

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to become

?

The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION
UNITED CHURCH
OF CHRIST



UNITED CHURCH OF CHRIST LOCAL CHURCH PROFILE

FIRST CONGREGATIONAL CHURCH UCC
LOVELAND, CO

SETTLED PASTOR

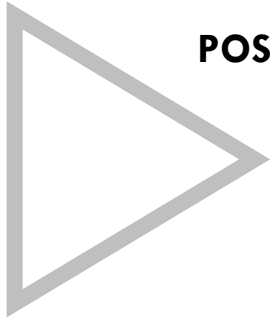
ROCKY MOUNTAIN CONFERENCE, PLATTE VALLEY ASSOCIATION

[Validation Date]

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
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- Who Is Our Neighbor?
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*“God is able to provide you with every blessing, so that
having all sufficiency in all things at all times,
you may abound in every good work.”
(2 Corinthians 9:8)*



POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: First Congregational Church UCC Loveland, CO

Street address: 800 N. Lincoln, Loveland, CO 80537

Supplemental web links: www.LovelandUCC.org

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*): NA

Conference: Rocky Mountain Conference

Association: Platte Valley Association

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

Sue Artt - Conference Minister - 303-984-9118, sue@rmcucc.org

Summary Ministry Description:

Ours is a church that is “holding its own”. Despite the transitions that we are going through as we have said good bye to a pastor that has both challenged and inspired us, there is an empowered dynamic in the church that seems to be saying, “We want to move forward.” The church has its first intentional interim and there seems to be excitement around the intentionality of that move.

There is a real sense that there is a commitment to encouraging more inclusive involvement in the church community and an emphasis on supporting the activities that are already beginning to evolve. For example, the morning faith study group has taken on a new bible study, the music program has an enthusiastic band beginning to form. There is an interest in purchasing a new hymnal with an interested donor, ready to make a substantial investment. New members who joined just as our previous pastor was leaving are staying involved and committed to moving this church in new directions,

We are hopefully moving towards a church that is theologically and politically diverse that wants to stay at the table with one another and work out how we are "church" in today's contentious arena internationally and nationally. The world around us is dramatically changing and we need to learn how to ride the waves of the change.

We need someone who is both theologically and politically willing to learn with us how we can hold together within this dynamic flow of real life struggle that is surrounding us.

Three and ½ years ago, we called our first female pastor who has attracted many new members who are aligned with UCC. At the same time, she has been accepted and appreciated by those who may not be UCC inclined. We want to continue to respect and honor where people are, but we also want to maintain and continue the spiritual growth process for our congregation.

Our church is facing the struggle of how to honor the legacy part of our local church, and how to become more theologically diverse. Our church, having been founded by Volga German immigrants, is now attracting a more diverse community. Our church will look like a community who respects each other's rights and views, while cherishing the relationships that create the bonds of our church family. In order to get there, we need someone who can help us, through education and leadership, understand how to simultaneously welcome the stranger and celebrate our legacy. We have many members of our Congregation who want to honor the past as well as a group within the congregation who are interested in the future of the church and becoming more aligned with the goals of the UCC. We need a minister who will help us tie the legacy aspects of our church, honoring diversity, and the possibility of becoming open and affirming.

Photographs:





What we value about living in our area

We are close to Rocky Mountain National Park and have abundant opportunities for outdoor activities. For example, hiking trails, bike trails, fishing, parks with sports complexes, 2 golf courses and more being built. Fort Collins and the nearby area offers educational opportunities in the form of Front Range Community College, AIMS College, Colorado State University, Regis University, Iliff Theological Seminary, and University of Northern Colorado. Loveland is also a renowned arts community for all types of artists.

Current size of membership: 166

Position Title: Minister

Position Duration:

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to the related association

Compensation Level - Full Time

Does the total support package meet conference compensation guidelines?

We are using the Conference compensation guidelines for 2017 as a framework for our package.

SCOPE OF WORK

The scope of work for this position will include the following:

- Preparation and leadership of Sunday worship, preaching, working with the Administrative Assistant on the bulletin, coordinating with the music staff regarding the musical offerings that tie into the sermon preparation and theme for the sermon each Sunday.

- Responsibility for supervision of the staff and the pastor would also have oversight over the Director of Children's and Youth Ministries.
- The Trustees have oversight regarding the Sexton and Administrative Assistant. The Music Committee also has oversight over the Music Director.
- We need someone who can work with the lay people in leadership development and growth in expanding existing programs and ministries.
- We are looking for someone who will be leading the way in community engagement and to help expand our outreach.
- Having recently started the Visioning process we are looking for guidance on how to build our mission statements and outreach. This would include strategic planning for the current situation and leading us in new directions.
- The pastor would be available to the wider community for funerals, weddings, special worship programs including being a representative of the church to local organizations.
- The pastor would be available for counseling, listening, and referral to our congregation as well as others in the wider community
- The pastor would help in energizing and deepening spiritual connections and faith understandings of others in all that they do.

Core Competencies:

Our church is looking for someone that is welcoming, has a sense of openness, and who actively models acceptance for all. We feel we need someone who is a strategic planner, and someone who is looking towards new directions in ministry.

We would like our pastor to help us form our faith journey, both as individuals and as a faith community. One way this would take place is for our pastor to help our lay leaders by developing their leadership.

Our pastor will be able to take the lectionary Bible verses and make them relevant to today's world.

COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): \$

Benefits:

We are offering Salary/House in a range of \$55,000 and \$59,500. The SECA Tax Offset is included in the range and is not added on top of the range.

In addition, we are offering Pension Board - Plan A for Medical, Vision, and Dental. The package does include Life Insurance/Disability Income and expenses of up to \$1,000 for Continuing Education.

What is the expected living situation for your next minister?

The church does not have a parsonage so the new pastor would choose their own housing.

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

Loveland has a joint agreement with the First Christian Church regarding the youth ministry. There is an ecumenical group of clergy from downtown Loveland churches that meets monthly for information sharing and support. There is also an interfaith justice advocacy and community organizing clergy group that meets regularly. The Rocky Mountain Conference is experimenting with a new Ignite Leadership Development initiative. For more information about this effort, visit <http://www.rmccignite.com/>

WHO IS GOD CALLING TO MINISTER WITH US?

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

We are looking for help with defining and identifying opportunities for spiritual growth and discerning what God is calling us to do as individuals and as a community. Our ideal pastor would empower lay leadership in adult and youth education. We want to take the Bible seriously, not necessarily literally. There has been discussion toward becoming open and affirming, and we need a pastor that can lead us in the education and discussion of this process.

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

We feel that the type of minister we are seeking will be able to connect the historical foundations of the church to merge that with the newer members' vision and UCC direction. This would include outreach to our neighbors, specifically the growing number of homeless citizens.

We are seeking someone who can teach the bible and then relate the teaching back into today's world, helping us to be welcoming and open to those beyond our walls.

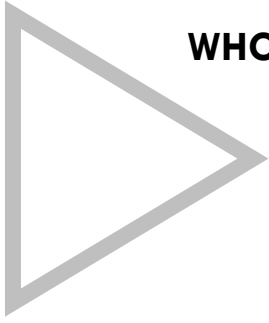
Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.

NURTURING UCC IDENTITY BY: Participating in the various settings of the United Church of Christ, including Local Churches, Associations, Conferences, General Synod, and global ministries.

ENGAGING SACRED STORIES AND TRADITIONS BY: Bringing life to sacred stories and traditions in worship, proclamation, and witness and by leading faith formation effectively across generations.

PARTICIPATING IN THEOLOGICAL PRAXIS BY: Integrating theological reflection in teaching, preaching, and ecclesial and community Leadership.

STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS BY: Respecting the dignity of all God's people and developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.



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)

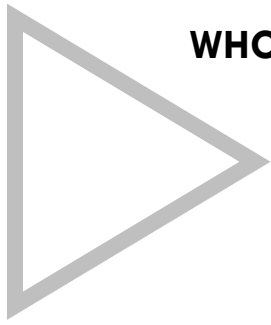
Who is God calling you to become as a congregation?

We believe God is calling us to grow and change while honoring our past, and we need a discerning, diplomatic and enthusiastic partner in this work. We have started a visioning process, but our congregation has not explicitly defined itself since it was originally founded to support the German immigrants over 100 years ago. In small groups, our congregation spoke about the importance of being welcoming and accepting to new people, while contributing to the life of the church. However, the church has not used this information to narrow our focus and energies. We have done some work on creating deeper relationships across generations, but feel more work could be done on facilitating this. One next step will be to create a Visioning Statement, as well as a Mission Statement for our church.

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

This year was the first year we did Christmas in July. This was a coming together of the community, homeless, our church, Salvation Army, and House of Neighborly Service. This provided a meal as well as gifts for the homeless.

A second thing we have implemented is One Community/One Family. This an outreach project, working in conjunction with Salvation Army that provides the first and last month's rent in order to help a homeless family get into housing. This program has been implemented by the Fort Collins churches and has had a 100% success rate. We hope to match their success.



WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

We are a historically-founded church with a supportive, family feel. A major strength is our care and support of each other. Some of our families have been with the church since it was established 126 years ago. Our congregation is a vibrant mixture of traditionalists and progressives.

Describe several strengths or positive qualities of your congregation.

The congregation considers each and every one as part of a larger family. They are willing to help each other in not only times of need but on a day-to-day basis. Another strength is the fact that this church has deep family roots. Many of families attending today have historical ties to the church. In addition, we have many new families that are included in the larger family. The top two core values of our church, expressed by those attending the visioning process, are acceptance and openness.

- Our church has a strong sense of heritage, history and tradition, while having a desire for diversity and inclusivity.
- The church is open to new approaches and perspectives. For example, music and worship planning has been positively supported in the desire to try new things.
- Our church family has a strong desire to pull together to overcome financial, building, and support challenges.

We have just reorganized the educational program/ faith formation program. We not only have our education for our younger children, but we have two adult groups that meet once a week to read spiritual material and discuss the topics. In addition, we have an agreement with the First Christian Church and the Greeley UCC church with joint youth groups. We have expanded the outreach for our children into other churches.

Describe what worship is like when your congregation gathers.

The congregation is very open to new ideas, and are willing to participate in the worship service. The congregation enjoys music and other things such as presentations, poems, and new ways to feel the Spirit during worship. We do follow a bulletin, but we also have a time for greeting visitors, passing the peace, opening it up to members to address activities of the church, and lastly we share our Joys and Concerns.

Worship takes place in the sanctuary of our church. This celebrates; the gathering of our extended church family, friends, and visitors, and the hearing of the word of God and how it applies to us in this time, in this place. Worship begins with the statement of welcome, with the intent that no matter where you are on life's journey, you are welcome here. The music is planned to support the liturgical Scripture and theme of the season, with the Music Director leading the Choir and Praise Band. The Passing of the Peace is a joyful event, where members reconnect and visitors are welcomed.

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

We have a children-and youth-ministry director on staff, who answers to the faith formation board in overseeing the children and youth programs of the church. He chooses the curriculum and receives input and support from the faith formation board. The children's program, ages 3-12 uses "The Sacred Circle Time" curriculum. The youth program has a 4-fold focus: discussion, service to the church, service to the community, and mission trips. There is a yearly Vacation Bible School hosted by both our church and the First Christian Church. The Youth Program is coordinated by our youth director, and he works with and for two other local churches in this capacity, the DOC church and a local UCC church. This program includes youth from all three churches.

Although we trust our youth director to have the professional insight to oversee our education programs for children and youth, we anticipate a growing and dynamic involvement with our new pastor in the faith formation of the congregation. Their insights will be welcome and encouraged.

Describe how your congregation is organized for ministry and mission.

The Diaconate has a Call to Care team that makes calls upon members. This provides another outlet for contacting the members in crisis, shut-ins, or other congregants in need. We have recently started a new program called One Community/One Family. This program works with the homeless, one family at a time. The program covers the first and last month's rent. The family has been vetted by the Salvation Army to ensure that they are good candidates for a successfully participating in the program and learning to live independently. The Ft. Collins congregation has been doing this for some time and the success rate for their program is 100%. We hope to duplicate their process and success rate.

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

Decision making is rather quick. A Trustees meeting is held once a month. A Congregational meeting is held once a month. Annual and Semi-Annual meetings bring everyone together for reports elections and other important business. The average time for the Trustee meeting is about 1½ hours. The Congregational meeting lasts about 1 hour. Meetings are also held monthly by the Diaconate and Faith Formation Boards. Support comes from additional elected members of Boards and committees.

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

We recently had a disaster and had to act quickly. The hose leading to the toilet in the Women's restroom broke and ended up flooding about 1/3 of the basement with water. Asbestos was found after testing and it meant additional restoration was needed. The insurance company covered about ½ the expenses and the congregation pulled together and was able to provide the funding to finish making additional repairs and updating the rest of the basement. The rest of the expenses were covered within 1½ months.

Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance?
No bylaws, but we do have a governing Constitution - See attached.



First Cong
Constitution 10th R

11-YEAR REPORT



11YearReportForPro
file2017.pdf

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	166	
Number of active non-members:	15	x
Total of church participants (sum of the numbers above):	181	x

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	48%	x

Less than 10, more than 5 years:	15%	x
Less than 5 years:	36%	x

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>
8	8	10	23	23	43	39	25	16	x

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	20%	x
Joint household with minors:	29%	x
Single adults age 35-65:	10%	x
Joint household with no minors:	39%	x
Single adults over 65:	5%	x

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	21%	x
College:	52%	x
Graduate School:	10%	x
Specialty Training:		x
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	47%	x

Adults who are retired:	45%	x
Adults who are not fully employed:	8%	x

Describe the range of occupations of working adults in the congregation: Business, Clerical, Farmer/Rancher, Laborer/Manufacturing, Professional, Student, Tradesperson, Sales, Teachers and Professors.

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

Our congregation is a fair representation of the surrounding town. For example, our church does have families of ethnicities that arrived after the original German immigrants, but not in higher numbers than the statistics of the area. In this church context, diversity could mean socio-economic diversity, racial diversity, age, sexual orientation, differences in politics or theology, or opinion. Diversity in our congregation gives us an opportunity for perspectives and approaches outside the mainstream. For us, inviting diversity is one example of loving all of God’s children.

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)? Please note the date. Comment after the exercise:

We recently starting having conversations about welcoming diversity. There have been two meetings held and more are scheduled. This has been open to all church members.

PARTICIPATION AND STAFFING

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

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Nora Smith	NO			Y
Art Orth	NO			Y

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

They attend, but do not take an active role in church services.

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Administrative Assistant		Part Time	Pastor / Trustees	5 Years
Director of Music and Accompanist		Part Time	Music Committee	5 Years
Sexton		Part Time	Trustees	5 Years
Director of Children's and Youth Ministry		Part Time	Pastor / Trustees	2 Years

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	10	
Baptisms <i>(number last year)</i>	1	Minister
Children's Groups or Classes	10	Director of Children's and Youth Ministry
Christmas Eve and Easter Worship	177/188	Pastor, Deacons
Church-wide Meals	275	Harvest Dinner, Annual and semi-annual potlucks
Choirs and Music Groups	20	Director of Music and Accompanist
Church-based Bible Study	16	
Communion <i>(served how often?)</i>	1 st Sunday and Christmas Eve	Minister and Deacons

Community Meals	75	Christmas in July - First time this was done.
Confirmation (<i>number confirmed last year</i>)	0	
Drama or Dance Program	0	
Funerals (<i>number last year</i>)	8	
Intergenerational Groups		
Outdoor Worship	58	
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats	8	
Theology or Bible Programs in the Community	67 - 7 of the kids were from our church	Vacation Bible School - Last year there were 42 kids total
Weddings (<i>number last year</i>)	0	
Worship (time slot: 10:00 AM)		
Young Adult Groups or Classes	6	
Youth Groups or Classes		
Other		

Indicate major boards, committees, 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 takes primary initiative and responsibility.

Group	Purpose of Group	# Members	Frequency	Role
Board of Trustees	Financial oversight	9	Monthly (or as needed)	3
Board of Deacons	Spiritual life of church, worship, Communion service,	12	Monthly (or as needed)	3
Faith Formation Board	Provide Christian learning opportunities for all ages	6	Quarterly, or as needed, depending on season	3

Creative Worship Design Committee	Work with pastor and Music Director in planning worship environment	6, plus Music Director	As needed, no regular schedule	2
Pastoral Relations Committee	Serve as intermediary between congregation and pastor to help resolve issues that occur	4	As needed, no regular schedule	3
Nominating Committee	Seeks people to serve on Boards and Committees to be elected at the annual meeting	4	Regular Schedule - Quarterly	3
Financial Review Committee	Reviews bookkeeping records quarterly	4	As needed, try to meet monthly	3
Memorial Committee	Directs and keeps record of memorial donations to the church and selecting memorials	3		3
Budget Committee	Prepares budget for the coming year	5	As needed, usually from August to December	3
Restoration Committee	Manage the two restoration projects that have been partially funded by the Colorado Historical Foundation	9	As needed, no regular schedule	3
Growth & Vitality Committee	Determine the direction and strategy for the continued growth and ongoing revitalization of congregational life.	4	Monthly	3
Executive Committee	Oversee and Manage the business and activities of the congregation; maintain the relationship with the Pastor.	9	Monthly Church Board meetings and as necessary	3

REFLECTION

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

We are a medium sized, caring, and welcoming congregation. Our membership has been decreasing slightly, but the pledges and offerings are up.

CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$151,363.74 - Jan - Dec 2016 Pledge Cards - 38 \$82,060
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	We do have two funds - Gettmann and Stroh fund. Interest from both \$668.77 per year. Split between Pastor Education and Music.
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	We are not drawing anything from the Endowment
Fundraising Events	\$21,200.39
Gifts Designated for a Specific Purpose	\$8590.00 Memorial Funds
Grants	\$0.00
Rentals of Church Building	\$0.00
Rentals of Church Parsonage	N/A
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$9,600
Transfers from Special Accounts	\$0.00
Other (specify):	\$
Other (specify):	\$

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

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.



2016 Dec Balance
Sheet.xlsx



2016 Dec Profit
Loss.xlsx

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

The total budget for 2017 is \$224,805.00. The total Ministerial support includes the following items: Salary, Housing, Minister Expenses and Travel, Health/Dental/Vision Insurance, Life Insurance and Continuing Education. The amount for all of the items listed is \$95,035. Therefore the percentage is 42.27% of the total budget.

Has the church ever failed to pay its financial obligations to a minister of the church? NO.

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (Indicate those included during the most recent fiscal year)

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

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? We have pledges of about \$8,000 toward OCWM

What is the church's current indebtedness? \$0.00

Total amount of loan debt: \$0.00

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.

If the church has had capital campaigns in the last ten years, describe:

Year(s)	Purpose	Goal	Result	Impact
2016	Basement Floor	\$58,613.06	\$58,613.06	Fully paid off

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
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2016	Parking Lot Fund	\$25,000	\$11,257.33 as of July 17	This is a five year plan
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Describe the prominent mission component(s) involved in the most recent (or current) capital campaign.

The parking lot was paved many years ago. 2 years ago we had the cracks filled. The useful end is expected to be in 5 years from 2016.

Does your church have an endowment? YES

What is the market value of the assets? \$21,000.00

Are funds drawn as needed, regularly, or under certain circumstances? NO.

Attached are the policy statements for the Gettmann Clergy Fund and the Stroh Music Fund.

These are the only two endowments we have, and on the Balance Sheet of the Financial Statement, you can see the balances of the Endowments at the end of June:

1700 · Endowments

1720 · Gettmann Clergy Ed. Fund	10,556.38
1710 · R.C. & Viola Stroh Music Fund	<u>9,530.38</u>
Total 1700 · Endowments	20,086.76

These are monies never to be touched, so they should never be depleted.

What we CAN use is any interest income generated from the Endowments. Currently we have the following able to be spent:

1525 · R.C. & Viola Stroh Music Fund	3,721.20
1526 · Gettmann Clergy Ed. Fund	7,244.02

Each quarter we receive the interest from New York and it goes into the accounts at Key Bank.

We have rarely used any of the interest income—last year was one of the few times, when we used some of Gettmann to fund our previous pastor's attendance at Warrior CE.

What is the percentage rate of draw (last year, compared to 5 years ago)? We do not draw on the principle

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: We do not draw on the Principle

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

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$ 80,066.50

Investments (other than endowment): \$0.00

Does your church have a parsonage? NO

Describe all buildings owned by the church:

We own the Gift shop next door to the Church. It had previously been used as a Beauty Parlor. We get \$900 a month rent on the property

Which spaces are accessible to wheelchairs?

We have an elevator that allows access to the Office Area, Sanctuary, Basement Fellowship Space, and kitchen area.

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

Reflecting on the church's assets and financial documents provided a broader view of our ministry that had not been easily visible in the past. The church has been largely concerned with making sure the building has been taken care of and the budget has been met, and has not looked outward in any systematic or unified way. This means that while individuals or small groups may have created an opportunity for outreach, (see page 8) there were no large, agreed-upon expenditures for that mission or for planning outreach.

There have been two initiatives within the last 8 years that sought to have a discussion around the desire to reflect on our mission statement, with the latest effort being driven by a series of questions from our previous pastor, regarding who we see ourselves to be. This was also influenced by the number of new members, who were curious about the identity of the church. This shows a willingness to have the discussion surrounding such an endeavor, but also shows we have not yet followed through in the next steps, which would include revisiting our mission to determine if it accurately reflects our church today.

When we celebrated the 100th anniversary of our church, a booklet about our past 100 years included the mission statement at that time. Here is the statement:

Our Mission Statement

Calling upon our church's rich ancestral history, we rise to acknowledge that Jesus is our Savior.

Graced by God's love, we respond by following the example of Jesus. Encouraged by Jesus, we promote personal Christian learning and growth through a caring congregational family.

Empowered by God, we go out and strive to make Christ's Church and the world a better place through our thoughts, efforts, and prayers.

Since it has been 25 years since that mission statement was written, we have had Visioning teams which met with the congregants and began identifying areas we should be including in a new mission statement. However, most of the ideas presented in the mission statement reflect many of the same areas that were identified by the congregants in those meetings.

HISTORICAL INFORMATION

Name one to three 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.

In the late 1970's a family offered to donate land for a new church to be built on the edge of town. The congregation voted to move, and then decided to stay when financing became difficult. The congregation decided to instead renovate the historic building. This time was very divisive, as neither decision was unanimous.

In the 1950's the congregation began hosting a Harvest Dinner for the community. This went on for over 40 years, was discontinued in the 90's, and then started up again 5 years ago. This is an example of how the church family rallies to support events that are valued.

The most important event in our church in the last 10 years was the hiring of our first female pastor, in 2014. The congregation truly valued her presence, and appreciated the new perspectives of ministry that she brought to the church.

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

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

Recently, there was some tension surrounding the treatment of a homeless person who refused to leave when asked. The pastor led meetings where every person had a voice and opportunity to share, with the intent of respecting every person's dignity and point of view, while desiring to stay true to Christ's vision for us. At the end of the sessions, everyone felt heard and the church did not lose any members.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Erin Gilmore	January 2014- May 2017	Y
Rev. James Watson	December 2006 - January 2013	Y
Rev. Jon Winans	July 2001 - May 2005	Y

Rev. Art Orth	November 1990 - February 2000	Y
Rev. Lanning Johnson	1983 - 1989	Y
Rev. Bob Peters	1977 - 1981	Y
Rev. Jon Almgren	1972 - 1976	Y
Rev. Walter Kranzler	1962 - 1971	Don't Know
Rev A. Brenning	1950 - 1962	Don't Know
Rev. William Strauch	1943 - 1950	NA
Rev Emanuel Gackle	1939 - 1943	NA
Rev. G. J. Schmidt	1933 - 1938	NA
Rev George Batt	1924 - 1933	NA
Rev. Daniel Schurr	1922- 1924	NA
Rev. O. J. Tiede	1920 - 1922	NA
Rev. J. H. Ament	1916 - 1920	NA
Rev. J. Hoelzer	1910 - 1916 and 1939	NA

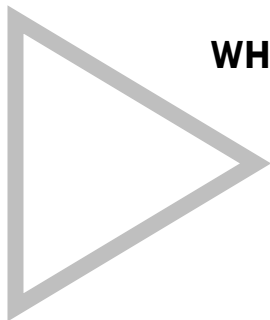
Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

We have been open to change and able to learn from it. We learned that the congregation is really searching for spiritual growth and looking to being more open. We have learned that change involves a collaboration between the Pastor and the congregation.

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

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

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



WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

MISSION InSite

COMMUNITY VISION

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

One Community/One Family, Christmas in July, Christmas Tree for the Namaqua Center, various food bank donations throughout the year, Crop Walk, Slammin' Famine.

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

One of our members is the Moderator for the Association, We do have members that attend the Association and Conference meetings and we recently had our Director of Children's and Youth Ministry attend the General Senate.

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.

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

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

Some discussions have occurred in the Congregation with the Visioning meetings but no actual steps have been taken.

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

Good Friday, Vacation Bible School including First Christian Church

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

We have a mission statement that is over 25 years old. However, we have gone through a Visioning process and identified areas where we want to reach out. The diaconates have in place a new process for visiting not only the sick and shut-ins, but they are reaching out to visitors by making a concerted effort to meet with them in their homes. The church is also connected with the Community program to help with the homeless. We are also involved with the Namaqua Center and its outreach to children. We work closely with the House of Neighborly Service and its outreach to the homeless.

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

We do wish for our pastor to feel part of, and be seen as, part of the Loveland community, learning who our neighbors are, and helping us determine how best to minister to them. We anticipate this to be part of a negotiation conversation with the new pastor, so that the agenda she or he will set will include both meeting the needs of the congregation, as well as being a representative of our church to the rest of the city and surrounding area.

MISSION InSite

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



UCCLovelandCO.pdf
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We are a congregation that parallels much of the Insite report.

- We tend to be a homogeneous congregation with some diversity racially and ethnically, and we are predominately white.
- We are closely split in our occupations close to half of our congregation having a college degree with a mixture of blue and white collar occupations.
- Many of our families have grown children who are now out of the home. Some are helping to raise grandchildren. There are a few single parents, male and female who are raising children on their own. And we have some diversity in parenting and partnering families. There is also a significant number of single adults who are seeking community in the church.
- Most of our children, active in our church's programs, come from two parent homes, and there are a few single parents who look to the church for support in providing a larger family sense of support.
- There is a commitment to both the faith community and one's own journey in this congregation. People are here because of their faith. It is easier to speak about being a member of a church in this community than some others on the Front Range where the

variety of religious perspectives is very diverse, thus possibly the rating in the Mission Insite Report of religiosity being very low.

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?

Please see the Insite report

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

The church has reached out to the local homeless population in the past, providing shelter and food on a rotational basis. However, this became difficult to manage and staff, with safety issues being a concern. The church as a body has not considered what the current needs in Loveland might be. As mentioned in the history section of this profile, there was a decision made to not accept a gift of land to build a new church on, which caused a division and a decision to stay at the historic location. Even though this was an emphatic decision, being clear about what that decision means, or what that decision calls us to do, has been a difficult discussion to have.

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

The Harvest Dinner, Noodle Making, also known as the German Church as well as friendly and welcoming.

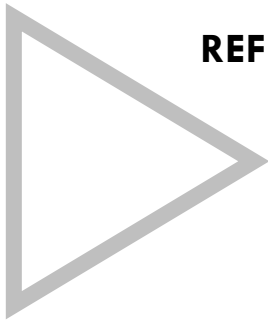
What do new people in the church say when asked what got them involved?

Most of us are on a journey, learning to live in our spirituality, while affirming our bodies, our genders, and our sexualities. Even though we do not believe exactly the same things in the midst of our diversity, we can build community grounded in God's radically INCLUSIVE love for all people.

New people will and can see a community offering a place for ALL people to worship, learn, and grow in faith.

New people are fed with a message of Spiritual transformation. Basically, when people are invited and feel welcome to experience God through the life and ministry of Christ, lives will be transformed.

The best thing we can include for new people is the quote on our bulletin "No Matter Where You Are on Life's Journey, You Are Welcome Here". This message means a lot for new person coming into our church for the first time. Especially, when we lead by example as a congregation!



REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1

Sara Weatherman / CM/ Interim and Fill-in Pastor
(720-652-6513/ saraweatherman@comcast.net/ Interim Pastor previously as well as fill-in after our Last Pastor left.)



SaraWeathermanre
commendationforLo

REFERENCE 2

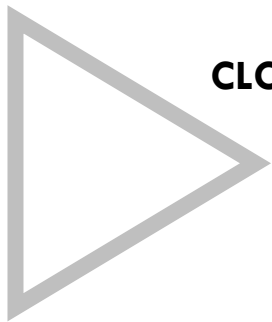
Fred Evenson / Pastor / He was pastor at Faith UCC, Windor, CO and has since taken a position as Pastor at Holliday UCC, Salt Lake City, Utah
(970-518-8724 / fred.e@mac.com / There has been a lot of interaction between the two churches including Youth Activities, Choir exchanges and a host of other activities.)



LetterofRefFredEve
nson.docx

REFERENCE 3

Michael Stein/ Pastor / He is pastor of 1st Christian Church, Loveland, CO. The Church is a Disciples of Christ Church
(970-443-4364 / michael@lovelanddisciples.org/ We have a joint youth program with their church. Michael has worked closely with our last Pastor, Erin Gilmore, with wider community activities. We have also exchanged Choirs between the two churches.



CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

Holy One, You who are the spark of the divine, which plants its call within us to be your people, guide the search of your ministering seeker who is yearning to respond. Help this seeker to discern the pathway that will lead them to a community that wishes to be in relationship with a pastor, who honors the history and integrity of a faith community that wants to stretch beyond its present norms. We are both seeking – this community and its future pastor.

May we see in one another the gifts that we each bring? May we each reach into the yearning that joins our common faith in one bond? We seek to know Your Love, O God, and in honoring that love reach out to others with open and gracious heartfelt sincerity. We hope to, in that wish, empower a leader who will join us in a mutual journey of faithful service to Your Hope, present in today's world.

May the Lord, lead you toward Peace. May God's light show you the way helping all to find faith. This is our blessing we pray.

AMEN

STATEMENT OF CONSENT

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

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile?
2. The Search Committee: Kathy Bialy - Chair of the Committee, Dawn Briggs, Paul Heintzleman, Brian Schuetz, Alan Stelwagon, Nora Beck-Smith, Harry Martin.

The entire congregation provided information for the demographics.

The Executive Board: Harry Martin - Moderator, Jim Croissant - Alternate Moderator, Cindy Sauer - Head of the Trustees, Karen Jazowski - Head of Faith Foundation Coordinator, Mary Kauffman - Head the Diaconate, Bev Laing - Financial Secretary (she is an officer, but not on the Executive Board), Jan Smith - Treasurer, Kathy Bialy - Church Clerk.

Robert von Trebra – Interim Pastor – First Congregational Church – Loveland, CO

3. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

Kathy Bialy - Chair of Search Committee October 28, 2017

VALIDATION BY CONFERENCE/ASSOCIATION

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

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

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

My signature below attests to the above three items.

Signature:
Name / Title:
Email:
Phone:
Date:

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

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