

LOCAL CHURCH PROFILE



Salem United Church of Christ
5300 E. Florida Ave.
Denver, Colorado 80222

Settled Pastor

Rocky Mountain Conference, Metro Denver Association

*"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)*

LISTING INFORMATION

Church name: Salem United Church of Christ

Street address: 5300 E. Florida Ave Denver, Colorado 80222

Supplemental web links:

Conference Rocky Mountain

Association Denver Metro

UCC Conference or Association Staff Contact Person

Name: Sue Artt

Title: Conference Minister

Phone: 303-984-9118

Email: sue@rmcucc.org

Name: Erin Gilmore

Title: Associate Conference Minister

Phone: 801-694-6300

Email: erin@rmcucc.org

Summary Ministry Description:

Salem has a long spiritual history in Colorado. We are working to keep that history going and to grow with our new spiritual leader. We have a strong fellowship of dedicated and hard working people. Salem is the extended family that fills the needs of many, and we seek to share this sense of family with those searching for a place to grow in their faith. As in many churches, we have had a decline in membership, and we are looking for a leader to help us grow and thrive. We are a strong church, seeking the vision for our church community.



Sanctuary at Christmas time.



View of the Church from Florida Ave.



Church members at various church and community events.



What we value about living in our area:

Salem is located in southeast Denver. We are located in a neighborhood with many parks, public and private schools, Child care centers, medical facilities, shopping centers, malls and many businesses. We are close to downtown, the plains and the mountains. Public transportation and highways are close. Colorado has vast varieties of outdoor activities including, hiking, biking, skiing, fishing, and camping and many others.

Current size of membership: 56

Languages used in ministry: *English*

Position Title: $\frac{3}{4}$ time Pastor / Full time Pastor

Position Duration: Settled

Compensation Level: Full Time - $\frac{3}{4}$ Time

Does the total support package meet conference compensation guidelines? Yes

SCOPE OF WORK:

Salem is seeking a spiritually energized pastor who is prepared to lead. We are a diverse group of worshipers, and seek a pastor who embraces and speaks to that diversity. One who leads us in scripture, guides our ministries, helps plan music with our music director, has a positive enthusiasm, and engages with our congregation.

Salem's pastor must be willing and able to assist other church leaders in clarifying our vision and developing a strategic plan for Salem. We expect our minister to participate with us and lead our representation in the wider church activities such as Conference and Association meetings, and be a visible representative of the church to the local community and outside organizations. We seek a minister to lead us in spirituality, community, and church growth.

The pastor will be responsible for supervising paid staff and working with the church ministries, church council to develop programs and resources to achieve the long-term goals of Salem.

Core Competencies:

1. The ability to confidently craft and deliver worship services that inspire, challenge and engage the congregation with earnest compassion and scriptural theological context.
2. The self-assurance to work collaboratively with the lay leadership to proactively identify and resolve issues and problems, and effectively and constructively manage conflict and disagreement.
3. An entrepreneurial spirit that can effectively translate our vision and opportunities into action and results, and is able to provide, solicit and accept feedback on the journey.

COMPENSATION AND SUPPORT

Salary Basis: \$48,000

Salary plus Benefits: Salem offers a benefit package valued at approximately \$12,000 (Health insurance, life insurance, annuity)

Salary includes Optional Benefits: Yes

What is the expected living situation for your next minister:

There are many houses and apartments in the Virginia Village and surrounding neighborhoods, as well as a large on-grounds parsonage that could be utilized by our Pastor.

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

We expect that our pastor will live within a ten mile radius of the church but would leave the choice of the location to him or her. Factors such as cost, location, environment, commuting distance, etc. are personal decisions based on the preference of the called pastor. Accessibility is important but we are flexible and willing to work together to find the most suitable living situation.

State any incentives:

We are happy to discuss possible performance based incentives, financial and otherwise.

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

Our Pastor has the opportunity to take part in: Clergy cluster meetings, interdenominational meetings, Denver Metro Association of UCC and in the Rocky Mountain Conference.

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

We are willing to be flexible with regards to the needs of the pastor and the people of Salem.

WHO IS GOD CALLING TO MINISTER WITH US?

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

1. To come in covenant for the growth in our faith community.
2. To help lead the congregation in developing a long-term faith based plan for our future.
3. To inspire growth of our membership and increase the involvement and activities of our congregation.
4. To promote a positive image and active presence for our church in Virginia Village and surrounding communities.
5. To have engaging stories and keep traditions moving forward.

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

The minister we seek has a steadfast faith in supporting the UCC principles. We hope to partner with our new minister to explore and to embrace the many

opportunities of the outreach of the church. We pledge and need mutual respect, and shared responsibilities of the building, staff and congregation.

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

Fluent English speaker

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.

1. Transformational Leadership Skill: We are seeking a leader who is strong in their own faith and is able to inspire others; who is able to work with Salem and guide us to discover our vision.
2. Engaging sacred stories traditions: We seek a leader who will guide us on our diverse spiritual journey with well rounded - sermons, that relate to the time and events in our church world and the whole world. We respond to sermons that relate scripture to today's life. We seek a minister who can teach at many levels of our faith journey.
3. Working together for justice and mercy: Looking for hands - on missions or projects.
4. Nurturing our UCC identity: We are looking for a minister who knows and appreciates UCC history, polity and theology and will communicate it to us and help understand and appreciate who the people of Salem are.

WHO IS GOD CALLING US TO BECOME?

Who is God calling you to become as a congregation?

God is calling us to be loving, caring, forgiving and welcoming. We need to reboot and bring our church outreach up to speed. Our church is a caregiver to many on their faith journey.

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

Salem is a church that is available to the community. We offer a community meal every Wednesday evening open to all. Our building houses a private child care center. Our building is used by a variety of groups such as: art classes, boy scouts, home based child care, coin club and another church Promise Land Pentecostal Church (PLPC). We also host mission trips from other christian groups. Our church is available for many different community meetings and gatherings.

We seek to become a fully engaged church in our community, our local churches and our affiliation with the UCC.

WHO ARE WE NOW?

CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith:

Our worship is engaging and interactive. Music is a big part of our worship. Our laity is an active part of the service. Our outdoor services are a refreshing way to rebuild our spirit.

As a congregation, we seek to understand and embrace the vision of Christ, making it our own.

We are committed to being an accepting, welcoming and meaningfully active community of faith, and to making an impact not only within our worship but within the wider community. We value traditional elements of worship like the Lord's prayer and welcome innovative elements of worship that engage people in their everyday lives.

Describe several strengths or positive qualities of your congregation:

Our small family-size allows us to work through issues and accomplish tasks quickly and efficiently. Like a family, many members and church friends are willing and eager to help when called upon.

Describe what worship is like when your congregation gathers:

We are a small church in size but we are mighty in spirit.

We are a friendly, welcoming family atmosphere at Sunday worship and fellowship that follows.

We have an understanding of the missions within the wider church. While we have few members and need to grow, we value our church families and what they bring to us.

We have a unique building that the neighborhood says is the "A frame" church.

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

We gather together beneath the large stained glass cross to bring our hearts and minds to be refreshed, for hearing the spiritual words of God through scripture and the message. Our service embodies our motto "In All Things Love" We recently had a small group read "Beyond Resistance" by John Dorhauer and welcome other kinds of studies that help us learn how we can adapt and innovate as a church in the 21st century.

Describe how your congregation is organized for ministry and mission:

We are organized in a traditional manner of the UCC. Policy and operating decisions are delegated to a church council consisting of a moderator, and different ministries all of whom are elected by the members. The pastor is a member of the council. The ministries manage different aspects of the church life.

Many policy decisions and the budget are brought to the congregation by the council at our annual meeting. Any issues needing to be addressed have a separate meeting.

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

The church council meets once a month for 2- 3 hours to discuss the church's business. The other ministries meet when needed. Many hours are put into these ministries outside the meeting room.

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

Ministry heads take action to solve the emergency problem. After the resolution of the issue, Salem holds a special congregational meeting to discuss the matter and how it was solved and finance the solution as needed. The ministries work from the churches bylaws. (Roof, Parking lot & Water line)

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, upon request.

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

| | | <i>Is this number an estimate? (check if yes)</i> |
|--|----|---|
| Number of active members: | 24 | |
| Number of active non-members: | 6 | |
| Total of church participants (sum of the numbers above): | 30 | |

Percentage of total participants who have been in the church:

| | | <i>Is this percentage an estimate? (check if yes)</i> |
|----------------------------------|----|---|
| More than 10 years: | 70 | |
| Less than 10, more than 5 years: | 14 | |
| 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> |
|------|-------|-------|-------|-------|-------|-------|-----|--|
| 7 | 1 | 4 | 10 | 2 | 13 | 20 | 11 | 35 to 44 - 13 |

Percentage of adults in various household types:

| | | <i>Is this percentage an estimate? (check if yes)</i> |
|---------------------------------|----|---|
| Single adults under 35: | 13 | |
| Joint household with minors: | 12 | |
| Single adults age 35-65: | 4 | |
| Joint household with no minors: | 32 | |
| Single adults over 65: | 10 | |

Education level of adult participants by percentage:

| | | <i>Is this percentage an estimate? (check if yes)</i> |
|-------------------------|----|---|
| High school: | 17 | |
| College: | 30 | |
| Graduate School: | 17 | |
| Specialty Training: | 5 | |
| Other (please specify): | 4 | trade |

Percentage of adults in various employment types:

| | | <i>Is this number an estimate? (check if yes)</i> |
|------------------------------------|-----|---|
| Adults who are employed: | 40% | X |
| Adults who are retired: | 35% | X |
| Adults who are not fully employed: | 12% | X |

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

Our members are engaged in a wide range of professional and other employment fields including: Education, nursing, IT, accounting, construction, sales, business, assisted living & consulting.

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?

While we are blessed to have African American members, our congregation is predominantly of European descent. We seek to be a more diverse community of faith. We would like our pastor to help us reflect the diversity of our community.

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 would like to have a conversation on this subject.

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 | 6 | Pastor |
| Baptisms <i>(number last year)</i> | 0 | Pastor |
| Children's Groups or Classes | 2-5 | Christian Education |
| Christmas Eve and Easter Worship | 20-30 65-80 | Worship ministry |
| Church-wide Meals | 20-40 | Community meal teams |
| Choirs and Music Groups | 7-9 | Music director |
| Church-based Bible Study | 6 | Pastor |
| Communion <i>(served how often?)</i> | once a month | Worship ministry & Pastor |
| Community Meals | 30 - 40 | 4 cookings teams |
| Confirmation <i>(number confirmed last year)</i> | 1 | worship & C.E. |
| Drama or Dance Program | 0 | |
| Funerals <i>(number last year)</i> | 3 | Pastor |
| Intergenerational Groups | 0 | |
| Outdoor Worship | 2 | Worship ministry & Pastor |
| Prayer or Meditation Groups | 0 | |
| Public Advocacy Work | 0 | |
| Retreats | 0 | |
| Theology or Bible Programs in the Community | 0 | |
| Weddings <i>(number last year)</i> | 0 | |
| Worship (time slot: 9:30-11:00) | 25-30 | Pastor, Music, Worship |

| | | |
|-------------------------------|-----|-------------------------|
| Worship (time slot: _____) | N/A | |
| Young Adult Groups or Classes | 1 | Minister & participates |
| Youth Groups or Classes | 0 | |
| | | |

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) |
|------|---|------------------|-----------------------|----------------------|
| N/A | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |

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 staff person serves as head of staff.

| Staff Position | Head of Staff? | Compensation (full time, part time, volunteer) | Supervised by | Length of Tenure for current person in this position |
|----------------|----------------|---|-----------------------------|--|
| Office manager | | Part time | Minister & council | 7 |
| Music Director | | Part time | Minister & Worship ministry | 3 |
| | | | | |

REFLECTION:

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

Our congregation does not represent the community around us. The diverse and rapidly changing community around the church no longer represents our church. Many of the church members no longer live in the neighborhood. Our community has a large economic spectrum of people. We would like to see our pastor help us build a church to reflect our community and rebalance our membership.

CHURCH FINANCES

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

| Source | Amount |
|---|------------------|
| Annual Offerings and Pledged Giving | \$63,372 |
| 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 | \$3,000 |
| Gifts Designated for a Specific Purpose | \$18,500 |
| Grants | \$0 |
| Rentals of Church Building | \$62,000 |
| Rentals of Church Parsonage | \$0 |
| Support from Related Organizations <i>(e.g. Women's Group)</i> | \$600 Boy Scouts |
| Transfers from Special Accounts | \$0 |
| Other (specify): | \$ |
| Other (specify): | \$ |
| TOTAL | \$147,472 |

Current annual expenses (dollars budgeted for most recent fiscal year):
\$129,200

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

Annual report given upon request.

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

25% *Part time Minister

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?

Through one month offering, approximately 1%.

What is the church's current indebtedness?

Total amount of loan debt:0

Reason for debt: N/A

Are capital and other payments current? Yes

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.

N/A

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

| Year(s) | Purpose | Goal | Result | Impact |
|---------|---------|------|--------|--------|
| N/A | | \$ | \$ | |
| | | \$ | \$ | |

If a capital campaign is underway or anticipated, describe:

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

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

Does your church have an endowment? N/A

What is the market value of the assets? N/A

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

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

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

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

Please comment on the above calculations or estimates: N/A

Other Assets

Reserves (savings): \$33,000

Investments (other than endowment): \$50,000

Does your church have a parsonage? Yes Being used as a rental

Fair market rental value of the parsonage: Approximately \$2,800

How is the parsonage used? Meetings, group rental, music office, mission trips.

1575 S. Grape Denver, Colo. 80222

Finished square footage: 3200 sq ft

Number of Bedrooms, Number of Bathrooms: 4 bedrooms 2 baths
Split level

Assessed real estate value: \$353,700

Available for minister residence: No Being used as a rental

Expected minister residence: No

Condition of structure, systems and appliances: Good

Entity in the church responsible for review and needed repairs:
Building and ground ministry

Describe all buildings owned by the church: parsonage, church & child care center

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

Which spaces are accessible to wheelchairs? Church building, (not the pulpit) Child Care Center

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

The church council creates and presents a budget to the congregation to approve. We are generally successful in following the budget. Historically, we have invited a wide range of other congregations to worship in our space. We are often able to supplement our income through income from these congregations. Recently we renovated our building to accommodate a child care facility, which creates a safe place for children and families which also supports church missions.

We remain committed to our mission effort including funding the UCC 5 for 5. We are committed to open arms to the wider community. We are small and resilient.

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.

Salem has moved 3 times.

Became a member of the UCC in 1957

Minister of 28 years leaving.

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

Salem was blessed to have the same, beloved minister for 27 consecutive years - after which time, in 2006, Pastor Chuck Wright left our church. Moving forward from such a long-tenured minister proved to be a difficult process for our church, as it would be for many. The emotional impact of Pastor Wright's departure ranged from sadness and disappointment to optimism that a change would refresh our church. Our expectations for a new minister ranged from "someone just like Chuck" to "let's go in a new direction." Our congregation took some time to sort through these emotions and expectations, and in the process, may have been "difficult" with some of our interim and settled pastors. In the 12 years since Pastor Wright moved on, we've been blessed to have several ministers - each of whom has helped us work through some aspects of our emotions and expectations. The process was sometimes painful for the congregation - and for our ministers - as we did the difficult work of processing and setting realistic expectations. Now, in 2018, our congregation is forward-focused and ready to welcome and engage with our new minister.

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 our most recent conflict management, council and pastoral relations worked together to handle it in a way that was respectful of all parties and we were able to achieve a mutually acceptable resolution.

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

| Staff member's name | Years of service | UCC Standing (Y/No) |
|---------------------------------|------------------|---------------------|
| Rev. Charles Wright (Chuck) | 1979 - 2006 | Yes |
| Brother John Gaudreau (Interim) | 2006-2007 | Yes |
| Rev. Tom Hall | 2007- 2012 | Yes |
| Rev. Sue Gardner (Interim) | 2012 - 2013 | Yes |
| Bruce Ill | 2013-2017 | No |

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

Our past has shown us the importance of sharing the same vision, mission and goal and the need for clarity and flexibility in working together toward achieving them. When there is honest disagreement and conflict it must be addressed quickly, in good faith, and mutual respect.

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

Yes, ask us.

Has your church been involved in a Situational Support Consultation?

Yes, ask us.

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

No

WHO IS OUR NEIGHBOR?

COMMUNITY VISION

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

Salem takes part in many different organizations. We currently take part in the local CROP walk. Every week we host a community meal open to all. We invite and have a good turn out at our Easter Egg Hunt. We have a group of members that make a meal for Urban Peak a homeless youth program. We have a food closet available to ones in need.

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

A few members attend inter-denominational events and activities. We support our Pastor's involvement in other UCC activities. Salem members do take part in meetings when they are informed.

Check all of the following "statements of witness" that apply to your UCC faith community.

- ☐ 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?

We could be interested in these “statements of witness”. We have been constrained by limited human resources.

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

The pastor attends interfaith clergy meetings and the congregation attends infaith services. We have had many different churches that have their services at our church. We presently have a Pentecostal church.

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

Salem does a great job of taking care of our inward missions focus. In the future we need guidance in taking our mission outward into our community.

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? Per our reflections of our mission statement we currently do not have a solid community outreach plan. We are interested in developing strategies for more effect community engagement.

Mission InSite

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

Salem has been in our current facility since 1956, the original church has roots in the Denver community since 1884. We are a largely homogenous population with 90% of the members being European descent. The community is shifting and growing with the increased flow of population to Colorado and the Denver area. The area around the church reflect the growth and change across the city. The rental market is tight and the cost of living is increasing.

We are currently experiencing population growth that is bringing wealthier people to the community, increasing traffic and construction and bringing changes to the very fabric of the community that are not uniformly welcomed. Change presents both challenge and opportunity. As the population becomes larger and more diverse there will be greater opportunity for us to serve God in our community, to attract more members and to increase and expand our mission work.

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

The church demographic remains older, white, and deeply rooted in our history. The neighborhood has begun to transition from the original owners to newer, younger owners with more diversity.

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

Our church faces the demographic change issues. The church has not begun the transition from our current membership demographic to reflecting the demographic of the community, we are looking for a leader to help guide that transition.

The future of our church will embrace the changes around us, not losing sight of our fundamental purpose of making the vision of Christ real and meaningful in our lives. We will welcome the opportunities of growth and change without losing the connection to our history and values.

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

The big A frame building on the corner lot, Scouts, community meal, Thanksgiving meal, Easter egg hunt, craft shows, cookie sale, and child care.

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

The sense of community, family-friendly, welcoming atmosphere.

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

Nathan Hance
Music Director
ndhance@gmail.com
701-240-2450

REFERENCE 2

Pastor Tom Hall
Former Pastor
720- 425-3611
4609 Midland St.
Brighton, Colo. 80601

REFERENCE 3

Cathy O'Connor
Sunflower Hill Child Care
1520 S. Glencoe St.
Denver, Colo. 80222
303 - 489-2985 Prefers written correspondence

CLOSING THOUGHTS

Loving God, our church is small and vulnerable. But we have robust faith and hearts as strong as our mighty Rocky Mountains that rise up on our western horizon. We ask that you accept our humble appeal for guidance as we search for a new pastor to lead our congregation at Salem UCC. We seek to do your will. Give the candidate courage to respond to your call and to choose our church. Grant us wisdom and discernment that we may recognize the one whom you are calling to us. And when your servant arrives among us, help us to embrace the new perspectives and new directions toward which our new pastor will lead us. Place into the soul of the candidate we accept a burning desire to serve you vigorously and faithfully at our church, and into our collective souls a willingness to follow our new leader with respect, love and enthusiasm. And bless us all, that we may together advance the ministry of Jesus Christ in our community and in the world. Amen.

Two songs that embody our vision and hope: "Draw the circle wide"
by Gordon Light '94 from Sing, Prayer & Praise

Let the dream we dream be larger,
Than we've ever dreamed before;
Let the dream of Christ be in us,
Open every door.

Draw the circle wide.
Draw it wider still.
Let this be our song,
No one stands alone,
Standing side by side,
Draw the circle wide.

“Plenty of Room at the Table”

Plenty of room in the family,
Room for the young and the old,
Plenty of happiness, plenty of love,
Plenty of room in the fold,
Plenty of room in the family,
Room for the young and the old,
Plenty of happiness, plenty of love,
Plenty of room in the fold,
Plenty of food on the table,
no need to economise there,
You know there's, on can hold,
and more besides and
stone house will never bare,
Plenty of room in the family,
Room for the young and the old,
Plenty of happiness, plenty of love,
Plenty of room in the fold,
Well if you're lonely and looking for friendship
And you're lost and you wanna be found
Well there's plenty of room in the family of God,
And plenty of love to go round,
Plenty of room in the family,
Room for the young and the old,
Plenty of happiness, plenty of love,
Plenty of room in the fold,
Plenty of room in the family,
Room for the young and the old,
Plenty of happiness, plenty of love,
Plenty of room in the fold,
Plenty of happiness, plenty of love,
Plenty of room in the fold,

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 a 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? The Search Committee, a diverse cross-section of church members.

2. Additional comments for interpreting the profile:

Please take all of this information in with an open heart.

Signed:

Name / Title / Date:


ROGER R. NEUMAN
Chair Person
24 November 2018

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VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

Yes

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

Staff Comment:

Yes

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

Staff Comment:

Yes

My signature below attests to the above three items.

Signature:



Name / Title: Associate Conference Minister

Email: erin@rmcucc.org

Phone: 801-694-6300

Date: 11/19/2018

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