000. This work included replacement of furnace, add A/C, exterior painting,

restoration of front steps, adding a barrier-free ramp, and handicap restroom, landscape improvements, and retreat house improvements.

Current Campus Stewardship Campaign 2023-25

Our current campaign began in October of this year to raise funds in the amount of \$275,000 for much needed improvements to our campus. To date, \$230,000 has been pledged.

Phase I 2024. Main Building: Water damage repairs, vestibule door and floor, memorial garden fence replacement, Isabel Graham Center: exterior grade work, exterior paint, new rear fence, landscaping and sprinklers, new concrete parking.

Phase II 2025. Main Building: Structural repairs and kitchen upgrade, restroom upgrades, new supply closet, Isabel Graham Center: New building façade, add sidewalks for accessibility.

These capital investments will make functional and aesthetic improvements to our DUCC campus. This will allow us to accommodate the growth of the church.

Our Endowment Fund

The Isabel Graham Fund (DUCC Fund)

Douglas UCC is very fortunate to have an endowment fund. It was given by a prominent member of the church Isabel Graham in 1978. The original endowment of \$5,000 has grown to nearly 1M dollars!

What is the market value of the assets of the fund? Currently \$928,628.

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

Proceeds may be used for major capital projects and giving to the community. The withdrawal policy is a maximum of 3% (of the average of 3 years) for each year. The IGF funds the DUCC Grant Program. This program provides grants to qualified non-profit organizations. These grants are given yearly to organizations selected by a committee and approved by the council.

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

- 2018 - draw = \$31,874; (of \$820,436) = 3.9%
- 2023 - draw = \$29,586; (of \$908,152) = 3.2%

Isabel Graham Fund Report:

[1QT Fund Report jul-sep 23](#)

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

Endowment funds have been used for operation expenses in the past at a time when donations were very low but have since been reimbursed. Current policy prohibits funds from the endowment to be used for operating expenses.

At the current rate of draw, how long might the endowment last?

All withdrawals from the fund are carefully planned so that the fund keeps growing. The policy in place will allow the fund to continue in perpetuity.

Other Assets

Reserves (savings):

UCC Cornerstone Funds: \$210,219 and United Church Funds: 16,038

Investments (other than endowment): None

Parsonage

Fair market value of the parsonage: \$500,000

How is the parsonage used? Spiritual Center and Retreats

Address: 69 Wall St. Douglas, MI

Finished square footage: 2,000

Number of Bedrooms/Bathrooms: 3 Bedrooms, 1 ½ Baths

Assessed real estate value: Tax Exempt

Available for minister residence: Yes, as an option.

Condition of structure, systems and appliances: Good

Entity in the church responsible for review and needed repairs: Trustee

All buildings owned by the church:

Sanctuary and Friendship Hall, 56 Wall St. Douglas, MI

Parsonage/Retreat House, 69 Wall St. Douglas, MI

Administration Building, 88 Spring St. Douglas, MI

Non-owned buildings or space used or rented by the church: None

Spaces are accessible to wheelchairs: Sanctuary and Friendship Hall

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

Our leadership teams at Douglas UCC have been very good stewards of the church’s money and has done a good job of maintaining our assets. The church is very sound financially.

3f. HISTORICAL INFORMATION

Name significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

Beginnings

Douglas Congregational began in 1882. The first 27 members transferred their membership from the Congregational Church in Saugatuck. The sanctuary building was dedicated in 1884. William Findlay made the pulpit (still in use today) doing most of the carving by the light of a lantern. In 1885 the steeple bell was purchased. It still rings every Sunday at 10:00. The Sunday School Room (now Friendship Hall) was added in 1941. The congregation voted to join the United Church of Christ in 1965, changing the name to *Douglas Congregational United Church of Christ*. Another notable date was January 22, 1987, when the congregation unanimously voted to become *Open and Affirming*. DUCC was the second congregation in Michigan to adopt such a policy. It has been a place of sanctuary, peace, and healing for many. It has brought the love of God to countless souls during its long history.

A transformational Event

The most significant event in the last 10 years was the arrival of a new pastor who spearheaded the effort to go online during COVID so we could continue our Sunday services. Membership more than quadrupled and DUCC became an integral part of the local community, and the world, enabling us to reach far beyond our walls! We moved our after service coffee hour to Zoom so we could all be together, and it did just that!

Describe your congregation’s values and practices when it comes to conflict: There are no known conflicts in our recent history.

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

Staff member’s name	Year	UCC Standing (Y/N)
Rev. Al Mascia	1996-2001	No

Rev. Andy De Braber	2003-2014	Not while he was pastor
Rev. Salvatore Sapienza	2013-2023	Yes

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

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

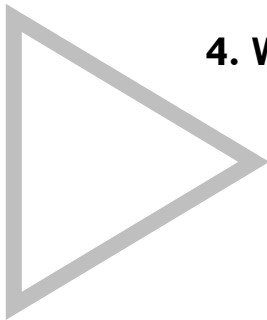
No

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?

Yes.



4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. ARDA COMMUNITY PROFILE

4a. COMMUNITY VISION

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

We participate in local beach and highway cleanups. We also help with several drives for Christian Neighbors Food Pantry. We hosted an Afghan refugee family on our church campus for most of 2022. DUCC is a yearly sponsor of our local Crop Hunger Walk. DUCC was ranked #5 in terms of money raised nationally in 2023.

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

We've taken part in all our Grand West Association meetings and Michigan Conference meetings this past year. One of our church members serves our Association as part of the Church & Ministry Committee, and another church member serves on the Michigan Conference board.

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. (Find more information as desired at ucc.org.)

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

- | | |
|-----------------------------------|-------------------------------------|
| Accessible to All (A2A) | Just Peace |
| √ Creation Justice | Global Mission Church |
| Economic Justice | √ Open and Affirming (ONA) |
| Faithful and Welcoming | WISE Congregation for Mental Health |
| God Is Still Speaking (GISS) | Other UCC designations: |
| Border and Immigrant Justice | |
| Inter-cultural/Multi-racial (I'M) | |

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

Douglas UCC is an active member of Interfaith Action of Southwest Michigan <https://swmichinterfaith.org/>

How does your mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

Our mission statement inspires us to go out in the world and do the good work. We can always do more.

Reflect on the scope of work assigned to your pastor. How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?

In addition to guiding the day-to-day operations of our church, we would encourage the pastor to use their gifts to minister to the greater community and to the world to promote Douglas UCC and what it has to offer, particularly regarding social and environmental justice and inclusion. We expect the pastor to live by example to show what being a follower of Jesus really is.

Listening Session Question: What should be the focus of our ministry and outreach in addition to what we are already doing?

The search committee held three listening sessions in January 2024 which were very well attended. Below are the congregational responses to the question:

- Walk the talk! Be out in the community.
- More support for underserved communities such as unhoused in Holland.
- Strategize how to attract more families.
- Restart tutoring program.
- Invite high school students to be part of the A/V team and beach cleanups.
- More advocacy at the state level.
- More collaboration with other churches.
- Welcoming Team for new members

4b. ARDA COMMUNITY PROFILE

ARDA Community Profile Saugatuck/Douglas

<https://www.thearda.com/us-religion/cpb?y=5258617.258906653&x=-9596299.301877776&b=2&denom=>

Comment on your congregation's ARDA Community Profile Report with data for your neighborhood(s) or area. What trends and opportunities are shown?

The ARDA Community Profile shows that ethnically we are a very homogeneous area (90.9 White). It would be difficult to focus our ministry to attract any other large demographic group other than LGBTQ+ which is a large percentage of the congregation. Also notable is that 21.7% of the population is of age 55-64 and 18.1% is age 65-74.

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?

The church demographics reflect the surrounding community, but we also draw people from a much wider area. Many commute from as far as Grand Rapids about 40 miles. In today's world

it's not just about people coming through the doors on Sunday morning. Our online presence is even greater with 500+ views each week on YouTube.

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

As demographics show, the community is ethnically homogeneous, but also very welcoming to people who vacation here from all parts of the world. The Saugatuck Douglas community is widely known for its embrace of its LGBTQ+ citizenry and visitors. At Douglas UCC a big part of our ministry is to the gay community.

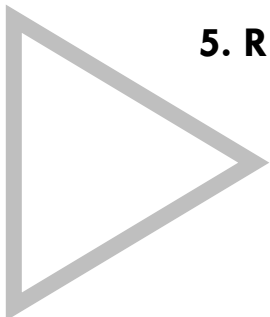
What do you hear when you talk to others and ask them what your church is known for?

Sometimes DUCC is referred to as the “gay” church, but it's not what defines us. The remaining percentage of our congregation is made up of allies, a very loving and caring group of people. Others comment on how involved we are in the community, and how generous we are in our giving.

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

Many of them just say “where can I help?”. They believe in the church and its mission. It is very common for new members to get involved right away. Our mission statement says: *Do you promise to pledge your time, talents, and treasure to support the life and mission of Douglas Congregational United Church of Christ?* We do!

5. REFERENCES Non-members of the church who know our church well.



REFERENCE 1 Matt Balmer/ Former Douglas Mayor/Owner, Everyday People Café Douglas
Epcmatt@gmail.com 616-260-9035

Matt Balmer

 616-260-9035 Epcmatt@gmail.com P.O. Box 723 Douglas, Michigan 49406

January 22, 2024

Douglas Congregational United Church of Christ
Douglas UCC
56 Wall Street
Douglas, Michigan 49406

Dear Pastoral Candidate,

I am writing to you on behalf of the congregation at Douglas United Church of Christ (UCC) to express their sincere interest in inviting you to consider becoming their new pastor. I have been thoroughly impressed by their passion for the people of our community, and dedication to welcoming all into their congregation.

Douglas UCC Church is a thriving congregation located in the heart of our close-knit community. As a lifelong resident of Douglas, and the city's first Mayor, I have found that they are committed to fostering a spirit of inclusivity, social justice, and spiritual growth. The Douglas UCC ministry and its' family are progressive and diverse, embracing individuals from all walks of life, and strive to create an environment where everyone feels valued and accepted.

Douglas, along with the City of Saugatuck and Saugatuck Township while separate municipalities, are one harmonious community. Much like the Douglas UCC Church, we as whole pride ourselves on welcoming and celebrating people who identify with all sexual orientations and gender identities. We are united as a community and the Douglas UCC Church embodies the spirit of the people of our community.

If you feel called to explore this pastoral opportunity further, I would be delighted to arrange a time to speak with you to help answer any questions you may have about our community, or the Douglas UCC. Please feel free to contact me at 616-260-9035 or by email at epcmatt@gmail.com.

Thank you for considering this invitation to join the Douglas UCC family. I eagerly await your response and look forward to the possibility of you becoming the new pastor at Douglas UCC Church.

Sincerely yours,

Matt Balmer

REFERENCE 2 JoAnn DeJonge, Board of Directors, Christian Neighbors 616-403-7427
<http://christianneighbors@yahoo.com>

February 5, 2024

To Whom It May Concern:

Christian Neighbors is a helping agency serving the Saugatuck/Douglas/Fennville communities. We provide food assistance, used clothing, and help with rent and utilities.

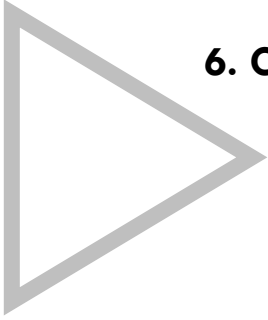
For more than 40 years, Douglas United Church of Christ has provided funds to support our programs and volunteers to serve in many capacities. There has been at least one member of the congregation who serves on our Board of Directors for most of those years.

The primary project that has received on-going financial support is our Back-to-School program. Children receive new clothing, backpacks and supplies. We serve an average of 200 children each year. The funds received have often covered the entire cost of all items.

In addition, the church provides food for our Thanksgiving distribution to more than 400 families each year. They participate in various area wide food drives as well.

We are blessed as an organization by the faithfulness and kindness of Douglas UCC leadership and members.

JoAnn DeJonge, Co-Director
Cell: 616 403-7427



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

Lord, Make Me a Channel of Disturbance: The “Reverse St. Francis Prayer”

Lord, make me a channel of disturbance. Where there is apathy, let me provoke.
Where there is compliance, let me bring questioning.
Where there is silence, may I be a voice.

Where there is too much comfort and too little action, grant disruption.
Where there are doors closed and hearts locked,
Grant the willingness to listen.

When laws dictate and pain is overlooked,
When tradition speaks louder than need,
Grant that I may seek, rather to do justice, than to talk about it.
Disturb us, O Lord.

To be with, as well as for, the alienated.
To love the unlovable as well as the lovely.
Lord, make me a channel of disturbance.

Author Unknown

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.

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

Jeff Spangler, Greg Sherman, Kirstin Stannis, Ginny Makita, William Briggs, Philip Raywood, Julie Ridl, Salvatore Sapienza, Mark Johnston, Stacy Honson, Kathleen Mueller

Signed: *Jeffery M. Spangler* Preparer, February 14, 2024

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: True

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

Staff Comment: True

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

Staff Comment: True

My signature below attests to the above three items.

Signature: 

Name / Title: Rev. Lawrence T. Richardson, Associate Conference Minister

Email: lawrence@Michucc.org

Phone: (517) 295-3637

Date: February 15, 2024

**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