

UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE
Community United Church of Christ

Boulder, Colorado

Position: Full-Time Pastor

Rocky Mountain Conference UCC, Metro Denver Association

July 2, 2018

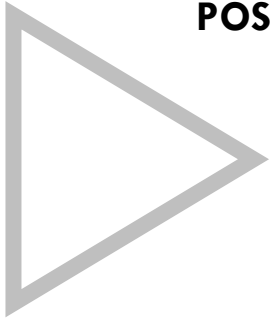
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*“God is able to provide you with every blessing, so that
having all sufficiency in all things at all times,
you may abound in every good work.”*

(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: Community United Church of Christ

Street address: 2650 Table Mesa Dr.

Boulder, CO 80305

Supplemental web links: www.cuccboulder.org

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

Catholics in Discernment Congregation holds two services a month at CUCC and participates in joint services such as Ash Wednesday.

Unitarian Universalist Church of Boulder: CUCC is a Supporting Sanctuary Church of their sanctuary project through the Boulder County Sanctuary Coalition.

Together Colorado Boulder Area Interfaith Leaders Caucus.

An educational series at the Boulder Islamic Center 2 years ago.

Lemon Tree Unity Walk (with Jewish, Lutheran, Muslim and African American congregations).

Colorado Faith Communities United to End Gun Violence. <http://cfcu-co.org>

Boulder Area Interfaith Leaders Caucus (focus for 2018 will be immigration and sanctuary)

Conference: Rocky Mountain Conference UCC

Association: Metro Denver Association

UCC Conference or Association Staff Contact Person:

Rev. Erin Gilmore, Associate Conference Minister, (801) 694-6300, erin@rmsucc.org

Summary Ministry Description:

In a recent process of community discernment, we decided on three priorities:

- Nurturing Family and Individual Relationships within CUCC
- Bringing greater focus to our ongoing work for social justice
- Broadening our faith experience and increasing its relevance to our lives.

Our Council and commissions have developed specific plans that support these priorities over the next three years. Our ideas about the first two points seem clearer than the third. We anticipate addressing the third point by expanding opportunities for spiritual education and including a broader range of teachings and practices in our services. Our new minister should understand and support these priorities and plans. At the same time, we anticipate that our priorities will evolve to reflect the thoughts and experiences that a new minister can bring. We hope that he or she will come to the tasks with creativity, flexibility, and a sense of exploration to deepen the ways we understand and express the sacred.

Photographs:





What we value about living in our area:

- In March, 2017, Time Magazine ranked Boulder Number 10 in its list of ‘Highest Well-Being Communities.’ <http://time.com/4691862/best-cities-us-happiest-healthiest/>
- We value the natural beauty of our area and efforts to preserve it as our population increases; Boulder maintains over 45,000 acres of Open Space and Mountain Parks. Easily accessible Rocky Mountain National Park lies partially within Boulder County.

- We value the sensitivity to social justice issues that is reflected in local policies and practices, being among the Nation's leaders in immigration, LGBTIQ antidiscrimination, clean energy and environmentally friendly waste management policies.

Current size of membership:

159 active members

28 out-of-area and inactive members

209 Active non-members:

Languages used in ministry (*other than English*):

None

Position Title:

Full-Time 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

1. Craft well-researched sermons which can engage a highly educated and intelligent congregation. Create weekly liturgy, trying innovative ideas to augment the traditional. Be spiritually grounded, be open to questioning the deeper mysteries of God and Faith; be forthright and open about personal doubts.
2. Work with the Choir Director, Pianist and talented lay musicians to create an appealing musical environment for Sunday and special services.
3. Communicate with the Church community by: reviewing and contributing to the printed Announcements for services, creating a Pastor's letter for the CUCC monthly Echo e-magazine, contributing text of weekly sermons to the Office Administrator and Web-

master for inclusion in weekly e-mail update and CUCC's website, Pastor's letters for twice-annual congregation meetings and as otherwise appropriate.

4. In collaboration with CUCC's Pastoral Associate, Caring Ministry team and ad hoc support groups, provide Pastoral care and counseling when appropriate; use compassionate listening and refer people to qualified counselors when necessary. Assure that they apply these principles to themselves as well to avoid burnout.
5. In collaboration with the Progressive Christian Education Commission and the PCE Director, support the children's PCE program; support, and lead when appropriate, Young Adult and Adult Education classes; lead Confirmation and New Member Exploration Classes.
6. Collaborate with lay leadership and staff in administering the ongoing business of the Church; oversee work of Pastoral Interns; collaborate with the lay leader in support and oversight of CUCC persons in discernment; attend twice-yearly Congregational meetings, Spiritual Life Commission and Coordinating Council meetings; minister is welcome at most Commission and Committee meetings.
7. Help create a vision for new models of worship and a strategic plan for current and new directions in ministry; incorporate non-Christian ideas where appropriate; tie ancient texts to modern social conditions.
8. Along with lay members, represent CUCC in wider church activities such as conference and association meetings, local ecumenical associations and the community at large; pursue opportunities for joint programs.
9. Work with and support staff in a collaborative style, attend weekly staff meetings and weekly meetings with Pastoral Associate. Submit work assignments to staff in a timely fashion.
10. Support outreach by example and by energizing other's spiritual connections and faith understandings; relate faith to social action.
11. Support internal groups like Fellowship Circles, Adult Ed, Men's Group and Women's Group.
12. Pursue continuing education; use study and prayer to deepen faith and spirituality in order to improve skills so as to grow in leadership, teaching and preaching.
13. Collaborate with strong lay leadership in areas of financial development and stewardship
14. Show compassion in dealing with all ages; listen to young and old with open ear, heart and mind.
15. Build community, lead the way for the Church to be an ambassador of God's love; be a public voice of Progressive Christianity.
16. By staying current with the Conference's Boundary Training, provide a leadership style that is sensitive to these issues.
17. Be available for weddings and funerals for congregants, friends and the community at large

Core Competencies:

1. Collaborative: able to work with and nurture strong lay leadership; able to provide leadership in common causes such as social action as an expression of faith.
2. Skilled in communicating our work and ideals to the congregation and the broader community.
3. Organized: time and detail-conscious by being respectful of others
4. Intellectual curiosity – especially in the area of spiritual depth and the ability to share with the congregation

COMPENSATION AND SUPPORT

Salary

Total Compensation (Salary plus Benefits): \$85,000 - \$100,000 depending on experience. A sabbatical plan is available.

What is the expected living situation for your next minister:

Living within a half hour of the church with a housing allowance included in total compensation.

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

Residential Real Estate (Boulder) 09/17 YTD

Median price – single family \$860,000*

* Source: Boulder Economic Council, Demographic and Economic Data

Average Boulder Apartment Rentals: Studio \$989.00/mo; 1 Bedroom \$1142.00/mo; 2 Bedroom \$1381.00/mo; 3 Bedroom \$2004.00/mo**

**Source: Sperling's Best Places

http://www.bestplaces.net/cost_of_living/county/colorado/boulder

Other nearby communities that may offer a slightly lower cost of housing are: Niwot, Longmont, Lafayette, Louisville, Broomfield, Arvada and Superior.

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

Rocky Mountain Conference UCC

Metro Denver Association UCC

First Congregational Church of Boulder
Together Colorado / Boulder Area Interfaith Leaders Caucus

WHO IS GOD CALLING TO MINISTER WITH US?

What our next minister will be co-collaborating with the congregation to achieve.

Community UCC is a vibrant, engaged congregation. We are looking for a settled minister who will join us in our spirit, values, and priorities. We enjoy strong involvement and leadership from our lay community. In many cases, lay leaders are looking for collaboration more than direction – for a minister who can join with them to discern how our congregation can become stronger and evolve.

As we considered God’s guidance in our work to call a new spiritual leader, we believe that our next minister will join with us in the many ways that we express “ministry” within our congregation. Our minister takes a primary role in providing thoughtful sermons and meaningful worship, spiritual education, and pastoral care and counseling. In other areas, our minister needs to integrate his or her talents with others. For example:

- Support and collaborate with the PCE
- Support and guide (through the Caring Minister) our trained lay Caring Ministers
- Welcome new members through our Bread Ministry
- Meet spiritual needs through our Prayer Ministry
- Promote intergenerational communication as exemplified by our Sages Luncheon
- Work with our ministry of music provided by our music director, pianist, choir and individual performers.

In all of our ministries, we strive to be a nurturing warm, welcoming community which celebrates and invites diversity

Our new minister will have many opportunities to help us make an impact beyond our walls. He or she can participate in our many social action projects and publicize them to the congregation. We will welcome any suggestions to improve those projects or add new ones. We expect our new minister will be a voice within the broader community for Progressive Christianity and our values and help us engage with the Denver Area Association and the Rocky Mountain Conference.

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

CUCC has adopted more inclusive and less gender-specific language in its services and day-to-day life. For instance, we begin the Lord’s Prayer with “Our Loving God,” and we balance female and male pronouns when referring to God.

Our congregation’s taste in service music is eclectic. Our pianist’s choices are largely secular pieces. Although we sing primarily from the New Century Hymnal, we also sing Taizé chants, Jewish songs, hymns not in NCH, appropriate popular songs accompanied by guitar, and the like.

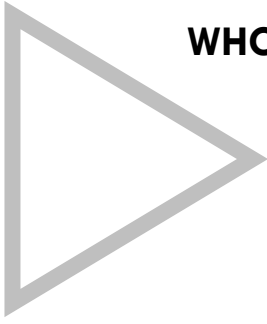
CUCC sermons and activities include aspects of many varied cultures and faith-traditions. We are seekers and doubters and open to new truths, believing that God is Still Speaking.

CUCC whole-heartedly endorses the principles of an Open and Affirming Congregation and includes a number of LGBTIQ+ members and attendees.

We strive to live the ideals of radical inclusiveness and God's love of all humankind regardless of their faith or cultural traditions.

Areas of Excellence –

1. Strengthening inter- and intra- personal assets
2. Working together for justice and mercy
3. Caring for all creation
4. Exhibiting a spiritual foundation and ongoing spiritual practice to strategically create the future of God's church

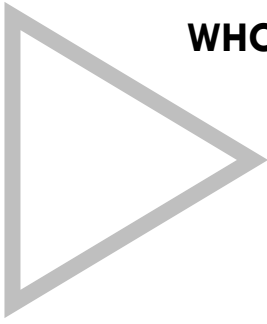


WHO IS GOD CALLING US TO BECOME?

“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)

How we have reached out to address the emerging challenges and opportunities of our community and congregation.

- 1.) CUCC started an Immigration sub-committee to help guide the church towards considering joining the Sanctuary movement. We organized Immigrant Rights Sunday. We send two members to the Boulder County Sanctuary Coalition meetings. We organized several educational events about immigration and sanctuary. A dozen members volunteer at the Unitarian-Universalist Church where an immigrant woman and her two children are in Sanctuary. In January, at our annual meeting, our church voted to officially become a Supporting Sanctuary Church (our facility is not able to support someone in Sanctuary here.)
- 2.) CUCC is working with the Right Relationship Boulder Project to develop a Right Relationship with the Arapaho People who were evicted from the lands we now live on. To this end CUCC has:
 - Gave the book “Chief Left Hand” to the Arapahos when a delegation from Boulder visited both reservations in Wyoming and Nebraska
 - Held a potluck at CUCC for area churches to view the film “Two Rivers” and talk about how to develop Right Relationships moving forward. 60 people attended
 - Helping with the delegation of Arapahos coming in June and Oct for Indigenous Peoples’ Day
 - Raised \$450 for the Right Relationship Boulder Project from CUCC
- 3.) Our 2018 theme is **Driving Change through Peace with Justice** with an emphasis on three topics: **gun violence, privilege and power, and climate change.**



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

Several strengths of our congregation:

We are a congregation held together by a commitment to share our faith journeys and to translate our faith into action. Our new pastor will lead a highly educated and spiritually diverse congregation that appreciates both traditional and nontraditional approaches to worship. We enjoy sermons and activities that challenge us to view our world and our faith from many perspectives. We participate in interfaith dialogue and seek commonalities rather than the differences. We expect our new pastor to embrace a collaborative approach to the operation of the church.

While many enjoy the traditional ceremonies such as Communion, Palm Sunday and Christmas Eve services, many also enjoy experiencing our faith in non-traditional ways such as Taizé, centering prayer or walking our labyrinth. We are blessed with a number of highly talented musicians in our congregation who enrich our services through sharing the creative spirit, our Choir (which performs during Lent and Advent seasons) and a robust May Day celebration.

Generally, we are a well-educated congregation and have a number of retired ordained ministers who regularly attend. We are led by strong lay leaders and sometimes, because of our size, lack enough people-power to accomplish as much as we'd like. We are a strong social justice congregation participating not only through generous offerings, but also through community service locally, nationally and internationally. We also have a strong commitment to service and support for one another, directly or via our trained lay Caring Ministers.

We are friendly to visitors, casual, comfortable and informal – seeking more to welcome than impress.

This is what our worship is like.

Sunday mornings, we offer a Contemplative Taize service at 8:30am in our hexagonal Sanctuary, facilitated by lay leaders.

A more traditional service takes place at 10:00 am within our Sanctuary, while children are participating in PCE elsewhere in the building. Children join the adults near the end of our service for Children's time with the minister and we end our service holding hands and singing "God be with You".

Communion is celebrated once a month (first Sunday of the month) and weekly in the Taize service.

Our choir of congregants (and sometimes the Pastor) perform during the Lenten and Christmas seasons.

Services are in English only; our Sanctuary is equipped with a Hearing Loop making the service more accessible to those needing hearing assistance.

Our congregation includes many who do not identify as Christian, as well as Christians from many different faith traditions. While we are a Christian Church and recognize Jesus as a prime example of how to live a God-like life and refer often to the sacred stories from the Old and New Testaments of the Bible, we strive to honor and include elements from the many paths to God. We are bound by covenant, not by creed.

Educational program/faith formation vision of our church.

CUCC's Progressive Christian Education is focused on the faith formation of our church from ages infant-18 years. This ministry operates on the assumption that we are spiritual beings from birth, capable of experiencing wonder and awe. Our focus in the Sunday School, which takes place during the 10am worship service, is to make a brave space for each young person to express themselves and their talents. In this brave space, we explore inspiring faith stories, often from the Christian tradition but also other sources, without a dogmatic agenda. Our focus is not to impart the truth to the young people gathered but to support them in their own search for truth.

Faith stories are given the room to speak to the individual at each age-level:

In our preschool/kindergarten room, the free-play of the nursery transitions to a play-based lesson led by a high-school caregiver with an actively told Bible story, as described in the curriculum Blessed to Be a Blessing by Rev. Dr. Leanne Hadley, edited for inclusive language and to diminish theological points that detract from the storytelling.

A personal exploration of our Christian tradition continues up through middle school, when our middle school youth participate in a small group format led by a high school-aged peer, using materials such as SHINE Generation Why? Fight Right: A Christian Approach to Conflict Resolution.

Because the high school youth who have grown up in CUCC have been respected since infancy as partners on the journey of faith formation, they are incredible leaders.

Lifetime educational opportunities have traditionally been the purview of lay leaders and take the form of informal book studies (frequently organized by our Fellowship Circles) or various short-term study topics, such as studying other religions, Progressive Christian writings by Marcus Borg, Henri Nouwen, Thomas Merton and others.

Our congregation is organized to maximize collaboration.

Organization As described in our Constitution and Bylaws <http://www.cuccboulder.org/constitution>, our congregation is governed by a Coordinating Council of lay leaders plus our pastor. Committees, teams, and interest groups not specified in the church constitution or bylaws are organized by interested and committed individuals. The Pastor and the Council Officers are elected by and report to the congregation. The office administrator and the Caring Pastor report to the Pastor. Other staff report to the appropriate Commission.

Communication Pastor and lay leaders send news and announcements to the office administrator, who publishes the material in our monthly newsletter, ‘The Echo’, in printed announcements in the bulletin for the 10am Sunday service, and in email announcements sent out on Wednesdays—or in a special mailing in case of crisis or disaster.

Where has our church struggled for vision?

We struggle with the issue of church growth. When we surveyed the congregation recently, we found (as expected) a fairly even split on the issue. We would like everyone to share our particular faith experience; we welcome our many visitors and are happy to have new “regulars” and new members. At the same time, we want to preserve our feeling of intimacy and fellowship. So far, we have been able to grow while still retaining intimacy.

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

About 14 hours per month. That includes time spent by Council, Commissions, and other groups in regular, scheduled meetings, and estimated time spent by those that meet irregularly according to need

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

1.) One June when the Church building was threatened by wildfires approaching from the foothills to the west, congregation members decided not to risk lives trying to protect the building.

2.) During the area-wide 2013 flood, Spiritual Life Commission members went to the church to remove valuable items such as the cross, Bible, and historical items. Now we have adopted a crisis procedure, including a list of items to remove from the church. Church members also worked on homes of members affected.

We can provide a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church’s activity and governance.

11-YEAR REPORT

UNITED CHURCH OF CHRIST

ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS

Church#: 690070

Assoc: 676 Schedule: 0 Community UCC Boulder CO 80305

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS- REMOVED
2006	154	98	70	0	16	3	2	10	7
2007	155	93	60	5	1	1	5	1	1
2008	165	99	60	3	10	3	6	0	10
2009	172	116	60	0	0	8	1	8	-1
2010	179	114	100	2	6	3	1	3	7
2011	163	122	95	1	8	7	3	29	-16
2012	176	123	95	2	10	4	3	0	13

2013	182	123	106	0	9	3	2	4	6
2014	188	109	100	3	4	0	1	0	6
2015	192	110	89	0	8	5	3	6	4
2016	197	114	106	0	0	6	2	0	4

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	SPECIAL SUPPORT	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2006	\$129,823	\$5,288	\$10,434	\$4,335	\$14,769	\$1,791	\$16,560	8.04	\$151,671	\$114,330
2007	\$145,886	\$12,280	\$6,040	\$4,501	\$10,541	\$1,248	\$11,789	4.14	\$169,955	\$117,046
2008	\$130,703	\$12,281	\$3,825	\$1,570	\$5,395	\$12,280	\$17,675	2.93	\$160,659	\$122,627
2009	\$175,869	\$22,031	\$4,135	\$4,941	\$9,076	\$10,800	\$19,876	2.35	\$217,776	\$133,981
2010	\$184,114	\$12,228	\$6,063	\$5,302	\$11,365	\$5,999	\$17,364	3.29	\$213,706	\$161,214
2011	\$202,493	\$12,228	\$8,706	\$9,483	\$18,189	\$6,604	\$24,793	4.30	\$239,514	\$175,484
2012	\$236,750	\$0	\$8,100	\$3,325	\$11,425	\$7,000	\$18,425	3.42	\$255,175	\$17,900
2013	\$217,494	\$12,228	\$9,400	\$4,585	\$13,985	\$7,325	\$21,310	4.32	\$251,032	\$207,229
2014	\$236,029	\$10,003	\$8,400	\$8,511	\$16,911	\$0	\$16,911	3.56	\$262,943	\$19,909
2015	\$261,526	\$10,410	\$9,450	\$5,656	\$15,106	\$0	\$15,106	3.61	\$287,042	\$230,921
2016	\$266,791	\$10,834	\$8,950	\$3,523	\$12,473	\$7,000	\$19,473	3.35	\$297,098	\$237,763

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2011-2016	20.86	-6.56	11.58	-62.50	-93.75	31.75	-31.43	24.04
2006-2016	27.92	16.33	51.43	-68.42	-83.33	105.50	-15.55	95.88

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	159	X
Number of active non-members:	209	X
Total of church participants (sum of the numbers above):	368	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:	32%	X
Less than 10, more than 5 years:	34%	X
Less than 5 years:	34%	X

Percentage 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>
13%	4%	3%	4%	10%	12%	21%	14%	18%	X

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	8%	X
Joint household with minors:	22%	X
Single adults age 35-65:	11%	X
Joint household with no minors:	40%	X
Single adults over 65:	18%	X

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	3%	X
College:	28%	X
Graduate School:	65%	X
Specialty Training:	3%	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:	45%	X
Adults who are retired:	45%	X
Adults who are not fully employed:	10%	X

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

Technical/Scientific, Teaching (College, Grade through High School, non-traditional), Business, Trades, Professionals, Social Services and Social Outreach.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up.

CUCC is predominantly Caucasian with several Hispanic members, which is reflective of the community. Though we are culturally homogenous, a number of our very active members identify as LGBTIQ+ and we are very diverse theologically. Individual faith beliefs include atheism, agnosticism, Unitarian-Universalist, Buddhism, Native American, traditional and non-traditional Judeo-Christianity. We are a diverse Community because we welcome and embrace all who come through our doors.

PARTICIPATION AND STAFFING

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	10-20	Lay leaders, Pastor, Fellowship Circles, PCE Director
Baptisms (<i>number last year</i>)	0	Pastor
Children's Groups or Classes	12	PCE Director (in collaboration with Pastor)
Christmas Eve and Easter Worship	Christmas, 2017:122 Easter 2017: 212	Spiritual Life Commission, Pastor, Choir Director, Pianist, PCE Director
Choirs and Music Groups	22	Choir Director and Pianist

Church-based Bible Study		
Communion (<i>served how often?</i>)	First Sunday: 106	Spiritual Life Commission, Pastor, Pianist
Community Meals		CUCC does not provide community meals but individual members do volunteer at other local organizations that do.
Confirmation (<i>number confirmed last year</i>)	1	Pastor (in collaboration with PCE Director)
Drama or Dance Program		
Funerals (<i>number last year</i>)	3	Pastor, family members
Intergenerational Groups	18	PCE Director. Ad hoc.
Outdoor Worship	30 attended a special labyrinth service	Spiritual Life Commission, PCE Commission, Taize Committee
Prayer or Meditation Groups		<i>Our regularly scheduled Taize service is essentially a Meditation Group</i>
Public Advocacy Work	Significant and varies by topic	Lay leaders
Retreats		Spiritual Life and Fellowship Commissions
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	1	Pastor, Families
Worship (time slot: <u>8:30 am</u>) Taize	9-10	Lay leaders

Worship (time slot: <u>10:00 am</u>) Traditional	81	Pastor, Pianist, Choir Director
Young Adult Groups or Classes	None currently	
Youth Groups or Classes	None currently	PCE Director (in collaboration with Pastor)
Other: Work Trips	10-16	Community Compassion Corps (part of Social Action Commission)

Additional comments: Our Fellowship Circles program is another way of gathering that overlaps many of the above categories: Intergenerational Groups, Book and Theology Studies, Group Meal. It is overseen by the Fellowship Circle Committee and is run by various Lay leaders.

Below are all members or regular participants in our congregation who are ordained, licensed, or commissioned ministers.

Name	Three- or Four-Way Covenant? <i>(3 or 4 or No)</i>	Ministry Setting	Type of Ministry Role	Retired? <i>(Y or N)</i>
Rev. Elizabeth Robinson	3-way	Minister in the Community and Poet in Residence	Working with the Boulder homeless population	N
Rev. Julie Parmenter	3-way	Pastoral Associate, Metro Denver Association Ministry Council	Caring Ministry, Assisting the Pastor, Ministry Council Nominating Committee	N
Rev. Peter Terpenning	No	Pastor Emeritus, Metro Denver Association Ministry Council	Chair of Nominations	Y
Dr. Timothy Brown; Commissioned Minister	Previous 4-way, current 3-way	Previous: UCC Coalition for LGBT Concerns, Current: Music	Current: Musical Composition, Metro Denver Association Ministry Council	N
Rev. Kayrene Pearson	No	Pastor Emerita		Y

Rev. Jackie Hibbard	4-way	Halcyon Hospice and Equine-Facilitated Learning	Team Lead/Chaplain at hospice, Co-owner at Equine	N
Rev. Erv Bode	No	Occasional Pulpit Supply		Y
Rev. Harriott Quin	No	Occasional Pulpit Supply		Y
Rev. Robinson (Robb) Lapp	3-way	Archway Housing and Services, a non-profit sponsored by the Rocky Mountain Conference of the UCC	Board Member & President	Y
Rev. Karen Howe	No	Faith Formation Coordinator at First United Church of Arvada	Working with children, youth and adults	N
Rev. Cal Kemper	No	Metro Denver Association, UCC	Vice-Moderator, and Association Ministry Council	Y

We have previous pastors or retired ministers currently holding membership in the church:

Kayrene Pearson, Pastor Emerita;

Peter Terpenning, Pastor Emeritus

Both of our pastors emeriti participate in varying degrees as other congregation members do, and are presently observing strict boundaries to avoid pastoral functions.

Current current staff, including ministers.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Interim Minister; Dr. John Leland (Lee) Berg	n/a	Full time, interim pastor	Coordinating Council and Pastoral Relations Committee	1 year (2017-present)
Pastoral Associate; Rev. Julie Parmenter	n/a	Part time, 24 hrs/month	Pastor	2 years (2015-present)
Office Administrator; Ally Woods	n/a	Part Time, 20 hrs/wk	Pastor	1 year (2017-present)
Elizabeth Robinson	n/a	Part time – unpaid by CUCC	Pastor	12 months
Director of Progressive Christian Education; Heather Bowler	n/a	Part time, 20 hrs/wk	PCE Commission	1 year as Director: 1/1/2017-present; 1 year as Co-Director 1/2016-12/31/2016
Building Steward; Bill DaCosta	n/a	Part Time, 20 hrs/wk	Property Commission	4 years (2/2014 – present)
Pianist/Organist; Kathy Rinehart	n/a	Part Time, 5 hrs/wk	Spiritual Life Commission	10 years (2007-present)
Choir Director, Kamilla Macar	n/a	Part Time, active during Christmas and Lent	Spiritual Life Commission	30 years (1987-present)

Note: We have an active Personnel committee that facilitates hiring and annual reviews

REFLECTION

As a congregation, we have diversity in age with a stronger showing in the 0-11 (32) and those 55+ (132). We have a significant number of active non-members as well as active and former clergy (10).

CUCC’s theological diversity, encouragement of independent thought, and well-defined, strong mission reflects the congregation’s desire to reach out to help others and gain perspectives.

CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$232,836.52
Endowment Proceeds <i>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</i>	\$0
Endowment Draw <i>(beyond what is permitted by spending policy, “drawing down the principal”)</i>	\$0
Fundraising Events	\$11,861.03
Gifts Designated for a Specific Purpose	\$0
Grants	\$0
Rentals of Church Building	\$20,391.75
Rentals of Church Parsonage	\$0
Support from Related Organizations <i>(e.g. Women’s Group)</i>	\$10,631
Transfers from Special Accounts	\$
Other (specify): Food Coupons	\$6,690
Other (specify): Sunday Visitor Donations	\$2,927

Other (specify): Interest Income	\$5,570
Other (specify): Special Offerings	\$10,304
TOTAL	\$301,212

Current annual expenses (dollars budgeted for most recent fiscal year): \$265,100

SEE APPENDIX A FOR 2018 COMMUNITY UCC BUDGET DETAILS

Notes:

1. Pastor total pay package in 2017 budget was \$95,133
2. As a small congregation that maintains a substantial physical plant, we depend somewhat on fees paid by outside groups to use the various spaces. A pre-school inhabits our classroom areas Monday through Friday during the school year.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 33.39% (figure for calendar 2017)

The church has never failed to pay its financial obligations.

Our church is 5-for-5:

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

OCWM – basic support

It has been set at a fixed \$7,000 for several years.

The church currently has no debt.

Current building plans:

(from: Strategic Plan 2018–2021)

- Design and complete renovation of church offices. (Section I, Year 1-2018/2019)
- Total cost estimated \$40,000 to \$45,000. Costs are expected to be met by existing budget resources.

The church has not had a capital campaign in the last ten years.

No capital campaign is anticipated.

The prominent mission components involved in the most recent capital campaign:

In 2001 we expanded our Christian Education Building, added a fellowship hall and kitchen, and also renovated the sanctuary. This enlarged our available space and made the space more usable to the congregation, the neighborhood, and groups which use our space such as Dancers of Universal Faith, the Catholics in Discernment Congregation, Scouting programs and other group meetings.

The CUCC endowment fund:

- What is the market value of the assets? \$1000.00
- Are funds drawn as needed, regularly, or under certain circumstances? No draws are being made now or in the past.
- What is the percentage rate of draw (last year, compared to 5 years ago)? N/A
- At the current rate of draw, how long might the endowment last? N/A

Other Assets

Reserves (savings): \$0

Investments (other than endowment): \$143,124.00

Describe all buildings owned by the church:

Boulder Community United Church of Christ enjoys a beautiful location and setting. The hexagonal sanctuary is attached to the office area via a fellowship hall with a vaulted ceiling and windows overlooking the foothills, just a mile away. It sits next to Bear Creek and the surrounding land is home to wildlife. Solar panels were added in 2005 representing the sustainability attitude of the congregation. A solar water

heating system was added in 2017. The Church parking lot was refinished/ repaired in 2017.

Non-owned buildings or space used or rented by the church:

The solar panels to the west of the church are on land owned by the Boulder Valley School District which we rent.

Spaces are accessible to wheelchairs?

Sanctuary (worship space), Fellowship Hall, Restrooms (two non-gendered), Patio, most Classroom Facilities. Pulpit is designed for a standing adult but it rests on Sanctuary floor.

Reflection on finances:

Our congregation is in sound financial health. We have found the means in the past to fund projects that were important to us without incurring debt. As a part of our normal updating, there is a planned remodeling of office area and some additional window replacements. It would be a bonus to increase our endowment fund and look to the future. We are a giving congregation, yet financial support from the congregation is not our primary method of mission and ministry.

HISTORICAL INFORMATION

Significant happenings in the history of our church that have shaped the identity of our congregation.

- Became a Peace with Justice Church.
- Became an Open and Affirming Church and adding Transgender to our statement.
- Rev. Peter Terpenning's ministry was extremely important in reassuring people that religion is an ongoing quest, with as much uncertainty as certainty.
- The most important event in the last 10 years was the celebration of the Church's 50th Anniversary in 2014. It let us see how far we have come and the challenges and obstacles that were overcome to become the vibrant community we are now.

A specific change your church has managed in the recent past.

Ministerial changes: Since the retirement of Pete Terpenning in 2013, CUCC has had one settled Pastor and two interims, including the current interim. The transition between Pete Terpenning and Rick Danielson was handled well with mutual respect and cooperation.

Our congregation's values and practices when it comes to conflict.

Our congregation values forthright expression of opinion. The congregation seems to have learned long ago that disagreement is normal in a healthy faith community. Discussions continue.

An example: the congregation is divided about the Joys and Concerns part of our Sunday worship service: some people love it, some do not. Spiritual Life Commission members and successive pastors have tried various solutions. For a time, J&C was limited to second and fourth Sundays of the month. With our interim minister, J&C happens slightly more often, sometimes two Sundays in a row, if he senses a need.

Another example: In 2011, many in the congregation feared that the church might become too full on Sunday morning. There were empty seats, but were there enough empty seats for people to feel comfortable? It was suggested that, to accommodate more chairs, we sell or give away our pipe organ, a Kilgen "ensemble" or self-contained unit of console and pipes that occupies considerable space in a corner of the sanctuary. An "organ committee" was formed to address the issue. Committee members, like the congregation as a whole, remained divided. (Some people still consider the pipe organ to be our church's most distinctive feature, visually and musically.) The architect on the organ committee suggested moving the console to a storage cabinet or even a newly constructed "bump out," and installing the pipes on the wall. (In 2017 we learned that the instrument cannot be

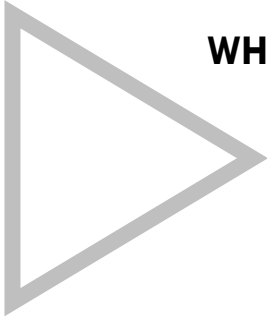
dismantled.) He also sketched a rearrangement of chairs, altar, lectern, and piano to align with the hexagonal shape of the room and make room for more chairs. Eventually, the organ committee disbanded without reaching agreement. With the pastor's retirement (unexpected), the issue of growing attendance no longer seemed a pressing concern.

As for structure, our Parish/Pastoral Relations Committee (Bylaws VII.2.) is designed to address conflicts that involve the pastor in some way. The committee's work is confidential.

Ministerial History

Staff member's name	Years of service	UCC Standing (Y/N)
Dr. John Leland (Lee) Berg (Interim)	11/2017 -current	N, but working towards
Rev. Rick Danielson (Settled)	8/2014-10/2017	Y
Rev. Jane Anne Ferguson (Interim)	2013-2014	Y
Rev. Peter Terpenning (Settled)	8/2001-7/2013	Y
Rev. Jean Scott (Interim)	3/2001-8/2001	(deceased) had standing
Rev. Jeannine Lamb (Interim)	8/2000-3/2001	(deceased) had standing
Rev. Ginger Taylor (Settled)	8/1996-7/2000	Y
Rev. JoAnne Bogart (Interim)	8/1995-1/1996	Y
Rev. Kayrene Pearson (Settled)	Interim: 9/1988-5/1989 Settled: 5/1989-8/1995	Y
Rev. Matthew Nelson (Settled)	6/1987- 5/1988	N
Rev. Eugene Van Kranenburgh (Interim)	5/1986-5/1987	Y
Rev. Julie Parmenter (Pastoral Associate)	2015-current	Y
Rev. Jean Scott (Associate Pastor)	2009-2014	(deceased) had standing

- As a congregation, we have been able to accept and support a wide range of ministerial styles and personalities.
- Has any past leader left under pressure or by involuntary termination? - Not since the early 70's
- 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

Extending outreach

Through our Social Action Commission, Christian Education Commission and Community Compassion Corps, CUCC has done the following:

1.) Locally

- Food drive for Emergency Family Assistance Association
- Participated in the Denver Science March; participated in the March For Our Lives in Denver; 25 members marched in the Women’s March
- Community Table - we staff a meal every other month
- Crop Walk - we had 31 walkers and raised over \$4000
- Food Drive for the Boulder County Aids Project
- No Socks Campaign - collected 476 pairs of socks that were distributed to area non-profits working with the homeless and at-risk populations.
- CUCC members participated in Habitat work days; we are in our third year of financial support to the building of a Habitat home
- Co-hosted an International Women’s Day event with Ingrid Encalada who is in Sanctuary at the Unitarian-Universalist Church. 60 people attended, and Univision televised some of it.
- Held a Christmas Party Sock Stuffer to fill 50 pairs of socks for the homeless
- Native Seed Collection for Boulder County Parks and Open Space 15 people participated
- Helping the Homeless—collecting hygiene products and socks on a regular basis and distributing them to Bridge House, Homeless Shelter and Attention Homes

2.) Across the country and around the globe

- Alternative Holiday Gift Market / Fair Trade items
- New Orleans service/learning trip to Rehab flooded homes in April 2017
- Houston service/learning trip to Rehab flooded homes in April 2018
- A service/learning trip to the Navajo Reservation in 2012

- A service/learning trip to the Pine Ridge Reservation in 2014
- Guatemala Service/Learning Trip to build stoves with the Mayan people in November 2017. 10 people participated

Our congregation’s participation in meetings, relationships and activities connecting the wider UCC:

We attend the 2 association meetings and 1 conference meeting annually, and at least two members have served as visitors to General Synod. Denver Metro Association Ministry Council.

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

- | | |
|------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| <input checked="" type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> Creation Justice | <input checked="" type="checkbox"/> Designations from other denominations: |
| <input type="checkbox"/> Economic Justice | 1.) New Sanctuary/ Boulder Area Sanctuary Coalition |
| <input type="checkbox"/> Faithful and Welcoming | 2.) Colorado Faith Communities United to End Gun Violence http://cfcu-co.org/ |
| <input checked="" type="checkbox"/> God Is Still Speaking (GISS) | 3.) Together Colorado / Boulder County Interfaith Leaders Caucus (Immigrant issues) |
| <input checked="" type="checkbox"/> Border and Immigrant Justice | |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I’M) | |
| <input checked="" type="checkbox"/> Just Peace | |
| <input type="checkbox"/> Global Mission Church | |
| <input checked="" type="checkbox"/> Open and Affirming (ONA) | |
| <input type="checkbox"/> WISE Congregation for Mental Health | <input type="checkbox"/> None |

Reflection on what the above statements mean to our community.

CUCC has a long history of opposition to gun and other violence and, in light of recent events, has and will expand our efforts into ending these cycles of violence, especially toward the youth of our country.

Describe your congregation’s participation in ecumenical and interfaith activities:

- 1.) Educational series at the Boulder Islamic Center 2 years ago.
- 2.) Annual CROP walk.

- 3.) The Lemon Tree Walk, a walk for peace in the fall, which includes Jewish congregation, the Islamic Center, and several Christian churches.
- 4.) Together Colorado / Boulder County Interfaith Leaders Caucus (Immigrant issues)
- 5.) Catholics in Discernment Congregation holds two services a month at CUCC and participates in joint services such as Ash Wednesday.
- 6.) Summer Peace Camp organized by CUCC's Progressive Christian Education and 6 local Churches.
- 7.) Participating actively in providing funds and personnel in support of the Boulder Unitarian Universalist sanctuary project.

As we reflect on the time we expect being spent by the Pastor on community ministry and ministry in the wider church, we have expectations that significant time will be spent on community while time spent on the wider church would be largely at their discretion. We have significant lay involvement in the wider church and that allows the Pastor to be flexible in their time spent on the wider church.

MISSION InSite

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

- 1.) The aging patterns of the Boulder area show several seemingly-disparate trends: a decrease in the number of children four and under, but significant increases in school-age children, a significant decrease in people 25 to 34 years old and a significant increase in people 65 and over. (This poses the question of whether Boulder is becoming too expensive for newly-formed families.)
- 2.) Religiosity for the area is low and activity in religions is declining; of those with religious preference 33% are Evangelical Christians while 48% identified as spiritual. An opportunity exists to show that CUCC embraces Progressive Christianity. For example 8.6% of respondents showed very strong agreement that God is love and loves all. Climate Change, Economic Justice and sensible gun laws also showed very strong agreement; paralleling CUCC's core beliefs.

3.) Top reasons for non-participation in religious activities were: judgmental religions, mistrust of religious leaders, relevance of religion, strict and inflexible beliefs and boring sermons. All of these present a great opportunity to show the Difference in the UCC and specifically Community UCC.

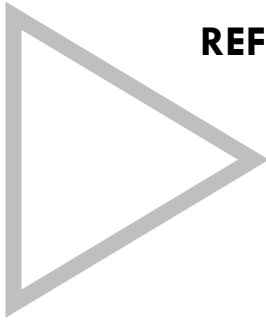
How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

a.) The Boulder area is 83% white/Caucasian and our immediate neighborhood slants even more white/Caucasian which is mirrored by CUCC's internal demographics.

b.) The wider area has more diversity, at 8.8% Hispanic/Latino, 4.7% Asian and 3.5% Black/African American and other ethnicities. These ethnicities are underrepresented in CUCC.

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

- Insight to this comes from our former pastor Pete Terpenning, "I used to always ask when people came to new member classes and the most common answer was 'online' and the second most common was that they lived in the neighborhood and decided to check it out- often after looking it up on line. Clearly web presence is important with our demographic."
- A Google search for 'progressive church in Boulder Colorado' yields 3 churches, Community UCC is the first listed in the mapping (alphabetically) of the three and has the first three non-paid listings.
- Also the congregation expands because people invite friends who they think would like CUCC.



REFERENCES

The persons who provided letters of reference are willing to be contacted for further information. Letters of Reference shown below.

To: CUCC Search Committee

Subject: Profile for Community UCC –

Over the past 13 years I have had the blessing to know the pastors and many of the parishioners of Community United Church of Christ (CUCC) in Boulder. I have spoken at their men's group, been to many of their fundraisers, participated in worship, and feel I have a good sense of the ins and outs of the church. Community United Church of Christ in Boulder is one of the congregations that exemplify the best of the United Church of Christ. They live out extravagant welcome, they live out environmental sustainability, and they live out standing up for those on the margins. CUCC is a church that I might call “Post-Christian.” They have managed to take integral parts of the Christian faith (social justice, inclusive love, grace, etc) and blend it together into a worshipping community that truly allows for people of all backgrounds and beliefs to be active participants. There are people who consider CUCC their church and yet are from a variety of religious backgrounds. CUCC sits as the base of the foothills just south of Boulder and just as its setting is idyllic, the space they occupy is equally peaceful. Whether it be in small groups, Sunday morning worship, Taize services, or a church council meeting, the “vibe” if you will of CUCC is one that brings a sense of joy above all else. It is simply one very special church.

Thanks!

Chris Gilmore, Pastor

The Sixth Avenue United Church of Christ

Denver, CO

Office: 303.393.1673

Email: chris@sixthavenueucc.org

REFERENCE 2



UNITARIAN UNIVERSALIST CHURCH OF BOULDER

May 12, 2018

Community United Church of Christ in Boulder is our partner! When we undertook a discernment process about whether to become a Sanctuary Congregation, we knew we couldn't do it alone. We reached out to the interfaith community in Boulder to gain support, and CUCC was one of the first congregations to step up and commit to accompanying us and our potential immigrant guests. Our congregation voted in the affirmative, and our guest, Ingrid Encalada LaTorre arrived in December 2017. The work began.

CUCC has numerous members who have been trained to volunteer in a variety of ways including:

- Covering 3 hour door shifts since our church building must be locked in the event Immigration and Customs Enforcement arrives
- Grocery shopping
- Laundry
- Organizing volunteer gatherings
- Play dates with Ingrid's 2-year-old
- Driving both of Ingrid's children to events, the park, library, and more

CUCC has also used their resources to develop two wonderful videos that depict the Sanctuary situation and the story of our guest. Those videos are being used by the wider community.

Members of CUCC are active in advocating for changes in the laws that create an immigration crisis in our country. Just this week, one CUCC member and I drove with Ingrid's two boys to the State Capitol for a press conference advocating for change.

Lastly, CUCC has raised money among their members to support Ingrid and our church.

It takes a very large village to do justice well. We are grateful for our faith partners at CUCC. I look forward to partnering with the new minister at CUCC!

Sincerely,

Rev. Kelly Dignan
Minister

Office: (303) 494-0195

Email: ministeruucb@gmail.com

REFERENCE 3

Dear CUCC Search Committee,

I'm happy to write a paragraph about some of CUCC's work in the wider community. Several years ago, members of the congregation invited me to facilitate a "Roots of Injustice, Seeds of Change: Toward Right Relationship with Native Peoples" workshop there, in preparation for a service trip to a reservation in South Dakota. Members of the congregation stayed in touch and one member has been trained to facilitate this workshop. Members also came to other events sponsored by the Toward Right Relationship project, which is based at the Quaker Meeting in Boulder. These included several screenings of the documentary film, "Two Rivers." From those screenings and discussions, we formed a grassroots group called "Right Relationship Boulder," and several CUCC members have been very active in this group. They hosted a potluck and screening of "Two Rivers" at CUCC, raised funds to support Right Relationship Boulder's project of "Welcoming the Arapaho People Home," and they are organizing an interfaith potluck dinner with our Arapaho guests in June. One CUCC member is also creating a design for bandanas that will be given as gifts to commemorate our "Welcome the Arapaho People Home" events this year. Speaking for the Right Relationship Boulder group and the four volunteer coordinators, we are very grateful for the collaboration and generosity of CUCC members and the church as a whole. We look forward to continuing to learn and stretch and grow together as we build relationships with the Native peoples of our region.

With warm greetings and good wishes,

Paula

Paula Palmer
Toward Right Relationship with Native Peoples
www.boulderfriendsmeeting.org/ipc-right-relationship
Office: 303 443-0402
Cell: 240 595 5993
Email: paulaRpalmer@gmail.com

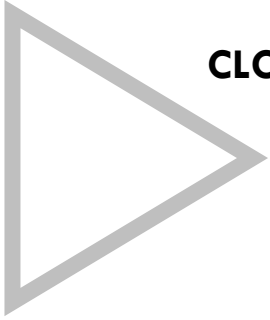
REFERENCE 4



For many, many years CUCC has consistently supported local non-profit Bridge House in a variety of ways. Bridge House offers programs to serve those experiencing homelessness, and CUCC has been wonderful in supporting this cause. Whether it's through their monthly volunteers at our dinner program Community Table, contributing gift-filled "stockings" over the holidays, or help with extra needs like toiletries or support for the Trainees in our employment program Ready to Work, CUCC has become a trusted partner of our mission. We are grateful for their support and genuine compassion for the most vulnerable in our community. Thank you, CUCC!

Peace,

Scott Medina
Bridge House | Volunteer Coordinator
720.235 .6050
scott@boulderbridgehouse.org
boulderbridgehouse.org



CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING THOUGHTS

We at the Boulder CUCC church want to welcome you with open arms, caring hearts, and optimistic dreams of what you have in store for us. Our search committee, in keeping with the diversity of our congregation, asks you to prayerfully ponder the following thoughts and invitations:

“Be the change that you want to see in the world”

“Service which is rendered without joy helps neither the servant nor the served”

“If you want real peace in the world start with children”

Gandhi

So I say to you : Ask and it will be given to you; seek and you shall find; knock and the door will be opened to you.

Luke 11:9 NIV

God’s plan for your life is a lot better than the one you’ve been working on.

Anonymous

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? *(for example, church council or consistory, transition team, etc.)*
Pastoral Search Committee, Coordinating Council, Alaunde Copley-Woods, Kamilla Macar, Alfonso Ramirez, Peter and Laura Terpenning, Linda Woods.
2. The Search Committee utilized a congregational wide survey, numerous small group meetings and even a suggestion box to gather input from the congregation, which is reflected in the CUCC Profile.

Signed:



Name: John Woods Title: Chair, CUCC Pastoral Search Committee Date: June 14, 2018

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: Associate Conference Minister.

Email: erin@rmcucc.org

Phone: 801-694-6300

Date: 7/2/2018

APPENDIX A – 2018 COMMUNITY UCC BUDGET

**COMMUNITY UNITED CHURCH OF CHRIST
2018 BUDGET**

Adopted by Council 1/11/2018, Approved by unanimous vote at 2018 Congregation Annual Meeting

	<u>2018 BUDGET</u>	<u>2017 BUDGET</u>	<u>2017 ACTUAL</u>
INCOME			
Pledges/Regular Contribution	205,000	225,000	232,837
Sunday Visitor Contributions	2,700	3,000	2,927
Food Coupons	6,000	7,000	6,690
Fund Raiser	10,000	10,000	11,861
Interest Income	4,000	4,000	5,570
Rent - Meadow Lark	21,004	20,094	20,392
Non-member Donations	9,600	10,000	10,631
Special Offerings	10,000	15,000	10,304
Net Income from Previous Year	<u>5,000</u>	<u>0</u>	<u>0</u>
TOTAL INCOME	<u>273,304</u>	<u>294,094</u>	<u>301,212</u>

CO-ORDINATING COUNCIL

Minister - Salary	50,838	40,875	42,536
Housing Allowance	25,800	30,000	29,300
Annuity	0	9,923	5,888
Car Allowance	1,500	1,500	958
Health Insurance	7,499	11,205	6,624
Life Insurance	0	709	591
Conferences/Mtgs/Resources	1,500	1,500	1,494
Social Security	5,863	5,422	5,495
Advertising	150	150	0
Office Manager	20,180	19,886	18,441
Admin Exp	3,000	3,000	2,937
Worker comp	2,000	2,000	1,335
Income Taxes	0	0	391
Pastoral Assoc	<u>7,956</u>	<u>7,725</u>	<u>7,725</u>
TOTAL COUNCIL	126,286	133,894	123,715

CHRISTIAN EDUCATION

Christian Educ Coord	27,788	26,982	26,982
Youth Coordinator	0	3,500	701
Sunday School Curriculum/Sup	1,800	2,050	2,013

Confirmation	0	200	232
Child Care	1,200	1,800	1,115
Emerging Youth Group	250	250	225
Sr Hi Youth	600	1,000	160
Continuing Education of CE Dir	600	1,200	474
Parent Educ	250	100	34
PCE Financial Aid	<u>500</u>	<u>0</u>	<u>0</u>
TOTAL CHR EDUC	32,988	37,082	31,936

SOCIAL ACTION

Per Capita Dues	2,700	2,619	2,619
O.C.W.M.	7,000	7,000	7,000
Community Mission	7,000	7,000	7,000
Habitat for Humanity Pledge	2,311	2,311	2,311
Special Offerings Expended	<u>10,000</u>	<u>15,000</u>	<u>10,304</u>
TOTAL SOCIAL ACTION	29,011	33,930	29,234

SPIRITUAL LIFE

Choir Accompanist	1,650	1,602	1,602
Pianist	6,774	6,577	6,116
Choir Director	2,850	2,767	2,767

Utilities	9,500	10,000	9,547
Projects	4,000	4,000	4,000
Land Rent	100	100	0
Maintenance Reserve	<u>0</u>	<u>3,000</u>	<u>3,000</u>
TOTAL PROPTY	52,641	54,377	47,881

Pastoral Search Committee	12,000	0	0
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MORTGAGE EXPENSE

Mortgage Interest 4%	0	1,450	1,011
Mortgage Principal	<u>0</u>	<u>10,778</u>	<u>11,270</u>
TOTAL MORTGAGE EXP	0	12,228	12,281

Sabbatical	<u>0</u>	<u>3,000</u>	<u>3,000</u>
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TOTAL BUDG EXP	<u>272,875</u>	<u>293,883</u>	<u>265,100</u>
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NET INCOME BUDGET	<u>428</u>	<u>212</u>	<u>36,112</u>
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APPENDIX B – 2018 COMMUNITY UCC STRATEGIC PLAN

COMMUNITY UNITED CHURCH OF CHRIST THREE YEAR STRATEGIC PLAN 2018-2021

I. NURTURE FAMILY AND INDIVIDUAL RELATIONSHIPS WITHIN CUCC

YEAR 1 - 2018-2019

- Encourage small groups as well as provide hospitality after the service. (FELLOWSHIP COMMISSION)
- Sages Luncheon plus multi-generations as part of the small groups. (FELLOWSHIP COMMISSION)
- Organize and document activities that are already in place - i.e. Maypole Potluck, end-of-summer barbecue, special events, memorial services. (FELLOWSHIP COMMISSION)
- New models of engagement including newly created Women's Group. (FELLOWSHIP COMMISSION)
- Redefine and support Fellowship Circles and reenergize the organization. (FELLOWSHIP COMMISSION)
- Design and complete renovation of pastor's office. (PROPERTY COMMISSION)
- Spring and Fall clean-up days. (PROPERTY COMMISSION)
- Reinvigorate and diversify membership in Property Commission. (PROPERTY AND NOMINATING COMMISSIONS)
- Encourage generational diversity on Commissions. (NOMINATING COMMISSION)
- Challenge people to think about their role in the congregation and where they might fit in, despite how busy everyone is most of the time. (NOMINATING COMMISSION)
- Combined Social Action/Fellowship activities. Ideas include a protest sing-along potluck, attend a concert, play or movie that has social significance. (SOCIAL ACTION COMMISSION)
- Develop more family & multi-generational oriented service projects. (SOCIAL ACTION COMMISSION)
- Develop Adult Ed programs with a focus towards social action. (SOCIAL ACTION COMMISSION)
- Provide adult care for some activities so caregivers can participate.
- Directly poll current families as to their preferred method to receive communications: email, text, social media, etc. and direct communications using preferred methods.(CHRISTIAN EDUCATION COMMISSION)
- Collaborate with other commissions; i.e. Spring 2018 PCE Social Action project with Social Action commission to support Ingrid Encalada
- Latorre and current conversations with CCC members to plan intergenerational projects. (CHRISTIAN EDUCATION COMMISSION)

- Develop Adult Ed programs with a focus towards social action.(SOCIAL ACTION COMMISSION)

YEAR 2 - 2019 - 2020

- Develop guidelines and procedures for all Fellowship groups and events (FELLOWSHIP COMMISSION)
- Encourage small groups as well as provide hospitality after the service. (FELLOWSHIP COMMISSION)
- Sages Luncheon plus multi-generations as part of the small groups. (FELLOWSHIP COMMISSION)
- Maypole Potluck, end-of-summer barbecue, special events, memorial services. (FELLOWSHIP COMMISSION)
- Spring and Fall clean-up days. (PROPERTY COMMISSION)
- Update audio visual in sanctuary. (PROPERTY, SOCIAL ACTION, SPIRITUAL LIFE COMMISSIONS)
- Renovate and upgrade bathrooms. (PROPERTY COMMISSION)
- Encourage generational diversity on Commissions. (NOMINATING COMMISSION)
- Challenge people to think about their role in the congregation and where they might fit in, despite how busy everyone is most of the time. (NOMINATING COMMISSION)
- Develop more family & multi-generational oriented service projects. (SOCIAL ACTION AND FELLOWSHIP COMMISSIONS)
- Develop Adult Ed programs with a focus towards social action. (SOCIAL ACTION COMMISSION)
- Provide adult care for some activities so caregivers can participate.

YEAR 3 - 2020 - 2021

- Document all Fellowship events. (FELLOWSHIP COMMISSION)
- Encourage small groups as well as provide hospitality after the service. (FELLOWSHIP COMMISSION)
- Sages Luncheon plus multi-generations as part of the small groups. (FELLOWSHIP COMMISSION)
- Maypole Potluck, end-of-summer barbecue, special events, memorial services. (FELLOWSHIP COMMISSION)
- Spring and Fall clean-up days. (PROPERTY COMMISSION)
- Re-upholster sanctuary chairs. (PROPERTY COMMISSION)
- Encourage generational diversity on Commissions. (NOMINATING COMMISSION)
- Challenge people to think about their role in the congregation and where they might fit in, despite how busy everyone is most of the time. (NOMINATING COMMISSION)
- Develop more family & multi-generational oriented service projects. (SOCIAL ACTION AND FELLOWSHIP COMMISSIONS)

- Develop Adult Ed programs with a focus towards social action. (SOCIAL ACTION COMMISSION)
- Provide adult care for some activities so caregivers can participate.

II. CONTINUE TO WORK FOR SOCIAL JUSTICE WITH MORE FOCUS

YEAR 1 - 2018-2019

- Learn about poverty in Boulder County to lay to groundwork for a 3 year focus. (SOCIAL ACTION COMMISSION)
- Pick a focus and continue education, collaboration and advocacy. (SOCIAL ACTION COMMISSION)
- Establish scholarship fund for service trips, youth trips and camps with ongoing fundraising to maintain. (SOCIAL ACTION COMMISSION)
- Institute regular postcard writing. (SOCIAL ACTION COMMISSION)
- Explore collaboration with other organizations and faith groups for advocacy and action to effect change towards social justice. (SOCIAL ACTION COMMISSION)
- Replace single pane windows. (PROPERTY COMMISSION)
- Replace current lighting with LEDS. (PROPERTY COMMISSION)
- Support the activities of other Commissions and individuals. (FELLOWSHIP COMMISSION)

YEAR 2 - 2019- 2020

- Pick a focus and continue education, collaboration and advocacy. (SOCIAL ACTION COMMISSION)
- Explore collaboration with other organizations and faith groups for advocacy and action to effect change towards social justice. (SOCIAL ACTION COMMISSION)
- Work to increase overall social action budget to 15% of CUCC budget. (SOCIAL ACTION COMMISSION)
- Replace current lighting with LEDS. (PROPERTY COMMISSION)
- Increase Parent Education budget to bring in speakers on topics that encourage difficult conversations on race, gender, and other trigger subjects. (CHRISTIAN EDUCATION COMMISSION)

YEAR 3 - 2020 - 2021

- Pick a focus and continue education, collaboration and advocacy. (SOCIAL ACTION COMMISSION)
- Explore collaboration with other organizations and faith groups for advocacy and action to effect change towards social justice. (SOCIAL ACTION COMMISSION)
- Work to increase overall social action budget to 20% of CUCC budget
- Replace current lighting with LEDS. (PROPERTY COMMISSION)

III. DEVELOP A RELEVANT BROADER FAITH EXPERIENCE

YEAR 1 - 2018-2019

- Promote our Progressive Christian Message by better signage. (SOCIAL ACTION AND PROPERTY COMMISSION)
- Incorporate outdoor worship into calendar. (SOCIAL ACTION AND SPIRITUAL LIFE COMMISSIONS)
- Connect with other faith communities and traditions for activities but also in our worship. (SOCIAL ACTION AND SPIRITUAL LIFE COMMISSIONS)
- Explore UCC Creation Justice designation. (SOCIAL ACTION COMMISSION)
- Be intentional about adding spirituality into our meetings and activities by adding readings, meditation, prayer, etc....
- Explore the spiritual basis for social action as well as to strengthen us as we work on social justice.
- Maintain labyrinth. (PROPERTY COMMISSION)
- Intergenerational Service Learning Weekend in Denver in the works for Oct 2018 with DOOR in conjunction with UCC Longmont.(CHRISTIAN EDUCATION COMMISSION)
- Community Peace Camp in partnership with 6 other Boulder County churches. (CHRISTIAN EDUCATION COMMISSION)

YEAR 2 - 2019 - 2020

- Design and renovate CE classrooms. (PROPERTY COMMISSION)
- Update audio visual in sanctuary. (PROPERTY, SOCIAL ACTION SPIRITUAL LIFE COMMISSIONS)
- Maintain labyrinth (PROPERTY COMMISSION)
- Community Peace Camp in partnership with 6 other Boulder County churches. (CHRISTIAN EDUCATION COMMISSION)
- Focus on bringing children and youth into worship life of church with new settled pastor. (CHRISTIAN EDUCATION COMMISSION)

YEAR 3 - 2020 - 2021

- Maintain labyrinth. (PROPERTY COMMISSION)
- Community Peace Camp in partnership with 6 other Boulder County churches. (CHRISTIAN EDUCATION COMMISSION)