

LOCAL CHURCH PROFILE

**UNITED CHURCH
OF CHRIST**



Northglenn United Church of Christ
Northglenn, Colorado

Pastor

Rocky Mountain Conference,
Metropolitan Denver Association

8/22/2018

LOCAL CHURCH PROFILE CONTENTS

Position Posting

Who Is God Calling Us To Become?

Who Are We Now?

Who Is Our Neighbor?

References

Consent and Validation

*"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: Northglenn United Church of Christ

Street address: 10500 Grant Drive, Northglenn, Co 80233

Supplemental web links: www.northglennunitedchurch.org

<https://www.facebook.com/northglennUCC/>

Additional ecumenical affiliations: N/A

Conference: Rocky Mountain Conference

Association: Metro Denver

UCC Conference or Association Staff Contact Person

Name: Rev. Erin Gilmore

Title: Associate Conference Minister

Phone: 303-984-9118

Email: erin@rmcucc.org

Summary Ministry Description:

We are a small congregation. We have an aging but devoted congregation that has been with the Church for many years and would love to see it grow and change with our community. We live in an area that is growing rapidly and we are looking for a Pastor that can help us serve the changing and growing community we live in.

We are small church with a big heart and God is doing great things here, with just a few dozen members we are able to pull together many resources for every mission we take up. Our Christmas basket program, which gathers and delivers food to needy families in the area, is a huge example of the potential our church has to help our neighbors and serve God. We see lots of potential to help many people around us, and are in search of a Pastor that sees this potential and helps foster it.

Photographs:



A small church with a big heart.



Our altar and sermon area.



Our memorial Labyrinth and meditation garden space.

What we value about living in our area:

We live in a warm and friendly neighborhood that is quickly growing; with hundreds of new families moving here every year. We are 30 minutes from Denver and all it has to offer, as well as the beautiful mountains and Boulder area. With open spaces, trails, wonderful schools and friendly neighbors, it's a unique and wonderful place to live and worship.

Current size of membership: 58

Languages used in ministry (other than English): None

Position Title: Pastor

Position Duration:

Settled, ½ - ¾ time; Negotiable. We're looking for someone truly dedicated to our church family who is willing to stay for a long time.

Compensation Level:

½ - ¾ Time; Negotiable

Does the total support package meet conference compensation guidelines?

Yes

SCOPE OF WORK

Preparing and leading Sunday worship including studying scripture, crafting the liturgy and sermon, and coordinating with staff to develop Sunday Service. We need a leader who is willing to take the church in new directions and help build new membership; including engaging with the community in activities and events developed by the church. Our community is growing quickly and our church wants to keep up with that growth. We have many ideas on how to bring new members in, and how to engage our community.

We have a number of mission projects that have already been established and work very well. We may be a small group but we can really help a lot of people when the need is there. We are looking for someone who sees the amazing potential our church has, can support the mission work we already do and also help us step up to the next level and help even more people in our community.

We are also searching for someone who can respect the traditions of our well established church while also bringing about the change we need to grow with our community. While we all, as a church family, understand changes need to be made to bring new members in, we also agree that part of what keeps us coming back every week is our traditional services. We don't want to be a huge, showy, rock-band kind of church, and we don't want to see our church changed so much we don't even recognize it. We are looking for a Pastor that can balance the old with the new; help bring us up to date, while also holding onto our traditional values and core ideas.

It's a lot to ask from anyone, however with God's help, we can find the Pastor who can help us see our true potential as a church.

Core Competencies:

When discussing core competencies, everyone agreed that the most important part is that our Pastor feels warm, friendly and like family. When asked what they like most about NUCC our members say a sense of being "part of a family" is the highest priority. We are looking for a Pastor that is approachable and relaxed; someone that can talk freely with the members and make them feel welcomed. They need to be engaging and entertaining in the sermon, knowledgeable and inclusive. They need to be strong in leadership and willing to put a lot of work into bringing about the changes the church needs. Our new Pastor also needs to be open to the opinions of the members of the church, and listen to those who have been here since the church opened 58 years ago.

With our aging congregation there is a strong need for spiritual guidance for those who are ill. Many of our members are struggling with different hardships, so there is a need to be available for those seeking comfort and spiritual guidance.

Finally, we need a Pastor that appeals to the younger generation. We currently have a Sunday school room and separate nursery that gets very little use. We have a handful of wonderful members who are willing to teach Sunday school and ideas have been tossed around about a youth group and summer programs.

COMPENSATION AND SUPPORT

Salary Basis: \$36,000 per year; total compensation package

Benefits:

Compensation package to be divided as needed. 4 weeks of vacation time also available.

What is the expected living situation for your next minister?

Our Pastor should live close enough to the church to be available as needed

Residential/commuting expectations for your next minister.

Our Pastor needs to live close enough to the church to be available as needed

State any incentives:

Possible salary or benefit increase, based on growth of membership

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

Support is available through the Clergy Cluster

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment:

This is a part time position. We can be flexible and accommodating to our new Pastor's other needs, such as outside employment, family needs and vacation requests.

WHO IS GOD CALLING TO MINISTER WITH US?

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

The ministry goals envisioned for NUCC are new members and new missions to help our community. We want to reach out to the members of our community and share what a wonderful family we have formed in our church. We want to be the change we need in our community. We have a citizenship class run by a couple of wonderful members of our church that has helped many people learn what it takes to become a citizen of our country.

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 new pastor being a fresh light in the darkness; a way to set change into motion and bring new people into our church family. We expect them to be dedicated to our members and community, and feel the same drive we do to keep our church not just afloat but flourishing. We are looking for ways to increase our exposure, utilize social media and advertising in our neighborhood and support our church in keeping up with a quickly changing world. We want our new pastor to be engaging, informative and innovative in the changes our church needs.

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

Northglenn UCC does not have any specific language or cultural requirements at this time. While our immediate neighborhood is predominately white, non-Hispanic, there is a large Spanish speaking population just a few miles from the church. This could potentially be a growing edge for our congregation.

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.

Four areas of excellence our new Associate Pastor will display include:

STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS

- Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
- Living in relationships of covenantal accountability with God and the Church.
- Exhibiting strong moral character and personal integrity. Respecting the dignity of all God's people.
- Understanding and ministering to stages of human development across the life span.
- Demonstrating excellent communication skills.

BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS

- Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.
- Strategically creating the future of God's Church.
- Witnessing in the public square to God's redeeming power.
- Performing necessary and appropriate administrative tasks.
- Working collaboratively with intercultural awareness and sensitivity.
- Encouraging leadership development of self and others through continuing education and lifelong learning.

ENGAGING SACRED STORIES AND TRADITIONS

- Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament.
- Maturing in effective proclamation and preaching.
- Understanding the history of the Christian Church, from biblical times forward.
- Bringing life to sacred stories and traditions in worship, proclamation, and witness.

- Leading faith formation effectively across generations.
- Holding the Holy with integrity especially as represented in the Sacraments

EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE

- Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship.
- Praying actively and nurturing spiritual practices.
- Being called to ordained ministry by God and the Church.
- Continuing discernment of one's call in community.
- Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.
- Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.

WHO IS GOD CALLING US TO BECOME?

Who is God calling you to become as a congregation?

God is calling us to become a more inclusive Church that is better equipped to reach out and serve those in our community. We hope to cultivate new relationships around our area and help them in new and exciting ways. We hope to serve those in need in our neighborhood in ways we have not yet accomplished.

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

God is calling us to better identify the needs of our neighbors, what is keeping them from attending any church, and what we can offer them to make them excited to come. We will need to be more open about our faith, why we are here and what God has done in our lives that makes us want to learn more. Why we keep coming back and how to serve his people.

We have started a Facebook page to gain better exposure in our local community. We are also starting to update our website to help attract more people. We held a book study and discussion about the

Muslim religion. We have reached out to our local Muslim mosque to help build a bridge between our communities.

There are also many members who are interested in reaching out to the local LGBTQ community to let them know we are welcoming and inclusive towards them.

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.

We see our life of faith as going beyond just Sunday Service. We offer classes to help us grow in faith. We take care of each other when we fall ill or experience loss. We are truly a family who prays for each other when needed and praises God when blessings are bestowed on us.

Describe several strengths or positive qualities of your congregation.

A lot of our congregation have been members since the church was founded in 1960, while others have come and stayed because they instantly feel like family as soon as they walk through the door. The inclusive, no pressure attitude that embodies our church is what has brought people in and kept them here for years.

. Our mission work is outstanding; for every cause we take up we can raise significant funds. Over the years we have donated thousands of pounds of food to the community and last year our Christmas Basket fund raised enough to feed up to 120 hungry families in our neighborhood. We have also worked closely with Growing Home to help provide meals through their foundation.

Describe what worship is like when your congregation gathers.

Worship at NUCC is pretty traditional; gathering music is played and sung while everyone is entering and finding their seats, then announcements about the church are made. We have an accompanist that plays while we bring in the light, there's a responsive call to worship and a hymn is sung. There is an invocation which we say in unison, and then the Pastor encourages the passing of the peace where we can greet our friends and neighbors. We have a beautiful choir that sings every Sunday. We have a children's time, when kids in the congregation can come up and share their thoughts with the members before they head off to Sunday school. We then have a "Joys and Concerns" time when we can ask for prayers for those in need and share the joys in our lives. We finish this time with joining together in the Lord's Prayer.

Scripture is read and the Pastor gives the sermon, followed by our offering and doxology. Another unison prayer is said to dedicate the offering followed by a closing hymn. We close by saying our vision statement together and carrying the light into the world, set to music.

We would like to embrace technology more during the service and have many ideas; such as using the projection system during the service so less people have to look at their bulletins. We have added more modern music sung by members of the choir. We would love to embrace more new ideas to make our service time more engaging and welcoming to all.

After service we serve snacks and drinks, to encourage those who have come to the service to get to know us better and hopefully come see us again. We also have special services during Holy Week and Christmas; our candlelight Christmas Eve service is particularly beautiful and special.

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

We have lots of interest in our educational opportunities for adults; such as our adult bible study, book clubs and special studies as needed. We offer 2 classes to help immigrants as well. We offer a beginning English class for those wanting to learn English. We also have a citizenship class that polishes their English and teaches US history, civics and geography. The purpose of this class is to help them pass the

naturalization test and become a U.S. Citizen. We look forward to expanding on these classes and adding more as the desire or need arises.

While we don't have enough children to really form a youth group, we do have plenty of ideas that we would love to start if given the chance. We are ready to start youth-based summer courses and events such as movie nights and game nights.

Describe how your congregation is organized for ministry and mission.

Committees are formed as needed and the decisions are communicated through the monthly bulletin, within Council and Trustee meetings and through word of mouth every Sunday. The Trustees, Diaconate and Council meet each month. The Mission Committee meets quarterly, or more often if needed.

- **When it comes to decision-making, how many hours are spent in meetings per month? 5**
- **Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?** Any financial, property or other problems are immediately addressed by the Trustees and Deacons. Appropriate action is taken as soon as possible.
- **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

11-YEAR REPORT

Church#: 690710

Assoc: 676

Schedule: 0

Northglenn United Church of Christ

Northglenn

CO 80233

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	101	55	4	0	0	0	0	0	0
2007	102	43	8	0	2	3	4	0	1
2008	80	43	8	0	1	0	3	20	-22
2009	81	43	8	0	0	1	0	0	1
2010	84	41	10	0	0	6	1	2	3
2011	88	41	6	0	0	7	1	2	4
2012	88	41	6	0	0	0	0	0	0
2013	88	34	7	0	0	0	0	0	0
2014	68	37	11	0	0	0	1	19	-20
2015	63	39	15	0	0	2	5	2	-5
2016	59	39	21	0	3	3	2	8	-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	\$89,039	\$0	\$3,650	\$1,513	\$5,163	\$0	\$5,163	4.10	\$94,202	\$0
2007	\$95,265	\$26,552	\$2,433	\$2,367	\$4,800	\$2,406	\$7,206	2.55	\$129,023	\$91,890
2008	\$97,781	\$21,751	\$3,653	\$2,698	\$6,351	\$10,918	\$17,269	3.74	\$136,801	\$96,921
2009	\$96,401	\$16,963	\$3,650	\$1,954	\$5,604	\$6,265	\$11,869	3.79	\$125,233	\$93,028
2010	\$93,089	\$7,490	\$1,825	\$1,852	\$3,677	\$6,863	\$10,540	1.96	\$111,119	\$92,999
2011	\$103,900	\$0	\$3,650	\$3,917	\$7,567	\$6,506	\$14,073	3.51	\$117,973	\$96,346
2012	\$103,900	\$0	\$1,172	\$3,811	\$4,983	\$0	\$4,983	1.13	\$108,883	\$0
2013	\$97,043	\$1,595	\$1,200	\$3,747	\$4,947	\$7,022	\$11,969	1.24	\$110,607	\$88,939
2014	\$99,107	\$0	\$1,200	\$1,507	\$2,707	\$1,656	\$4,363	1.21	\$103,470	\$88,357
2015	\$97,017	\$2,635	\$1,200	\$2,487	\$3,687	\$4,752	\$8,439	1.24	\$108,091	\$81,715
2016	\$76,741	\$0	\$1,400	\$1,427	\$2,827	\$2,165	\$4,992	1.82	\$81,733	\$65,774

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2011-2016	-32.95	-4.88	250.00	-14.29	233.33	-26.14	-62.64	-30.72
2006-2016	-41.58	-29.09	425.00	0.00	0.00	-13.81	-45.25	-13.24

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	58	
Number of active non-members:	1	
Total of church participants (sum of the numbers above):	59	

Percentage of total participants who have been in the church:

		<i>Is this percentage an estimate? (check if yes)</i>
More than 10 years:	64%	
Less than 10, more than 5 years:	20%	
Less than 5 years:	16%	

Number of total participants by age:

0-11	12-17	18-24	25-34	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
4			6	5	7	14	24	x

Percentage of adults in various household types:

		<i>Is this percentage an estimate? (check if yes)</i>
Single adults under 35:	0	X
Joint household with minors:	3	x
Single adults age 35-65:	4	X
Joint household with no minors:	12	X
Single adults over 65:	15	x

Education level of adult participants by percentage:

		<i>Is this percentage an estimate? (check if yes)</i>
High school:	100%	
College:	26%	x
Graduate School:	3%	X
Specialty Training:	7%	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:	17%	x
Adults who are retired:	64%	x
Adults who are not fully employed:	12%	x

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

Medical, Education, Engineering, Music, Clerical, Business

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?

English speaking Caucasian, though our diversity comes from many denominational backgrounds. We would welcome a much bigger variety of members and are open to trying new ways to bring them in.

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.

We have not had this resource before, nor have we had a conversation about such resources.

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	10	Pastor and lay leaders
Baptisms <i>(number last year)</i>	1 with 35-40 people involved	Pastor, deacons, moderator, musician
Children's Groups or Classes	1-4	educators
Christmas Eve and Easter Worship	35-40	Pastor, deacons, entire church family
Church-wide Meals	35	Deacons
Choirs and Music Groups	12	Choir director and piano player
Church-based Bible Study	5-10	Lay leaders
Communion <i>(served how often?)</i>	35 people/ 1 every month	Deacons
Community Meals	90	Planning committee
Confirmation <i>(number confirmed last year)</i>	0	
Drama or Dance Program	0	
Funerals <i>(number last year)</i>	2	Pastor
Intergenerational Groups	0	
Outdoor Worship	0	
Prayer or Meditation Groups	0	

Public Advocacy Work	5	Missions committee
Retreats	0	
Theology or Bible Programs in the Community	0	
Weddings (<i>number last year</i>)	0	
Worship (time slot: _10:30_)	35	Pastor, Music director and deacons
Worship (time slot: _____)	0	
Young Adult Groups or Classes	0	
Youth Groups or Classes	1-4	Education committee
Other		

Additional comments: None

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)
Jack Wieczorek	3 way	Church	interim	no

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: N/A

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staffperson 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
Secretary	Pastor, Deacons and trustees	p/t	Minister, deacons and trustees	7 years
Music	Suzie	p/t		25-30 years
Organ	Patti	p/t		10 years

REFLECTION

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

We are a small church with a big heart. We come together and help our community as much as we can. When we set a goal, such as our different missions throughout the year, we go above and beyond what is expected. Every year we raise significant funds to give needy families in the area a Christmas dinner they could not afford otherwise. We are strong and dedicated to God and doing his will in our community. Despite hard times and bumpy roads, Love brings us together and makes us strong.

CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$64,660
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	\$2000
Gifts Designated for a Specific Purpose	\$4800
Grants	\$0
Rentals of Church Building	\$10,800
Rentals of Church Parsonage	\$0
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$0
Transfers from Special Accounts	\$0
Other (specify): Grocery gift cards	\$3500
Other (specify):	\$0
TOTAL	\$85,760

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

\$79,065

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

49.5%

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%)

1.5%

What is the church's current indebtedness? None

Total amount of loan debt: n/a

Reason for debt: n/a

Are capital and other payments current? n/a

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.

None

If the church has had capital campaigns in the last ten years, describe: None

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

		\$	\$	
--	--	----	----	--

If a capital campaign is underway or anticipated, describe: None

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

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

Does your church have an endowment? No

What is the market value of the assets?

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

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

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

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

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$22,004

Investments (other than endowment): \$0

Does your church have a parsonage? No

Fair market rental value of the parsonage:
How is the parsonage used?
Street / City / State / Zip:
Finished square footage:
Number of Bedrooms, Number of Bathrooms:
Assessed real estate value:
Available for minister residence: Y/N
Expected minister residence: Y/N
Condition of structure, systems and appliances
Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church: Church building and 2 storage sheds.

Describe non-owned buildings or space used or rented by the church:
none

Which spaces are accessible to wheelchairs? Worship space, fellowship hall, restroom and kitchen

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

Budget is based on pledges and history of loose offerings and projected ongoing operating expenses.

PROJECTED 2017 INCOME

Pledges (25)	56,660.00
Rent COB	10,800.00
Prior Year Carryover	3,425.00
Garage Sale	1,000.00
Loose Offering	<u>8,000.00</u>
TOTAL PROJECTED INCOME	\$79,885.00
	\$ 76,460.00

BLDG. IMPROVEMENT RESERVE
(King Sooper Gift Cards) **\$25,733.00**

**NOTE: We have a carryover of
\$1777.00 from the Christmas
Basket program for use next year.**

PROJECTED 2017 EXPENSES**ADMINISTRATION:**

FICA (Secr.)	390.00
Office Supplies	800.00
Copier Lease	1,650.00
Per Capita (Conf. fees)	530.00
Per Capita (Assoc. fees)	80.00
Communications	1,300.00
Postage	250.00
Secr Wages (34 hrs. mo.)	5,100.00
Insurance: G.L. & Wk. Comp.	<u>3,333.00</u>
ADMINISTRATION TOTAL:	13,433.00

BUILDING MAINTENANCE:

Cleaning Service	5,200.00
Gas & Electric	3,200.00
Housekeeping Supplies	400.00
Labyrinth Care	600.00
Lawn/Shrub Care	2,500.00
Snow Removal	1,150.00
Trash Removal	700.00
Water & Sewer	2,000.00
Misc. Maint. (Boiler svc.etc.)	<u>1,000.00</u>
BLDG. MAINT. TOTAL:	16,750.00

MISSION/STEWARDSHIP:

Our Church's Wider Mission	1,200.00
Quarterly Missions	1,200.00
Stewardship	<u>200.00</u>
MISSION/STEWARDSHIP TOTAL:	2,600.00

INTERIM PASTOR (3/4 TIME):

Base Salary	16,400.00
Housing Allowance	14,400.00
Retirement fund	4,312.00
Life & Dis. Insurance	462.00
FICA	2,356.00
Meetings/Travel	800.00
Misc. Reimburs. Expenses	<u>400.00</u>
PASTORAL MINISTRY TOTAL:	39,130.00

WORSHIP PROGRAM:

Bulletins	280.00
Diaconate	400.00
Guest Ministers (2 @ \$150.00)	300.00
Music Director Salary	3,400.00
Organist/Keyboard	2,600.00
FICA (Org/Keybd Music Dir.)	<u>459.00</u>
WORSHIP PROGRAM TOTAL:	7,439.00

TOTAL PROJECTED EXPENSES: \$79,352.00

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.

Even though this happened a little more than 10 years ago we believe the following event shows what our congregation can accomplish. The member of our church made special pledges to cover the expense of adding a new Fellowship Hall and Kitchen to our main church building. The use of monetary reserves, generous pledges from members and equipping the new kitchen with funds from our Women's Fellowship, our congregation made possible a badly needed addition to our church. This project has helped in many ways to better serve this church's purpose in our community.

When asked, the events that made an impact on the congregation were mostly community based. Our Christmas Basket program was the #1 response as well as other specific examples of our church coming together and giving to families in need. Last year's first Meet and Greet dinner, hosted to reach out to the local community, was a huge highlight in many people's memories.

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

We have started a program of Gathering Music. We wanted to try and introduce some contemporary Christian music into our service on a regular basis. We take suggestions from the congregation, download the songs and lyrics onto our church computer and project the words onto the screen in the sanctuary. The music is led by 2-3 members of the choir. We sing 2 songs to start our service and change them monthly. We have been pleasantly surprised to see most are enjoying this new adventure and we hope to build upon this new change with more musicians, singers and music choices.

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 2015 the decision was made to ask our pastor to retire because of health concerns. Approximately five years before this the pastor had a serious

medical episode causing him to be in ICU for thirty days. He was unable to serve as our pastor for six months.

He recovered but was never quite the same and his health deteriorated over the next several years. It became clear to members of the church that performing his duties was becoming too much of a burden for the pastor. A few members did not want to see the pastor retire and resented the conversation being mentioned. The pastor had stated from the pulpit that he would not retire. It was a difficult time for our church and three members did decide to leave the church.

When it became clear to the majority of the congregation that the pastor was no longer able to lead, a small group of members asked the conference for guidance in resolving this situation. The search then began for our current interim pastor.

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

Staff member's name	Years of service	UCC Standing (Y/No)
John Bliss	10 (1988-1998)	Y
Joan Erickson	1 (1998-1999)	Y
Kay Grice	1 (1999-2000)	Y
Lynn Strandt	2 (2000-2002)	Y
Calvin Kemper	13 (2002-2015)	Y
Jack Wieczorek (interim)	2 (2016-present)	y

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

We need a strong leader who is willing to settle in for the long haul with us. There is a lot to be done in our church and our congregation has the heart and minds to make real change; not just within our church, but in our community as well. We are ready for change and we need a settled Pastor that

can help us achieve that. We need someone who is open, honest, kind and easily approachable. We need someone who fits in with our “small church, big heart” atmosphere here at NUCC. The number one quality that keeps people coming back is how warm, open and accepting we are. Every person we asked said they felt like a member of a family when they walked through our front doors. This is very important to us and we believe if we can share this feeling with more people in our neighborhood we would have no problem filling our pews every Sunday.

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

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?

COMMUNITY VISION

MISSION INSITE

COMMUNITY VISION

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

Our Christmas Basket program every holiday season feeds 75-120 families every year. These huge boxes of food are put together in one single day and many are hand delivered by families in our church and included pounds of potatoes, rice, flour, many different canned goods and a full turkey. For many families in our area it means a beautiful Christmas dinner when otherwise they would go without.

Our Woman's Fellowship provides assistance to families in need throughout the year. Families coping with the loss of a loved one can speak with the fellowship and receive aid in many different forms. They have also worked with Growing Home to provide donations and resources for their foundation.

Last year, when discrimination and hate crimes were at an all-time high towards our Muslim brothers and sisters, our church hosted a book study on “No God but God” by Reza Aslan. This book compared the Muslim religion with other popular religions and allowed the congregation to discuss openly the ideas and beliefs that were clearly under fire in our country. This led to us reaching out to a local Muslim Mosque to become more familiar with the people and religion. The outcome was very positive and we as a church would love to build upon this new found friendship.

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

The Pastor is the primary participant in wider UCC activities.

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
- ☐ God Is Still Speaking (GISS)
- ☐ Immigrant Welcoming
- ☐ Inter-cultural/Multi-racial (I’M)
- ☐ Just Peace
- ☐ Global Mission Church
- ☒ 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?

NUCC strives for all of the above statements of witness. We want to include all members of our community and working towards these statements would widen and strengthen our member base. All of the common areas of our church are wheelchair accessible, we have headsets for the hearing impaired available and each Sunday sermon is detailed in the hand out as well. We have a local reputation for being welcoming to the LGBTQ community but we are striving to widen our reach in that area as well.

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

We work closely with the Church of the Beloved; the Ecumenical Catholic Church that rents our church. We occasionally do joint services and pot lucks and have worked together on missions projects. We have also talked about hosting a dinner with the Muslim Mosque to help foster that friendship.

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.

NUCC takes its mission statement to heart and applies it the way God would want us to. Every Sunday our members gather for service then spend time sharing a small meal afterwards. The Fellowship and Mission Committee are very committed to their work and the proof is seen in the community. Funds are raised every year for food, clothing, bills and other expenses for needy families. Emotional support is given to those who are suffering from illness or the loss of a loved one. Everyone who is a member here goes above and beyond what would normally be expected of someone and they do it willingly and with a smile on their face.

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?

In addition to the usual requirements, and with time permitting, our congregation will support the Pastor's participation in the wider Church community.

MissionInSite

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

Our MissionInSite report shows that our neighborhood has a steady population growth, with about 57% being white and almost 35% being Hispanic/Latino ethnicity. The average household income is steadily increasing as well, though it's below the state average. Our area comes in at about \$75,000 per year where the state average is about \$85,000. It also shows that about 36% of the people in our area are Evangelical Christians, but 43% just consider themselves a spiritual person. Lastly, the report shows that the average age of our population is increasing with a projection of almost 5% of our population age 65 and over in the next 10 years.

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?

We feel our demographics are pretty similar to others in our area. We do have an aging community that may be a little more robust than other areas. We also have a large Latino population compared to other neighborhoods, probably because our housing cost is below the state average.

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

There is an increased need for financial aid because of the rising cost of housing and bills. We have seen more transient families come through our doors asking for help, which we do our best to provide. With our large Hispanic/Latino population we expect our ESL class to have increased interest as well.

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

Our church is known as the small church with the big heart. We reach out to people in our community and give them all we can. We work closely with the local school to provide food, clothing and school supplies to any family that may need them. We also work with the Police department and have provided aid to families in the Victim Advocate Program.

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

Most people say they feel like family as soon as they walk through the door. We are warm and welcoming no matter who you are or what your background may be. This warm, family-like atmosphere is what everyone talks about first when asked about our church. Those that get involved with our mission work are overwhelmed by the amount of love, caring and sharing that is involved in every cause we take up. Whether it's gathering thousands of pounds of food for people in the neighborhood, collecting coats and warm clothes for kids in winter or taking up a collection for a needy family the response is always overwhelming.

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

Lori Bailey; Principal, Stukey Elementary
303-521-2012, Lori.L.Bailey@adams12.org

REFERENCE 2

Rev. Kae Madden; Pastor @ Church of the Beloved ECC
maddenk@msn.com

REFERENCE 3

Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)

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.

May 20, 2018

To Whom It May Concern

Stukey Elementary School serves a very diverse population of 420 students in Northglenn, Colorado. 88% of our students qualify for free or reduced lunch, meaning that these students and families live below the poverty line, and struggle on a daily basis to make ends meet. Our school has been a part of the Northglenn Community since December of 1967, and our students, both past and present, see Stukey Elementary as part of who they are as an individual.

It is my belief as an educator that it is our role to do anything we can to ensure our students and families are educated, safe, fed, and warm. Without the support and relationship we have with the Northglenn United Church, these things would not be possible. I am so very thankful for all the support this congregation has provided us over the last several year.

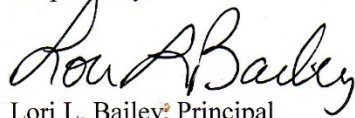
The Northglenn United Church has provided us with a number of supports and resources that include (but most certainly are not limited to)

- A scholarship fund to support students with after school care costs
- School supply drives/donations
- Financial support for technology purchases
- Holiday gift and food baskets for more than 50 families annually
- Non-perishable food donations to help families in immediate need of supplies
- Clothing/coat drives to ensure our students are warm and clothed all year long

I am personally so grateful for the help and support of this church community. The membership is so engaged in our students and families. Our school choir has had the pleasure of singing with the church choir on multiple occasions, giving our student the opportunity to perform in multiple settings, and to be part of a fellowship. It has been a true gift to have the opportunity to work with the Northglenn United Church.

If I can provide support in any way, please do not hesitate to contact me.

Respectfully,



Lori L. Bailey, Principal

Stukey Elementary

(303)521-2012

Lori.L.Bailey@adams12.org

May 8, 2018

Reference for Northglenn United Church of Christ

Submitted by Rev. Kae Madden

To Whom It May Concern:

I am happy to reflect upon my observations and interactions with members of the Northglenn United Church of Christ. I am the pastor of Church of the Beloved Ecumenical Catholic Community. The NUCC has generously shared space with us since 2004. When we approached the church to inquire about "planting" a church and use of their building, we were delighted by their response. After discernment, they declared that they could support a mission "out there" in the world or support a mission "right here." Our theology regarding inclusivity is compatible. Although technically we are in a landlord-tenant contract, we live our relationship in covenant, holding the highest and best for all concerned.

Generosity flows through this community. It isn't easy to adjust the well-worn paths of tradition and Tradition to welcome a growing new church from a different tradition. The members of the NUCC have been flexible, open to new ideas, grateful for some support in creative liturgical environment, and supportive of our efforts in every way.

As the years have gone by, we have shared some outreach ministries and some ecumenical prayer moments, both formal liturgies and informal prayer gatherings such as All Souls. We traditionally celebrate Ash Wednesday together and Holy (Maundy) Thursday. We recently launched an Ash Wednesday outreach, taking the ashes "to the streets" with full support of both congregations.

The community is committed to mission/outreach and focuses their efforts in the local neighborhood when possible. Their work with the neighborhood school is exemplary as well as their well-established Christmas basket distribution.

As a former Roman Catholic, I was initially amazed at the lay empowerment of the NUCC. The lay leaders take full ownership of the church, worship, outreach. They are self-sufficient and often Christian adult education is lead by a lay leader. I was privileged to preside on a Communion Sunday when their pastor was hospitalized and was greeted warmly.

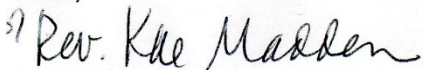
As is often the case, sometimes our strengths are also weaknesses. An ability to "get by without" a pastor in one way or another will likely surface in making space for a pastor. My perception is that a newly appointed pastor will need to dig deeply to know what the lay leadership seeks in pastoral leadership. What is their felt need? Leading worship only? Are they willing to vocalize and accept leadership? What level of trust will be offered in innovation? This, of course, will be a work in progress.

I recently engaged in a conversation with a strong leader and we discussed outreach to our local community which has a good percentage of Latino/Mexican/Hispanic heritage. Are we willing to innovate and change our well-established practices and norms of worship to accommodate other cultures or would we like growth to assimilate within our current culture? Neither response is right or wrong, we just need to have clarity in our communities in terms of expectations.

We look forward to continuing to grow with each other, perhaps additional shared services, and expanding the areas in which we have common goals. We are meeting this summer to see if there is value in combining our mission/social justice committees. We seek synergy as the Holy Spirit leads.

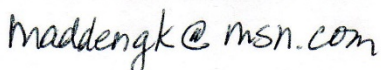
You are welcome to contact me at 720-232-1562. May the Spirit lead this process and point our sister church toward the next 50 years.

Peace,



Kae Madden

Pastor, Church of the Beloved ECC



CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

Gracious calling God, call on us with your grace again and again. Renew us daily in the peace, hope, and eternal life we have been promised and which we have been called to proclaim. As we work to call a pastor to our congregation, may we count on the prayers of all members of this community of faith to uphold us, just as we trust your Spirit to guide us. We remember, God, you are the One who called us first. Amen.

STATEMENT OF CONSENT

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

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? (*for example, church council or consistory, transition team, etc.*)
2. Additional comments for interpreting the profile:

Signed: *Travis McLaughlin*
Name / Title / Date:
Bob [unclear] 8/12/18 SEARCH COMMITTEE
Kim Yakel 8-12-18
Kathryn Hullbert 8/12/18
Carol Stanley 8/12/18
Linda Saltern 8/12/18
Bruce Wam - Chair - Search Committee
8/12/18

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: Erin Gilmore/Associate Conference Minister

Email: erin@rmcucc.org

Phone: 303-984-9118

Date: 8/22/2018

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