

PROFILE



First Congregational Church

Longmont, CO

Senior Pastor

Rocky Mountain Conference, Platte Valley Association

Dec 1, 2017

LOCAL CHURCH PROFILE CONTENTS

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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)

INSTRUCTIONS

The new Local Church Profile supports the calling and discernment of United Church of Christ congregations with their current or future pastoral leadership.

For many congregations, the interim time between ministers is an intentional season that is guided in part by the work of preparing a Local Church Profile. Through the Profile, the congregation can discover its data and express its story for the reliable discernment of a search committee and the beginning of a new pastorate. Searching ministers will want to see this document in its entirety.

The interim season is not the only time to give attention to questions and exploration of a congregation's vocation, however. Three sections of the Local Church Profile – WHO ARE WE NOW, WHO IS OUR NEIGHBOR, and WHO IS GOD CALLING US TO BECOME – are meant to be updated every 3-5 years. Known as the “Discovery Document,” these three sections can be completed by a visioning group, a governing body, a transition team, or other entity in the church – not just by a search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The more participants, the better!

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these *italicized* prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and storytellings and many prayers, and as the Spirit moves throughout the process, congregations will shape a collective articulation of Christ's leading (WHO IS GOD CALLING US TO BECOME). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11-Year Report containing data as reported by your congregation annually to the UCC Data Hub and MissionInsite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the *Call Agreement Workbook*. Be sure to use the *Call Agreement Workbook's* Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (<http://oppsearch.ucc.org>).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.

POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: First Congregational United Church of Christ of Longmont

Street address: 1500 9th Avenue, Longmont, CO 80501

Supplemental web links: ucclongmont.org

Additional ecumenical affiliations:

none

Conference: Rocky Mountain

Association: Platte Valley

UCC Conference or Association Staff Contact Person

Name: Erin Gilmore

Title: Associate Conference Minister

Phone: 801.694.6300

Email: erin@rmcucc.org

Summary Ministry Description:

We see ourselves as an active, socially conscious congregation with a passion for aiding the marginalized and providing care for those within our church, in our community and as citizens of the world. Because we care so deeply and broadly on many topics at a time, we are often spread thin. We would like to find a minister to lead us toward a focused mission in which all the congregation is able to take part, support, understand and articulate what we're doing, why we are doing it, who benefits and how we can each make an impact. We are looking for an inspirational spiritual leader and a passionate champion of the causes we hold dear.

Photographs:







What we value about living in our area:

Our small city sits on the high plains facing the majestic Longs Peak, an hour from Rocky Mountain National Park, minutes from Boulder and within easy access to Denver. We enjoy vibrant cultural, recreational and educational amenities, excellent schools, diversity, and expanding opportunities attracting many young families. Our historic downtown is thriving with new restaurants, coffee shops and stores. We are within commuting distance of five major universities and their academic libraries, which add to our cultural diversity, depth, and opportunities for study and exploration.

Current size of membership: *230*

Languages used in ministry: *English*

Position Title: *Senior Pastor*

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 related association

Compensation Level:

Full Time

Does the total support package meet conference compensation guidelines?

Yes

SCOPE OF WORK

Core Competencies:

Inspirational, compassionate, dynamic leader

COMPENSATION AND SUPPORT

Benefits

Salary plus Benefits

Sr. Pastor (Interim): \$91,710 (40 hrs)

Assoc. Pastor (Acting): \$43,234 (28 hrs)

Communications Admin: \$26,760 (30 hrs inc. \$150/mo insurance stipend)

Building Use Admin: \$16,640 (20 hrs)

Music Director: \$8,719

Accompanist: \$9,861

Nursery Attendant lead: \$1,869

Nursery Attendant Assistant: \$1,602

What is the expected living situation for your next minister:

Living nearby with a housing allowance.

Comment on the residential/commuting expectations for your next minister.

Best case, minister will find housing in Longmont and will provide their own transportation.

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

Platte Valley Association/Rocky Mountain Conference

WHO IS GOD CALLING TO MINISTER WITH US?

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

We envision worship that makes us think, makes us feel closer to God, and addresses current and timely issues, allowing us to deal with our daily lives and make sense of our world. Ministry should support our small groups, support each individual in their spiritual growth and learning, and support us, not just Sunday morning, but in everything we do. We want to be inclusive of marginalized people and children. Our ministry should create effective change in individuals and our community, where there is need. Our ministry should carry our Message out into the wider community and support the organizations that help those in need. We put our money where our mouths are, by creating a context in which people give enthusiastically, both financially and with individual effort.

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

We envision our minister as an ambassador/liaison between our church and the wider community. We are looking for a minister who will champion community ministries already established. Our congregation values putting creative energy into community outreach toward social justice, mental health ministries, homeless ministries, women's shelters, prison reentry and environmental stewardship. We need a pastor who can inspire the perception in the community that our church is an option as a place to connect with God.

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

Language matters. We seek a linguistically sensitive pastor who respects different cultures, genders, and various theologies. This is in the spirit of keeping with our church's commitment to inclusive community.

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.

BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS

We are searching for a leader who can assess needs both inside and outside of the church and build bridges among groups. Understanding that the Sr. Pastor will be the head of staff, this person will need to have experience in managing people in concert with the organizational direction and mission. The pastor must work collaboratively with intercultural awareness and sensitivity. This region has lots of opportunity for cross-cultural communication and collaboration for the benefit of the whole community. While encouraging leadership development of self and others through continuing education and lifelong learning, this person will also need to embrace/understand the many ways people learn: from the pulpit, small groups, discernment, and creative worship by teaching us how to "be with God" in new or unique ways.

ENGAGING SACRED STORIES AND TRADITIONS

Our congregation values a pastor knowledgeable and fluent with our sacred stories and traditions; who has an understanding with enough depth to grow new inspiration from those roots. The stories and values should be the yeast that leavens our daily bread of spiritual nourishment. Our pastor needs to be malleable for those who have been raised in other traditions, and bring new interpretations that can incorporate the unfolding of new insight and inspiration from the still-speaking God. Especially important is nurturing faith formation using the approaches each generation is comfortable learning from, keeping it all meaningful to the present day.

WORKING TOGETHER FOR JUSTICE AND MERCY

We're looking for a Pastor who draws on the ministry of Jesus Christ to confront injustice and oppression and will help to guide our missions of working with the marginalized. Our congregation strives to practice the radical hospitality of God.

STRENGTHENING INTER- AND INTRA-PERSONAL ASSETS

We hope to find a minister who can help each of us to improve ourselves as well as our relationships within the congregation. The membership expects a pastor

to guide us toward respecting the individual dignity of all God's people. Excellent communication skills will be needed in order to understand and minister to all members of our congregation in the various stages of their life spans. Our next leader must have balance in his/her inner life and outward expression of their sense of self. We hope they will be an effective and caring responder to crises and personal needs.

WHO IS GOD CALLING US TO BECOME?

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

Flood Recovery

After the 2013 flood, we restructured our old Fellowship Hall to accommodate Mennonite volunteers who worked on immediate recovery. The Longmont community needed more large venues for events, meetings, and educational opportunities; and the congregation decided that the remodeling of the Fellowship Hall would meet those needs. After the project was completed ten months later and the facility was available to rent, in late 2016, it's been used frequently. This year, we have extended an invitation to Homeless Outreach Providing Encouragement (HOPE) for four weekends, to provide overnight winter shelter for the homeless, for up to 40 men and 10 women. We lend or rent our space to English as a Second Language schools, SCA (Society of Creative Anachronisms), local orchestra groups, a Jewish Shabbat group, a local Boy Scout troop, Peace Camp for multiple churches, a Hispanic church, and other groups. Our experiments in radical hospitality in the usage of our facility continue.

Micah Homes:

Our church has agreed to a collaboration with the "Inn Between", a non-profit organization that transitions people from homelessness to self-sufficiency. Our church is providing land, at no cost, in return for the demolition of a former house located on church property. This will provide the community of Longmont with six affordable, low-income units for individuals placed there through the Inn Between. Plans have been drawn up and the city has changed the zoning to accommodate the new construction. The house has been salvaged, and the Longmont Fire Department was able to use the building for training purposes before the demolition took place. The Micah Homes are an example of our church's continuing commitment to end homelessness and support the at-risk members of our community.

WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

Our adult education classes and small group ministries have conducted well-received book studies on the works of Marcus Borg, Thomas Merton, Richard Rohr, Matthew Fox, and other theologians.

We recognize both the masculine and feminine aspects of God (e.g., Father/Mother God). Using variations of the Lord's Prayer from other cultures and translations has enriched our understanding of the prayer. We describe Spirit as the Breath of God. Pausing for the Breath of Spirit in our Service gives pause for reflection and contemplation. Many of us describe God as unconditional love. Our congregation has individuals who have acted as leaders, bringing in study and expanded concepts of God, benefitting the whole community. We encourage people to take responsibility for their own faith and their own spiritual development.

Describe several strengths or positive qualities of your congregation.

We are a welcoming congregation that is open and affirming to all. We consider ourselves family, nurturing the faith of the children in the Congregation as well as continuing adult education. As a group, we tend to be a courageous congregation, willing to take risks. We refer to ourselves as actively committed to social justice. We are curious, intelligent, and open-minded. Our members are spiritually adventurous. We share musical performance as an expression of faith. We celebrate

community artists. We enjoy each other's company as a vibrant community of faith.

Describe what worship is like when your congregation gathers.

While most of our worship services take place in the main Sanctuary, about once a month during the summer we worship on our lawn outside and occasionally we have services in our Fellowship Hall or small gatherings in our Chapel.

Our worship services are often experiential, incorporating poetry, art, and movement. We are occasionally invited to move to various stations for sensory and contemplative prayer.

Children are respectfully included in our services and are invited to participate in a children's worship time with one of the pastors in a small group setting of their own.

Baptisms take place during the service. Typically, a traditional text is followed in which the congregation joins in blessing and welcoming the newly baptized.

Good preaching engages the congregation in both spirit and mind. Good preaching is truthful, timely and might sometimes bring about transformation and new insight.

The following link will take you to a recent Sunday bulletin, which will give a picture of a typical service.

<https://drive.google.com/file/d/0B4E9mxOu7hvLSUNCel85V2UzMG8/view?usp=sharing>

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

Youth are active as liturgists, ushers, search committee members, communion servers, acolytes, leaders of the acolytes, and mentors to younger members. There are two youth programs: Spark for grades K-5, and Ignite for Middle and High School. Children's worship is conducted during the Sunday service; children have a choice.

Often the congregation brings forward a topic for ongoing faith formation such as The Artist's Way study, Various Spiritual Practices, Eckhart Tolle, Reincarnation, Beyond Resistance by John Dorhauer, Living Simply, The Disciples Bible Study, The Prophet Bible Study, and Jim Wallis America's Original Sin.

Every year we have a women's retreat designed as a spiritual reawakening and women's fellowship. We are currently creating a new men's fellowship group.

Describe how your congregation is organized for ministry and mission.

Most decisions are communicated in email through the "Weekly Happenings," announcements from the pulpit, in the Sunday bulletin, Talking Tables (where the congregation shares a meal and talks with each other after service), on our website, and via a bulletin board in the fellowship area.

We have restructured our church organization to separate our governance from our ministries, so that people who want to decide things can go on the governance side and those that want to minister to others can volunteer for the ministries. Teams that are formed for limited time jobs are given resources directly by our Council.

Our biggest vision struggle has to do with the fact that we want to do many things in many directions; our diversity brings in a plethora of ideas as to what it means to extend the reach of Christ and how we organize ourselves to pursue each mission.

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

The minister and moderators average about 7-10 hours a month.

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

In 2013, our congregation mobilized during the first Sunday service following the flood. Instead of a service, we divided into groups who committed to different forms of assistance to the community, i.e., digging out and rebuilding

homes and businesses, providing childcare, volunteering at the food bank/homeless center, collecting materials. Members who had been going on regular missions to Biloxi, Mississippi after Katrina to aid in flood recovery led the organization of our local efforts. We sustained our recovery effort for over three years, housing a Mennonite community in our Fellowship Hall space by constructing temporary private bedrooms and bathrooms during part of the time, and involving most members of the church in our mission.

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?

Yes, we can provide an annual report and a copy of our organizational structure.

11-YEAR REPORT

<https://docs.google.com/spreadsheets/d/1ZQMSmcGlx8Cjy766857LlqnH-AjSHUZ4Rknsh0U7AM0/edit?usp=sharing>

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

Our church has a base of 110 individuals who come to church regularly. Out of that number, 70 members filled out this survey. This survey reflects the demographics of those 70 members.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	63	y
Number of active non-members:	7	y
Total of church participants (sum of the numbers above):	70	y

Percentage of total participants who have been in the church:

		<i>Is this percentage an estimate? (check if yes)</i>
More than 10 years:	58%	y
Less than 10, more than 5 years:	19%	y
Less than 5 years:	23%	y

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>
4	1		1	5	4	16	24	15	y

Percentage of adults in various household types:

		<i>Is this percentage an estimate? (check if yes)</i>
Single adults under 35:	0	y
Joint household with minors:	29%	y
Single adults age 35-65:	4%	y

Joint household with no minors:	44%	y
Single adults over 65:	23%	y

Education level of adult participants by percentage:

		<i>Is this percentage an estimate? (check if yes)</i>
High school:	7%	y
College:	36%	y
Graduate School:	47%	y
Specialty Training:	4%	y
Other (please specify):	6%	Mostly school aged children

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	24%	y
Adults who are retired:	56%	y
Adults who are not fully employed:	18%	y
Stay at home parents	2%	y

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

Our congregation is made up of people employed in technology, engineering, education, nursing, historians, clergy, media specialists, marketing experts, gardeners, project managers, researchers, psychologists, business owners, massage therapists, animal caretakers, probation officers, physicians, bookkeepers, labor specialists, product managers, grant specialists, artists, protective service specialists, art therapists, handymen, writers, moms, dads and children.

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 describes themselves as Caucasian, Chinese, Hispanic, Scandinavian, European, Spanish, German, Native American, Norwegian, Irish, Jewish, Italian, Russian and Asian.

List the date your congregation has had or will have a conversation using a resource such as the Welcoming Diversity Inventory. Comment on the results.

In 2016, a group from our church called “Mind and Soul” invited Lee Mun Wah to present “From Privilege to Promise”. The symposium focused on how to move toward greater understanding and active involvement in the issues of racism and privilege. It was a two-day event that also included a speaker from Longmont on Sunday morning during worship. The event was well-attended by both church members and the wider community.

PARTICIPATION AND STAFFING

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	15-20	lay leaders, Pastor
Baptisms <i>(number last year)</i>	1	
Children's Groups or Classes	2	Reverend Amelia Dress
Christmas Eve and Easter Worship	173/266	Pastors, lay leaders
Church-wide Meals		
Choirs and Music Groups	approx. 20 choir members 4-6 members instrumental ensemble	Chris Tate/choir director lay leaders of smaller ensembles
Church-based Bible Study	28 members of Disciple Studies	
Communion <i>(served how often?)</i>	all served once per month	Pastors, lay leaders
Community Meals	fellowship food/every Sunday Talking Tables Potluck/once a month	lay leaders organize
Confirmation <i>(number confirmed last year)</i>	2	Associate Pastor

Prayer Shawl Ministry	8-12 members	Allyson Stauffer
Funerals (<i>number last year</i>)	4	Pastors
Intergenerational Groups	0	
Outdoor Worship	once a month in summer	Pastors
Prayer or Meditation Groups	3 Groups	Meditation room /open access, Sacred Circle, Lexio Divina
Public Advocacy Work		
Retreats	24 women attending, Various adult, youth and children	Women's Retreat, La Foret Retreats
Theology or Bible Programs in the Community	2 small Groups	Lunch Bunch, Adult Formation Class
Weddings (<i>number last year</i>)	0	
Worship 10:15		
Adult Groups	12-16	Carpenters/discussion group
Young Adult Groups or Classes		
Youth Groups or Classes	7	Spark(youth group for elementary aged children) Ignite group is ages 12 to 18
Men's Group		Currently forming

Additional comments:

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-Way or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Paul Hansen	No		Pastor, United Methodist Ch.	Yes
Anne Kear	No		Pastor, UCC	Yes
Miryam Hammond	No		Pastor, UCC	Yes
Bob Shaw	No		Pastor, UCC	Yes
Julie Nosek	No		Min of Education, UMC(Methodist)	Yes
Sara Weatherman	No		Pastor, UCC	Yes

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:

Anne Kear is the only minister retired from this church to have an active membership. Shortly after Anne's retirement, due to the sudden, and severe incapacitation of her husband, Anne remained in the area and has remained as a member of our church. She is very careful not to take any decision making roles in the church, but enjoys and participates as part of our congregation.

Other former retired pastors in our congregation have been careful about serving in appropriate ways in leadership roles.

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
Senior Pastor	yes	FT	Council	Interim
Acting Associate Pastor	no	PT	Senior Pastor	2 years

REFLECTION

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

We have a small group ministry approach and are very blessed with a wealth of strong lay leaders. The congregation’s overall ministry reflects a diversity of thought and faith awareness. The demographics reflect a highly-educated group of congregants. While our demographics show that we are an older congregation, we value the young families that we have. As a collective we are a vibrant, active group.

CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$218,000
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$52,620
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$88,000
Fundraising Events	\$
Gifts Designated for a Specific Purpose	\$5,000
Grants	\$
Rentals of Church Building	\$37,000
Rentals of Church Parsonage	\$--
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$--
Transfers from Special Accounts	\$--
Other (specify): <i>Trust Income</i>	\$13,100
Other (specify): <i>Grocery Card</i>	\$6,100
TOTAL	\$329,720

Current annual expenses (dollars budgeted for most recent fiscal year):
\$328,748.00

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.

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

36.7%

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?

(recommended 10%)

OCWM is funded at \$12,639

OGHS is funded at \$414

Christmas fund is \$70

OCWM is a line item in the budget. The other two are done as special offerings.

What is the church's current indebtedness?

Currently, we have no debt.

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.

We are done for now.

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

Year(s)	Purpose	Goal	Result	Impact
2015	Fellowship Hall	\$150K	\$60K	<i>Utilized much more volunteer labor and reduced the scope of the project to meet funding."</i>
		\$	\$	

If a capital campaign is underway or anticipated, describe:

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

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

Revitalize the Fellowship Hall to meet the following needs:

- *Filling the needs of the greater community for a facility that can host up to 250 people.*
- *Completing ADA compliancy throughout the public spaces in the building*
- *Upgrading our own facility for use within the church.*
- *Increasing energy efficiency with well-insulated windows and walls*
- *Additional classroom space*
- *Updating the aesthetics of the facility*

Does your church have an endowment? Yes

What is the market value of the assets? \$1.1M

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

We reinvest the investment proceeds and withdraw 5% of the account value (based on five year average). Under certain circumstances, such as rejuvenating the Fellowship Hall and a budgetary adjustment, we drew enough to finish the project so we could proceed with rental of the facility.

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

For regular draws, it has not changed. It remains 5% as required by the terms of the Endowment.

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

In 2016, we used additional funds from the endowment to meet needs created by use and reallocation of dedicated funds over several years. In that year, we then changed our accounting procedures, separating the dedicated funds from the general fund into separate accounts, and made up the difference with a withdraw from the endowment. The funds came from a one-time withdraw from the \$1.2 million Endowment along with funds to finish the Fellowship Hall project. The total came to \$88,000, with up to \$28,000, approved by Council, going to the budget readjustment, and \$60,000 going to the complete the FH project. All was approved by the Council, then the Congregation.

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

Given that the regular withdraw is not increasing, the remainder of the Endowment will continue to grow.

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): *\$1 Million*

Investments (other than endowment):

Does your church have a parsonage? *No*

Bathrooms: *6, plus a nursery bathroom*

Describe all buildings owned by the church:

The main church facility is U-shaped, and includes the Fellowship Hall with kitchen and bathroom facilities, classrooms, administrative offices, Fireside room and gallery, library, and Sanctuary. It is the only building owned and utilized by the church.

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

There are none.

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*)

The entire building, with the exception of the choir loft, is ADA compliant.

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

For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?

The last big budget change came in 2016. See explanation under endowment section.

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.

Open and Affirming (2000)

Flood recovery (2013)

Micah Homes (2016)

While being Open and Affirming has had a huge impact on our congregation, it did not happen within the last 10 years. Likewise, the Micah Homes project is significant but is still in process. We may feel the impact of the Micah Homes project more existentially in the future. So, the most important event in the last 10 years has been our flood recovery work following the 2013 flooding in Boulder County. Our church mobilized the Sunday after the flooding began and every person in the congregation got involved in the recovery effort. Some people dug mud from basements, some cleaned photos, some babysat, some worked the food bank at the OUR Center, some rebuilt floors and walls, some made donations, some organized the volunteers. Many fellow congregants made it their primary occupation. We became an agency of goodwill.

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

Remodeling of Fellowship Hall: Our Fellowship Hall and kitchen was outdated. We all agreed that the Hall could possibly bring in additional revenue and be a source of pride and comfort for the congregation if we put money toward a remodel. We were able to raise \$60,000.00 for the project. We completed the project by utilizing the generous talent in the congregation along with many volunteer hours to supplement the cost of the design.

Restructuring our Governance: We modernized our governing structure by creating a Council that combined many of our previous boards.

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.

In the past 5 years, our church experienced a conflict between two ministers, staff members and some congregants. Due to this conflict, the head minister left the church. There were some congregants and staff members that were supportive of this outcome, but some that were not happy and ultimately left the church. Although our church is not afraid of conflict, we try to resolve it in the most respectful way for all parties involved.

Our congregation learned that communication of policies and situations is key to preventing possible skirmishes. Along with this, we learned to use the conference ministry to deal with conflict between ministers, staff and congregants when our policies failed to cover the situations presented. More specifically we learned that the association can provide pastoral support when needed.

The Pastoral Relations Committee has served as a resource for both the congregational membership and/or the ministers or staff. Depending on the nature of the conflict, the minister or the congregation can bring the conflicts to the PRC or to the Church Council. Beyond that, either the PRC, the church council, or the ministers can ask the Conference for assistance or help from other professionals.

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

Staff member's name	Years of service	UCC Standing (Y/No)
Joanne Buchanan-Brown (Interim)	1	Y
Amelia Richardson-Dress (Acting Associate Minister)	2	Y
Richard King	8	Y
Lucas Grobe (Associate)	4	Y
George Worchester (Interim)	1	N (deceased)
Sara Weatherman (Associate)	6	Y
Diane Martin (Acting Associate Minister)	1	Y
Anne Kear (Co-pastor)	8	Y
Michael Leite (Co-Pastor)	7	N/Deceased
Curtis Minter (Interim)	1	Y
Peg Grzelkowski (Associate Pastor)	5	Y
Alan Johnson (Interim)	1	Y
Timothy Merrill (Interim)	1	Y
David Fountain (Senior Pastor)	3	Y
Gene Vankranenburg (Senior Pastor)	6	
Marty Hermanstorfer (Associate)	5	
Dick Putney (Interim)	2	
Walter McMullen	5	

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?

See above regarding conflict

Has your church been involved in a Situational Support Consultation?

Yes

Has a past pastor been the subject of a Fitness Review while at your church?

No

WHO IS OUR NEIGHBOR?

COMMUNITY VISION

MISSION INSIGHT

COMMUNITY VISION

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

We work with and support with money and volunteer efforts many local programs:

- *Peace Camp is an ecumenical summer camp for elementary school kids.*
- *The OUR Center works to help the homeless and to alleviate hunger in the Longmont community.*
- *Soft Voices is a drop in center for the chronically mentally ill.*
- *Micah Homes is a project to build six permanently affordable apartments on land donated by the church. It will be managed by the Inn Between, who will provide ongoing client case management.*
- *Born to Read fills canvas bags for new parents at the hospitals. Materials in the bags encourage parents to read aloud to their infants and toddlers. Each bag includes a board book suitable for a baby. Bags are available in English or Spanish and are distributed by the nurses at each hospital.*

- *HOPE (Homeless Outreach Providing Encouragement) provides shelter for the homeless over the winter. Our church is now sheltering in our facilities on 5 occasions. Many of our church members are serving as volunteers.*
- *CROP Walk fights hunger.*
- *We provide facilities and charter the Boy Scout Troop 66. In addition to hosting the weekly meetings/events for BSA Troop 66, our church charters Troop 66 with the Longs Peak Boy Scouts of America Council. Chartering BSA Troop 66 is a significant level of commitment that our Congregation has recently revisited and approved, due to the fact that BSA is now welcoming to leaders and scouts of all sexual orientation. Being a chartered BSA Troop by First Congregational UCC, aligns our BSA Troop 66 with this commitment.*
- *Our Prayer Shawl group encourages everyone to minister to their neighbor with the physical blessing of a shawl.*

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

- *Camps (youth, adult, grandparent/kids, contemplative camp, mostly at La Foret). Three of our members have leadership roles at La Foret.*
- *Six people from our church attended the Annual Rocky Mountain conference meetings*
- *The Moderator of the Rocky Mountain Conference is from our church*
- *All 6 attendees to the RMC Annual Meeting participated in the Platte Valley Association meetings which were held at the same time as the RMC Annual meeting*
- *We sent two congregants to Synod*
- *Other members of our congregation also serve on the Board of Directors of RMC, in addition to the Moderator.*

Check all of the following "statements of witness" that apply to your UCC faith community. (Find more information on these statements at ucc.org.)

Accessible to All (A2A)

- Creation Justice
- Economic Justice
- Faithful and Welcoming
- X God Is Still Speaking (GISS)
- Immigrant Welcoming
- Inter-cultural/Multi-racial (I'M)
- Just Peace
- Global Mission Church
- X Open and Affirming (ONA)
- WISE Congregation for Mental Health
- Other UCC designations:
- Other similar designations in affiliated denominations
- 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?

ONA is foundational to our congregation. The process of becoming an ONA congregation was both heartwarming and heart-wrenching. We gained insight into the pain and loss experienced by members and their families because of the rejection and misunderstanding of LBGTQ people, heard amazing testimonials and brought in renowned speakers. On the other side of the story, we had members of the church at the time who could not reconcile their biblical beliefs with our ONA position and we lost many members with whom we disagreed on this issue but who we cared for in other ways. Since we are now an established ONA church, proudly displaying our rainbow flag, we have settled into our position and we are comfortable with it as a guiding principle of extending our welcome and hospitality to all. It is central to our being and pivotal in our understanding of theology.

We are interested in the WISE Congregation for Mental Health. We are one of 3 entities to have founded the "Soft Voices" drop-in center in Longmont. The center was founded in 2005. Soft Voices serves the community in Longmont with mental health issues as a social focal point allowing for the emergence from isolation of affected individuals. Our church is one of the continuing financial supporters of the Soft Voices center. Many of our members were or are currently on the Board of Directors of SV.

Although we are accessible to all, we have not filled out the appropriate paperwork to be a designated A2A church. Our church may wish to become an A2A church and we have made progress towards awareness of accessibility. Approximately 10 years ago we had a large renovation to add ramps to the inside and outside of the church to be sure the building is accessible to those with physical disabilities.

With regard to Creative Justice, our church has a group of individuals who have been spearheading our process of recycling and composting, working with Boulder County to be included in their processes and oversight with Eco-Cycle, with the goal of making our church a zero waste facility. We have been working on this goal as a normal part of our administration of the facility for the past 10 years. One of the original movers on this program was also head of recycling for the City of Longmont. However, we had no idea that we should let the wider church know what we are doing. We did it, simply because it's the right thing to do. Longmont is an area where the local government is very supportive and encouraging of these endeavors. We just haven't filled out the paperwork.

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

Over the past twenty years our church has been involved in many ecumenical activities:

- *OUR Center is an organization in which many churches came together to form an ecumenical center to serve the homeless. We actively support it by donating money, donating food, clothing and toiletries, volunteering to serve food and work in the food bank.*
- *6-8 church members attended the Open House at the Boulder Islamic Center last September.*
- *We had a Lay Clergy event that brought the Ebenezer Baptist Church Choir of Atlanta to Longmont; the Ebenezer church choir joined with our choir on Sunday and we invited the community on Saturday night to enjoy an evening of learning about the evolution of the Negro Spiritual.*
- *Our church hosted a group of Mennonites from Ohio who helped us with recovery efforts after the 2013 flood.*
- *We provide a meeting place for Jewish Shabbat services on Friday evenings and we have joined them for Passover Seder.*

- *A Spanish speaking church uses our Chapel on Sunday afternoons.*
- *Our youth group visited various local church services.*
- *The choir joined with the Jubilate Singers and the Arvada Methodist Church to sing the Brahms Requiem, performed once at our church and once in Arvada.*
- *Some of our members participated in the Hurricane Katrina recovery mission in Biloxi, Mississippi for 8 consecutive years.*
- *Every year we participate in the CROP Walk with other church groups in the area.*

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 gather as God’s people to discern Christ’s way, seek social justice, and discover the Holy.”

** Part of our mission is to extend the reach of Christ to the disenfranchised, the outcast and the marginalized: Our church has demonstrated the capacity to respond to needs in the community through its ability to quickly organize service to victims of hurricanes, flooding, homelessness, care for the mentally ill and hungry.*

Our church has worked with many non-profit organizations in the community, such as homeless outreach programs, as well as providing other agencies within the community the opportunity to use our congregation and church as a platform to inform and motivate others to assist them.

** We are called to create community where each individual is accepted: The congregation has opportunities to gather together in small groups, youth activities, community outreach projects, and monthly” talking tables” where we can get to know one another better and form lasting relationships within our church.*

Our governing board offers its support, financial and nominal, to individuals entering into these activities.

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?

Since we are a congregational church, many of our congregants take on leadership roles in the wider church and the community. Our new minister would automatically be a part of the Platte Valley Association and the Rocky Mountain Conference, therefore they would be as involved as the conference requires. We need to make sure the congregation is aware that our minister's participation enhances our mission and connects us to the wider church.

MissionInSite

(report available upon request to Rev. Erin Gilmore)

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

Our neighborhood demographics reflect mostly white, higher educated, and higher median income households. The Longmont community has lower religiosity, mostly married and many retired individuals. These demographics offer possibilities for the following programs; social groups, bible study groups, book groups, women's ministry programs, and intergenerational activities.

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?

- A) *We do not have a 23% Hispanic population within the congregation. We are, on average, older than the neighborhoods adjacent to our church. We have more people with higher education, e.g. college and graduate degrees. Our median income is significantly higher. Going to church is more important to us than the majority of the surrounding population (only 19%). Spiritual development seems to be as important to those around us as it is to us.*
- B) *We are significantly more liberal, theologically and politically. We have a higher median income and more advanced education. We're almost all white collar workers and almost all white, with only a small Latino and Asian representation. We have an older population than that which surrounds us.*
There are two mega-churches within five miles of us, and a third "super" mega-church (10,000+ members) within ten miles of us.

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

Our community's poverty level is higher than the state average; this is reflected in our emphasis on social justice, and on the idea that those living below the

poverty level can be productive, contribute in a positive way to society, and deserve support.

The higher education status of our area is reflected in the large percentage of white-collar workers and manifests itself in the ability of people to seek intellectual stimulation with regard to spiritual matters. The “Carpenter’s” group, study groups, and Lunch Bunch all show that members are eager to learn and grow within their spirituality and belief system.

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

- *Open and Affirming*
- *Social justice and activism*
- *Service to local population in need*
- *Mental illness advocacy*
- *Support of low income housing in the Longmont area including partnerships with local nonprofits*
- *Recovery efforts following the flood of 2013*
- *Musical performances during the holiday season and musical collaborations with other groups*

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

“What I was looking for and helped me decide to stay was the welcome. I felt welcomed from the beginning. I was able to jump in and help immediately with lots of warmth and welcome from everyone. The overall attitude of the congregation is more important than the minister. I don’t have to turn my brain off to come to this church.”

“The church’s investment in the community was what appealed to me. I became aware of the Longmont Congregation Church Christmas Home Tours as a source of income then donated to Soft Voices, the OUR Center, Salud Clinic and Inn Between. The local newspaper carried articles from time to time about the church’s ministries locally and in other areas of the country. Its Open and Affirming stance was a big draw.”

Some of the newer members of the choir joined because of the musical opportunities at our church.

Many of the older members remember having someone come to their door with bread or cookies.

Open and Affirming is not only a designation but an attitude of the church draws new members in and keeps long time members coming. We say at every service, "No matter who you are or where you are on life's journey, you are welcome here." This statement feels very genuine while attending this church.

REFERENCES

Name up to three people who have agreed to serve as phone and written references. 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

Alice Sueltenfuss / Program Coordinator / HOPE Homeless Outreach
Providing Encouragement

Areas of strength in United Church of Christ's ministry is that they walk the talk, or walk the gospel. The first time I went to this church, I experienced the children participating in an activity in front of the rest of us, while we all learned how we are connected to our earth. In September, I witnessed this church receive accolades for their involvement with the Inn Between in the future planning of building small homes on the church property for individuals and families who are currently homeless. This project is called the Micah project. In October I spoke to the church, thanking them for volunteering their time and space to support the HOPE sheltering needs this winter. They were also bringing gifts up to the alter of donated food for needy families.

Areas of improvement for this church

I have only been to the church service twice, and therefore do not have areas for improvement. I would say, just continue to be inclusive of everyone who visits.

Significant experience

Just seeing this church donate land on UCC property for housing units for the needy, and being the first in Longmont to do so, is AMAZING!

Alice Sueltenfuss, M.Ed.

Client Services H.O.P.E.--Homeless Outreach

Providing Encouragement

alice@hopeforlongmont.org

720-505-9829

REFERENCE 2

Jessica Goldberg/ Volunteer and Training Coordinator / Restorative Justice

Describe some areas of strength in this church's ministry.

I know this church's ministry reaches far beyond it's walls and congregation, because I have encountered the First Congregational Church in three different areas of my own life as a secular person living in Longmont. First, as a volunteer with Soft Voices, I learned that FCC founded that organization at the time they became open-and-affirming. Then, as a community member searching for skills to approach implicit bias and work more for social justice, I found FCC's Mind & Soul was offering "From Privilege to Promise" with a nationally renowned dialogue facilitator, Lee Mun Wah. And finally, as a restorative justice practitioner, I was invited to give workshops for congregants to use in their own relationships. FCC's ministry reaches people with a message that they are welcome to participate, no matter what their spiritual beliefs are.

Describe some areas for improvement in this church's ministry.

I think engaging young people is a challenge for many church communities today. I heard FCC is putting considerable effort into creative ways to reach youth and young families, and I believe this questing, innovating approach to reaching people will lead to growing the congregation and serving more people.

Describe a significant experience you have had of this church's ministry. The "From Privilege to Promise Symposium" was a formative experience for me. I had many conversations since then and I've also seen that the questions I am challenged with about implicit bias and social justice are often the very questions that people at FCC are talking about. The culture of this church supports a willingness to dialogue.

Anything else you wish to share

Jessica Goldberg, M.A. (she/her/hers)
Volunteer and Training Coordinator
Longmont Community Justice Partnership
528 Main St. | Longmont, CO 80501

REFERENCE 3

David Bitler / Executive Director / Inn Between
(231-239-1948 / dlbitler@yahoo.com/ Working together to develop Micah homes)

Social justice, reaching out to those in need among us. Caring and providing for the poor. A long commitment to community involvement.

An inclusive community. Truly all are welcome and valued.

I have had the privilege of working with the church committee on the Micah project. This group has not given up or lost hope. They have stayed the course. Over two years they have worked on this important project and turned ""no it can't be done" into a ground swell of support from the community.

Great people of faith with a vision.

David A Bitler

PROMPTS FOR REFERENCES

Describe some areas of strength in this church's ministry.

Describe some areas for improvement in this church's ministry.

Describe a significant experience you have had of this church's ministry.

Anything else you wish to share.

CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

Our prayer is for someone strong and vibrant, inspiring us to see the love and humanity in the world, the goodness in all, helping us find our way through the stresses we encounter, and seeing the Christ in our struggle for social justice. Amen.

A verse from the hymn "In the Midst of New Dimensions"

In the midst of new dimensions

In the face of changing ways,

Who will lead the pilgrim peoples

Wandering in their separate ways?

God of rainbow, fiery pillar,

Leading where the eagles soar,

We your people, ours the journey now and ever,

Now and ever, now and evermore.

~ Julian Rush, 1985

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. The Profile was written and compiled by the Search Committee, reviewed and given unanimous approval and blessing by the congregation.

Signed:

Laurie Moore / Search Committee Chair / Date: 11/28/17

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: Rev. Erin Gilmore

Name / Title: Erin Gilmore/Associate Conference Minister

Email: erin@rmcucc.org

Phone: 303-984-9118

Date: 11/30/2017

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

