April 1, 2019 Associate Pastor of Children and Youth

Date Position to be filled

# United Church of Christ LOCAL CHURCH PROFILE

## FOR LOCAL CHURCHES SEEKING NEW LEADERS

**Local Church**

**Statement of Consent**

The covenantal relationship between a church and those called by that church to serve as ministers 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 opinion 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.

Chris Gamble April 1, 2019

Signature of Search Committee Chairperson Date

### Church

#### Name: Holladay United Church of Christ

#### Address: 2631 E. Murray Holladay Road

#### City, State, Zip: Holladay, UT 84117

#### Phone: 801-277-2631

**Search Committee Chairperson**

Name: Chris Gamble

Address: 1346S. Roxbury Rd

City, State, Zip: Salt Lake City, UT 84108

Phone: 801-879-4153

Email: cjkbgamble@hotmail.com

**Search Committee Communications Person**

Name: Pam Erickson

Address:               440 West 1700 South

City, State, Zip: Salt Lake City, UT 84115

Phone: 303-918-7176

Email: coniferlink@hotmail.com

**Search Committee Communications Person**

Name: Tony Milner

Address:               1520 South 1300 East

City, State, Zip: Salt Lake City, UT 84105

Phone: 801-792-7395

Email: milnertony@hotmail.com

April 1, 2019 Associate Pastor of Children and Youth

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# LOCAL CHURCH PROFILE

## FOR LOCAL CHURCHES SEEKING NEW LEADERS

#### Please return the completed document to your conference or association office.

1. **Church:** Holladay United Church of Christ
2. **Address:** 2631 E. Murray Holladay Rd.

City, State, Zip: Holladay, UT 84117

Website: holladayucc.org

1. **Name of Search Committee Chairperson**

Name: Chris Gamble

Address: 1346 S. Roxbury Rd.

City, State, Zip: Salt Lake City, UT 84108

Phone: 801-879-4153

Ema[il:](mailto:tiffiniadams@gmail.com) cjkbgamble@hotmail.com

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City, State, Zip: Salt Lake City, UT 84105

Phone: 801-792-7395

Email: milnertony@hotmail.com

1. **Conference/Association Staff Person Assisting Our Church:**

Name:Rev. Sue Artt

Address: Rocky Mountain Conference UCC, 1140 W. 5th Ave

City, State, Zip: Denver, CO 80204

Phone: 303-984-9118

Email: sue@rmcucc.org

Holladay UCC is a congregation that survived harsh times and emerged with its faith and community spirit stronger than ever.  A skilled senior pastor has been called and is leading worship that brings visitors back for more.  New families are inquiring about membership.  The number of children and youth at weekly Children's Time is growing. Church finances are solid and well managed. We take enormous pride in our music programs, which are often unconventional and always uplifting -- provided by a rotating cast of excellent soloists and adult and children's choirs. We have never wavered in our support of Holladay Preschool, a leader in early education in the Salt Lake Valley. Our members are fiercely devoted to justice, peace, a healthy planet and an open door for all.  For us, this is the perfect time to re-ignite our programs for children, youth and young adults.

**MEMBERSHIP INFORMATION**

**5. Membership*:*** *(as reflected in the eleven-year UCC Statistical Report for our church; “est.” indicates the figure is an estimate.)*

|  |  |  |  |
| --- | --- | --- | --- |
|  | 2011 | 2015 | 2018 |
| a. # Church members | 264 | 221 | 235 |
| b. Average attendance at worship | 210\* | 108 | 116 |
| c. Average participation of children/youth in C.E. | 50\* | 22 | 15 (est) & growing |
| d. Average weekly participation in adult education | Not tracked | Not tracked | 16 (est) |
| e. # Members who are ordained clergy | 2 | 5 | 6 |

\*Total for two services each Sunday. HUCC now has one service each Sunday.

**6. Profile of Congregation (from survey performed in October 2016)**

Estimate percentage of congregation. Each category should add up to 100%.

##### Age

4% ages 0-18

4% ages 19-34

16% ages 35-49

33% ages 50-64

28% ages 65-74

15% ages 75+

b. Education level of adults:

49% graduate degree

27% college graduates

10% some college/vocational school

8% some graduate school

4% completed less than high school

2% high school graduate

c. Family units:

51% couples without children at home

24 % single

23% couples with children at home

2 % single parent with children at home

d. Occupation of adults:

55% other

13% education

10% business/financial

8% management

7% healthcare

3% legal

2% construction

2% student

##### e. Employment:

54% employed

43% retired

3% not currently employed

f. Describe the racial-ethnic makeup of your congregation:

98% white

2% other

**CHURCH FINANCES**

*(Figures reflect the eleven-year UCC statistical reports as well as the church’s annual reports.)*

|  |  |  |  |
| --- | --- | --- | --- |
|  | 2011 | 2015 | 2018 |
| **7. Total Church Income** | 381,147 | 314,176 | 328,957 |
| a. Members offerings and pledges | 341,351 | 283,215 | 295,654 |
| b. Interest from investment or endowments | 1,537 | 1,119 | 1,656 |
| c. Principal reduction (endowments or  investments) | - | - | - |
| d. Rentals | 21,787 | 29,435 | 31,205 |
| e. Special Fundraising | 12,715 | 268 | - |
| f. Other | 3,757 | 139 | 442 |

If the church has conducted an annual stewardship campaign, list results for the past two years:

2015 Goal: None Pledges: $274,200 Actual Received: $260,166

2018 Goal: None Pledges: $293,900 Actual Received: $291,735

|  |  |  |  |
| --- | --- | --- | --- |
|  | 2011 | 2015 | 2018 |
| **8. Total Operating Budget** | 381,237 | 288,775 | 324,569 |
| a. Our Church’s Wider Mission Basic Support | 12,000 | 12,000 | 12,360 |
| b. Our Church’s Wider Mission Special Support | - | - | - |
| c. Other gifts (see #10 a) | 186 | 1,216 | - |
| d. Current local expenses | 314,126 | 252,570 | 299,686 |
| e. Annual capital payments (mortgage) | 54,925 | 22,989 | 10,163 |
| f. Other debt | - | - | - |

### Identify UCC special offerings the church receives throughout the year and the amounts from last year:

X One Great Hour of Sharing: $1,149

X Neighbors in Need: $800 (estimate)

X Christmas Fund: $790

X Strengthen the Church: $400 (estimate)

X Basic Support for Our Church’s Wider Mission (only if received through special offerings and not included as a regular budget item in #8 above): $516

### Mission

#### Beyond your contributions through the UCC, name the most significant local or global missions/ministries or agencies that were financially supported by your local church last year and the amount of support:

|  |
| --- |
| Name 2018 Amounts |
| 1. Operation Sandwich $2,058 2. Homeless Youth Resource Center $302 |

b. What mission project has excited your church the most in the past three years? Why? Homeless Youth Resource Center (HYRC): HYRC aligns with our longstanding mission to support youth, and in particular at-risk and LGBTQ youth; it provides regular opportunities for members to serve locally as well as to support outreach in a variety of ways – donating food, clothing and other items, money, and/or time.

Family Promise: Family Promise - Salt Lake ([www.fpsl.org](http://www.fpsl.org/)) reflects our congregational commitment to families; it allows members of HUCC to be in relationship with clients of Family Promise while being in service with them. We meet clients as equals and peers. These relationships strengthen our ability to serve Family Promise.

Operation Sandwich: Operation Sandwich is a mission project that was started years ago and still maintains the interest and momentum it has always had. Once a month 14-16 people get together at the church and make 400-500 sandwiches and slice cheese. The next night the sandwiches are served at the St. Vincent de Paul Homeless Shelter. It has built very close relationships with the group that makes the sandwiches and the group that serves the sandwiches, and the volunteers are very committed to this mission project.

Individual donations of clothing and other day-to-day necessities given by church members are regularly delivered to the Salt Lake City Crossroads Urban Center. HUCC members also are active volunteers delivering Meals on Wheels throughout the urban area.

1. **Indebtedness**
   1. Total amount of outstanding mortgages/capital debt: $30,040 (12/31/18)
   2. Total amount of other debt: None

Describe:

* 1. Are payments current? X yes no

### Capital Campaigns

* 1. If the church has had capital campaigns in the last ten years, note goal and results:

1. Goal: 2016-2018, HVAC systems (cost: $180,000)

Received: $183,600

Spent: $160,550

#### 2) Goal: 2011, retire or pay down mortgage

#### Received: $211,000

Spent: $211,000

#### b. What projects were undertaken as a result of your capital campaign?

#### Replace and repair HVAC systems

#### Pay down mortgage

c. Was there a mission or outreach component to the campaign? yes X no

d. If a capital campaign is underway or anticipated, describe it: None currently

### Assets held by the Church: Balance as of 1/1/2019

* 1. Reserves (savings): $255,739 (All other cash and equivalents)
  2. Endowments/Investments: $70,465 (Parsonage fund)
  3. Describe buildings and property of your church except the parsonage:

2.54 acres in Holladay, UT

Building sanctuary chapel, admin offices, social hall and preschool wing, kitchen and additional meeting rooms.

* 1. Is the church building (including sanctuary and offices) handicapped accessible?

yes X partially (specify) no

A stair lift was installed in the winter of 2019.

Is the pulpit handicapped accessible? X yes no

* 1. If a building program is projected or underway, describe it, including estimated date of completion:

Summer 2019: New security entrance door to the preschool

* 1. If the church owns a parsonage, describe it: NA

Address:

City, State, Zip:

Number of Rooms:

Number of Bedrooms:

Number of Bathrooms: Description:

Distance from Church

Handicapped Accessible? yes partially (specify) no

### FINANCIAL SUPPORT OF MINISTERIAL LEADERS

1. **If your conference has compensation guidelines, do you follow them?**

X yes yes for some compensation items but not all no

Does the church consider this position to be full time or part time?

Full-Time X Part-Time (specify)

How will church members be supportive of a part-time or bi-vocational minister who may need another job to supplement the church salary?

We are open to this and will discuss the issue on a case by case basis.

### Salary History

To provide a profile of salaries for the position you are seeking to fill, indicate salaries at the beginning and ending of the ministers’ tenure. Do not include interim positions. If a parsonage is provided, insert the letter **“P”** in the space provided. *Provide information for the last 3 leaders or the last ten years.*

N/A - New Position for Associate Pastor of Youth and Families

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### 16. During the above period, has your church ever failed to fulfill its financial obligations to its minister? yes X no If yes, please comment:

### 17. Salary, Benefits, and Expenses Offered

Up to $60,000 total annual compensation. Part-time, approximately 32 hours a week, exempt (ministerial exemption), salaried. Total annual compensation up to $60,000 (an estimated $45,000 in salary and $15,000 in benefits). The relative distribution of this compensation is negotiable. Non-traditional forms of compensation are also negotiable. Reimbursements related to continuing education, mileage, travel and books are budgeted separately for this position.

This compensation package is negotiable, and the benefits are not itemized to accommodate the needs of a called candidate. Final compensation will be formalized in a Call Agreement.

b. Housing: Included in salary

X Housing allowance only Parsonage only Would consider offering either

Relative distribution of compensation, within the total compensation offered, is negotiable.

c. Customary benefits:

Vacation: 4 weeks annually

Maternity/paternity leave

UCC Retirement Annuity

UCC Life and Disability Insurance Benefits

UCC Health Benefits (other health benefits)

UCC Dental Benefits (other dental benefits)

Social Security/Medicare Offset

Continuing Education Funds

Continuing Education Time

Sabbatical Leave

X Other benefits (specify)

Relative distribution of compensation, within the total compensation offered, is negotiable.

d. Ministry Expenses

Travel Reimbursement

Meeting Expense Reimbursement

Books and Periodicals

Reimbursement of Criminal Background Check Fee

Moving Expenses

X Other benefits (specify)

Reimbursements related to continuing education, mileage, travel and books are budgeted separately for this position.

### COMMUNITY CHARACTERISTICS

**18. Population**

1. Population of total city or town in which your church is located:

Holladay City, 30,709

Salt Lake City, 200,544

Salt Lake County, 1.136 million

(Source: U.S. Census Bureau, 2017)

b. Describe the population by racial-ethnic category and identify the source of the information:

White 71%

Hispanic or Latino 18%

Asian 4%

African American 2%

Hawaiian of Pacific Islander 2%

Native American and Alaskan American 1%

Other, or more than two categories 2%

(Source, U.S. Census Bureau, 2017, Salt Lake County, Utah)

### 19. Economic Factors

Identify major sources of employment/income in your community:

Largest employment sectors:

* Retail (68,943 positions)
* Healthcare and Social Assistance (67,523 positions)
* Manufacturing (58,579 positions)

Highest paying industries (avg. salary):

* Mining, Quarrying, Oil, Gas Extraction ($66,665)
* Utilities ($61,548)
* Management of Companies & Enterprises ($48,580)

(Source, U.S. Census Bureau, 2017, Salt Lake County, Utah)

**20. General Description**

1. Describe three distinctive attributes of your community.
   * 1. The Salt Lake City metropolitan area includes the foothills of the Wasatch Front and has ready access to the finest outdoor recreation in the US.
        1. We have four distinct seasons and outdoor recreation opportunities during each season.
        2. Seven world class ski resorts are within a 40 minute drive of the city.
        3. Utah has five national parks within an easy three to four hour drive of Salt Lake.
        4. The Wasatch National Forest offers hiking and camping opportunities only minutes from your door.
        5. The High Uintas National Wilderness offers hiking and camping only 50 miles east of the city.
        6. Salt Lake has an international airport which means friends and family can visit easily and affordably. The airport is currently undergoing a $2.9 billion renovation.
     2. Salt Lake is a thriving and dynamic arts center with a resident symphony, opera, ballet, professional theatre companies, as well as a strong local music and art scene.
     3. Utah is home to many high tech companies (Adobe, Ancestry, Qualtrics, Vivint Solar) with a highly educated workforce. In 2018 Amazon opened a new fulfillment center in Salt Lake City. The University of Utah, located in Salt Lake City, is a world-class major research university with thirty thousand students. There are several other Universities within a 90 mile radius of Salt Lake City. Westminster College and Salt Lake Community College provide high-quality educational opportunities. Primary Children’s Hospital serves as the intermountain referral institution for pediatric care, and the Huntsman Cancer Institute, affiliated with the University of Utah, provides advanced adult cancer care.

4. Salt Lake City is the home of the Church of Jesus Christ of Latter-Day

Saints (also known as LDS or Mormons).

* + - 1. Historically, the majority of the Utah population has belonged to the LDS church. This creates a dominant cultural, political and faith environment. LDS places great emphasis on family, church and community, but also advocates for traditional gender roles and family patterns. As of 2018, non-LDS members now represent the majority of the population Salt Lake County. The demography of Utah presents many challenges and opportunities. As one example, the landmark lower court opinion advancing marriage equality originated from Utah’s 3rd District Court.
      2. Utah’s LDS culture has a large impact on children and youth. HUCC aspires to a strong faith community, which nurtures children and youth and helps them clarify and understand their own values. For younger children, having a faith identity is important as they attend schools where the majority of their peers identify with the LDS church and its values.

b. Identify major trends you envision in your community during the next five years:

1. Continued emphasis on livable, sustainable communities with greater access to public transport, walkable and bike-friendly neighborhoods.

2. Greater emphasis on preserving Utah’s environment.

3. Continued demographic changes the increase diversity.

4. The population of the Salt Lake valley is predicted to double by 2050, posing additional challenges and opportunities.

c. List three or four problem areas confronting your community that members feel your church should address:

1. HUCC strongly supports social justice action and political involvement for a fair and just Utah. This includes working on issues such as: marriage equality, gender and racial justice, immigration, and economic inequality.

2. As a Whole Earth Church, we need to work to improve Utah’s air quality, which is among the worst in the nation, and provide for sustainable management of our scarce water resources. The overall goal is to find ways to balance the needs of our growing population with the constraints on our environmental resources.

3. Working to guarantee access to quality public education. Utah has the largest class size and lowest per pupil funding in the nation.

d. Indicate Mission Activities

1. In which your church participates as a part of its mission in the community:

* Holladay Preschool ([holladaypreschool.org](http://www.holladaypreschool.org/))
* Homeless Youth Resource Center ([voaut.org/homeless-teen-services](https://www.voaut.org/homeless-teen-services))
* Operation Sandwich
* Crossroads Urban Center ([crossroadsurbancenter.org](https://www.crossroadsurbancenter.org/))
* Friendship Manor ([friendshipmanor.com](http://www.friendship-manor.com/))
* Meals on Wheels ([slco.org/aging-adult-services/meals-on-wheels/](http://slco.org/aging-adult-services/meals-on-wheels/))
* Interfaith Roundtable/Interfaith Month ([interfaithroundtable.org](http://www.interfaithroundtable.org/))
* Stephen Ministry ([stephenministries.org/](http://www.stephenministries.org/))
* Family Promise ([fpsl.org/](http://www.fpsl.org/))
* Equality Utah ([equalityutah.org/](https://www.equalityutah.org/))
* Alternative Gift Fair
* Utah Pride/Pride Interfaith Service; attend the various events, participate at pride celebration ([utahpridecenter.org/](https://utahpridecenter.org/))
* Cuba Mission Trip and Costa Rica Mission Trip
* (<https://www.facebook.com/152518541901/videos/10153091058826902/>)

2. In which your church expects the leader you are now seeking to participate:

The Associate Pastor of Children and Youth is expected to support all current mission activities of HUCC as needed, with emphasis on activities that strengthen youth development and engagement. This includes periodic youth mission trips.

e. Describe how your church building is now being used by the community:

HUCC leaders and members regard our building as an important asset for the community. We provide space for several organizations on one-time and/or ongoing bases.

The groups who currently use our facilities include:

* HUCC Preschool (secular)
* 12-step groups (Al-Anon, Alcoholics Anonymous, Marijuana Anonymous, Overeaters Anonymous)
* Marshall Islands UCC
* Mama’s Temple of Faith
* Family Promise (housing for families transitioning from homelessness – 2 weeks a year)
* General rentals (i.e. weddings, parties, receptions, funerals)
* Concerts
* Yoga classes three times a week
* Occasional community fundraisers
  1. Indicate the number of school districts from which members of your church are drawn:

one two X three or more

### CONGREGATIONAL LIFE

**21. Identify major trends you envision in your church in the next five years.**

HUCC is an Open and Affirming and whole earth congregation. It is a safe place for everyone to experience their authenticity and that of other persons. Growing in these relationships, we encourage our congregants to continue their journeys to spiritual wholeness. We envision them being motivated and inspired to act in our community as agents of economic, social, racial, gender and sexual justice.

To provide Christian education for our children and youth.

To help our members discover their own gifts for ministry and service.

To help our members understand their use of money, time and talents as expressions of Christian stewardship.

To provide Christian education for adults.

##### 22. Planning

1. All churches do planning. How would you characterize the way planning is done in your church? Short term – year by year?

Planning at HUCC is dispersed throughout the ministry areas and teams of the church. When feasible, our community leaders have used participatory processes to engage the larger community in visioning and identifying key questions and values. The HUCC Church Council coordinates and facilitates short- and long-term planning.

b. What expectations do you have of the person you are seeking in relation to the planning that takes place?

We envision that our new Associate Pastor of Children and Youth will collaborate and communicate with all of the planning teams with a focus on youth programs.

c. When is the last time your church undertook a period of discernment and long-range planning in an intentional way?

2006-2007

d. What were the outcomes of your intentional long-range planning?

We discerned a desire to focus on children, youth and worship. We simplified our committee structure.

e. Does your church have any plans to undertake a period of intentional long-range planning in the future?

Yes. We are currently looking to initiate this process.

### 23. Reflections on Congregational Life

Comment on the following with what you believe to be the generally-held responses of the congregation. If more space is needed, use additional pages.

1. Identify the most important faith experiences or events in the history of your church and the year each took place:

**Event**

* + 1. 1962 - The decision by the Church Council that HUCC would engage in intentional, deliberate and structured nurture of members through a variety of programs and activities, such as: Listening Team, Listening Post, marriage enrichment, lay school of theology, Stephen Ministry, and ministries to children and youth.
    2. 1966 - The youth independently changed (secretly and on their own) the traditional structure of the pews in the sanctuary in a circular “community” formation. This changed the whole concept of our worship service and eventually led to remodeling the sanctuary.
    3. 1974 and 1996 - A contemplative worship service separate from the more traditional service was created. This change tended to divide the congregation into two separate Worship groups.
    4. 1996 - The first Open and Affirming (ONA) worship service at HUCC. This service was planned and led by lay persons. This service launched a three year period of study concerning Open and Affirming, which included classes, more worship services and ultimately the vote to become an Open and Affirming Congregation.
    5. 2002-2005 - This year brought on a time of conflict with a pastor who had misrepresented his credentials. We learned that he had not graduated from seminary nor did he have a Masters of Divinity. He was terminated. Our newly hired pastor, Erin Gilmore, was called to become the primary pastor even though she had just graduated from seminary. With the intentional interim ministry of Rev. Jill Warner, along with our new pastor, HUCC entered a time of healing and sacred conversations to deal with conflicts from the past, to speak with truth and love and to learn how to handle future conflict in a healthier way.
    6. 2014-2015 - After our pastor of ten years left to accept a new calling in Colorado, we had a short term interim and then hired a pastor who also misrepresented his credentials and his work history. This pastor’s contract was terminated in May of 2015.
    7. 2015-2017 - Rev. Robert Von Trebra was brought on as interim pastor during the search for a new pastor.
    8. In 2017, Rev. A. Fred Evenson was hired as pastor.

b. Identify the most challenging faith experience or event in the life of your church in the last three years and what the church learned from it:

We hired a senior pastor in 2014 and discovered he had misrepresented his credentials and work history. There were other problems that made it necessary for us to terminate his contract. The conflict surrounding this event was resolved with transparency and open dialogue within the congregation. This high level of dialogue in the face of conflict had never been accomplished in the past. We learned from prior conflict and employed these skills as a congregation by responding in healthier new patterns toward conflict management. These new practices include the work of the Pastoral Relations Committee, the Discernment Committee, the Pastoral Support Committee and the congregation.

c. What is God calling your church to do/become over the next few years?

* Include young families, young adults and youth and children.
* Continue to be an Open and Affirming presence and leader in our community, in our Association and our Conference. HUCC is a place of safety and refuge for those who may be affected by ongoing political and social changes.
* Offer education to empower persons on their spiritual journey.
* Encourage our members to embody discipleship.
* Engage and grow membership.
* Continued voice of love and acceptance for members and the wider community.
* Understand more fully our denomination’s beliefs and theology.

d. Describe how the church expects the person you are seeking to help your church reach these goals: We hope the Associate Pastor is able to:

* Plan, implement, and supervise HUCC's children and youth ministries, which include children, youth, and young adults.
* Organize and coordinate educational, spiritual, social and personal growth activities for children and youth.

e. Chose the statement that most accurately describes the theological/faith stance of your church: *You may check more than one.*

We tend to be theologically conservative.

We tend to be theologically moderate to conservative.

We tend to be theologically moderate.

X We tend to be theologically moderate to liberal.

X We tend to be theologically liberal.

X We tend to be quite diverse theologically.

Other

Comments:

We have a diverse spectrum of belief in our congregation, everything from non-theistic and post- theistic Christians to persons whose theology and Christology are traditional. We are united around shared values concerning social justice, the importance of interpersonal relationships and a commitment to Christian action in the world.

f. Describe the educational program of your church.

Identify the curriculum/a used in your church school and the person or committee responsible for selection of curriculum.

Currently, HUCC uses multiple curricula, chosen by lay leadership and staff working together:

* Blessed to be a Blessing (ages 3-grade 8)
* Our Whole Lives (we have certified instructors for all ages and in the last three years have completed Grade K-1, 4-6, 7-9 and 10-12)

Adult faith formation is currently structured as discussion groups and in the last year has studied multiple books including those of Marcus Borg’s.

Several spiritual formation groups, led by laity, meet regularly.

Members participate in an Ecumenical Theological Study Group. They meet regularly and study cutting edge ideas such as integral Christianity, evolutionary Christianity and emergent Christianity.

Indicate resources used for confirmation and the person or committee responsible for the selection of these resources.

We utilize Confirm not Conform curriculum for confirmation, and we empower young persons to mature into their faith.

Are there educational opportunities for all ages?

Yes, adult education is coordinated by members of the congregation.

Does your church have a written Safe Church Policy?

X yes no

(If No, has a group worked on this issue in the past? What was the outcome?)

g. Describe how the church expects the person you are seeking to participate in the congregation’s educational programs:

The Associate Pastor of Children and Youth will plan, implement, and supervise HUCC's youth and family ministries, which include children, youth, and young adults.

This position will also organize and coordinate educational, spiritual, social and personal growth activities for children and youth.

h. Describe how programs or ministries of your church are evaluated.

Evaluations are done on an ongoing basis by Council liaisons.

i. Describe the strengths or positive qualities of your church.

1. HUCC has long taken leadership positions in our community on justice issues. Members of our Congregation have served on boards of the UCC. We have members who are leaders in local non-profits dealing with homelessness, climate issues, and Open and Affirming advocacy.
2. Inclusiveness – All are welcome here.
3. Several members are ordained or commissioned ministers.
4. Extraordinary pastoral/ministerial care gifts by lay persons (Caring Committee, Stephen Ministers, and Licensed Clinical Social Workers).
5. We offer a vibrant and participatory musical program and ministry.
6. We value celebrating together, including: Pride Parade, Festival of Colors, mission trips, fundraisers, community dinners and intergenerational activities.

24. Indicate major boards, committees, small groups, and organizations that are a part of your church; the frequency of meetings (monthly, weekly, etc.); and expectations for leadership. For leadership role use: 1 = minister takes primary initiative and responsibility; 2 = minister and laity share responsibility; 3 = laity take primary initiative and responsibility; 4 = the minister’s presence is expected periodically/occasionally.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Board/Committee | Purpose | # Members | Frequency | Leader-  ship |
| Council  Worship team  HR  Ministerial Relations  Preschool board  Finance team  Music Ministry | Church governance  Plan worship  Set policies and performance reviews  Support minister/Cong relationship  Manage Holladay Preschool  Church finances  Adult and children’s choir and bands | 13  6  5  4  12-16  6  5-6 | Monthly  Bi-monthly  Monthly  6 times yearly  Monthly  Monthly  3-4 times yearly | 3  2  2  3  4  3  3 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Ongoing Small Groups | Purpose | # Members | Frequency | Leader-  ship |
| Top of the Hill | Support members who are post-retirement | -  -  -  -  -  - | Monthly | 3 |
| Women’s Spirituality | Support women’s spiritual journeys | Monthly | 3 |
| Youth/children | Vision/Manage youth/children programs | Monthly | 3 |
| Adult ministries | Vision/Manage adult ministries | Monthly | 3 |
| Stephen Ministry | Ministerial care | As needed | 3 |
| Caring Ministry | Care of members in distress or need | As needed | 3 |

**25. Conflict**

Most churches experience conflict at various times. Characterize your church’s experience with conflict given the following possibilities. Indicate the extent to which each statement describes your church: C = closely; S = somewhat; N = not at all.

S as a church, we respect and listen to each other and work things through without generating divisiveness

S as a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides

S some have left our church because of conflict

S conflict hurts our sense of unity, but we tend not to talk about it

C painful experience with conflict has been present, but it has been worked through, and we have learned from the experience

S we have had some painful experiences with conflict, and they linger in the background

N open conflict is present, and we need a minister who can help us deal with it

other Specify:

Comment:

### 26. Worship

1. Describe the weekly worship schedule (number of services, times, languages in which the services are conducted, frequency with which communion is included, special emphasis such as healing services, contemporary worship, etc.)

Our worship services are held once per week on Sunday mornings at 10:00 a.m. Our worship is conducted with inclusive language and a style that is integrated including contemporary and some traditional elements. The service encourages progressive Christianity. We employ multiple musical styles (i.e. traditional hymns, contemporary secular music, contemporary Christian music, Taize or Iona chant and song, adult and children’s choirs). HUCC has an open table and serves communion once per month. We have special services on all major Christian holidays and to celebrate the key missions in our community.

b. Are your worship services or church gatherings sign language interpreted?

yes X no

Are there particular ministries with persons with developmental disabilities or mental illness?

Not at this time.

c. Identify how worship is planned on a regular basis in your church

by a worship committee

by the minister

by the minister in consultation with the church musician(s)

X other – specify: Worship committee with the pastor and music director.

d. Describe the style and content of preaching valued by your congregation.

* Sermons that are challenging or thought provoking.
* Sermons that makes us reflect on issues and events that go beyond individual personal life and local community.
* Sermons that touch directly on everyday life.
* Sermons that are spiritually moving and inspirational.
* Sermons that are carefully composed and skillfully delivered.
* Sermons that contain the testimony of the minister as to what he/she believes in contrast as telling us what to believe.

e. Describe the role in worship of the person you are seeking:

Plan, support, and lead youth-focused worship activities.

f. What hymnal(s) are currently used by your congregation in worship?

New Century Hymnal and Sing! Prayer and Praise.

g. Have you considered using another hymnal?

No, our contemporary music ministry and choir directors have an extensive catalog of songs to draw from worship.

h. Churches have a variety of practices related to the use of Inclusive Language in worship services. (Some churches have made the decision not to change any language in worship; others are intentionally inclusive in their references to people avoiding words such as “mankind”. Some avoid exclusively male references for God and seek to include male and female images as well as a variety of metaphors; other churches exercise care in the words of the liturgy but still utilize “traditional” hymns.) How important is this issue to your church?

Inclusive Language is imperative to our community and was formally adopted as policy in congregational meeting.

### WIDER CHURCH CONNECTIONS

**27. United Church of Christ**

1. Association, conference, or other denominational programs and activities in which church members participate.

Do you send delegates to association and conference meetings?

X regularly occasionally never

Have members of your church ever served as delegates or visitors to General Synod?

X yes no not sure

b. Association, conference, or other denominational settings in which your church expects the leader you are now seeking to participate:

At times, it may be appropriate to represent HUCC in these settings, particularly if there is interface with our faith formation programs.

c. Choose the word that best describes how lay leaders of your church consciously identify with the United Church of Christ:

X closely moderately nominally other

Comment:

### 28. Ecumenical and Interfaith Activities

1. Describe ways your church participated in ecumenical and interfaith activities during the past three years.

* Pride Interfaith service (we are actively involved in planning and participating)
* Holladay Interfaith Thanksgiving service
* Interfaith Power & Light activities
* Climate Justice
* Interfaith Roundtable month – led some activities, participated in others
* CORC (Coalition of Religious Community) – participated in various activities and faith day at the legislature

b. Describe how your church expects the leader you are now seeking to participate in ecumenical and interfaith activities.

Organize and coordinate activities where youth and families can support and contribute to the wider community.

### RELATIONSHIP WITH MINISTERIAL LEADERS

**29. Relationship With Prior Leaders**

1. Characterize your church’s experience with ministerial leaders over the past 15 years.

*You may check more than one response.*

X In general, our lay leaders have a history of strong, cooperative relationships with the church’s ministerial leadership.

X We have had some fairly rocky moments, but we have worked them through, and relationships with ministerial leaders have grown in significant and important ways.

X We have had some tough times and things did not always work out.

Other. Specify:

Comment:

We have not had a ministerial staff member in this position for many years. Others in the role of promoting Christian education have been lay staff members or lay volunteers. We are now seeking an ordained individual to strength these programs.

As background, the following is information related to previous and current senior pastors:

The years 2002 to 2004 were a conflicted and painful time for our congregation. Unfortunately, we did not follow the advice of our Conference in 2002, and we called a non-UCC leader to the position of Pastor. At the time HUCC offered him the position, he claimed to possess a seminary-issued Master of Divinity. We later learned that he did not possess this degree. We asked for and received his resignation, then offered him terms of severance which he accepted.

Healing from the experiences of 2003, the time was spent with Interim Pastor, Rev. Jill Warner who provided tools to deal with conflict in an open and verbal way. An intentional review of our entire history and participation in Sacred Conversations taught us how to react to a crisis in a healthier and more transparent way. We entered into a Community Covenant with each other.

#### Following the severance of the pastor, the recently hired co-pastor, Erin Gilmore, was promoted to the sole pastor. With her guidance and leadership the subsequent ten years were a productive and rewarding time in the life of our congregation.

In 2014, we called a new pastor and subsequently learned that he had misrepresented his credentials and work history. The Conference terminated his standing in the UCC, and due to this and other problems it was necessary for us to terminate his contract. The conflict surrounding this event was resolved with transparency and open dialogue within the congregation. This level of dialogue in the face of conflict had never been accomplished in the past. We learned from prior conflict and applied these skills as a congregation and responded in healthier new patterns toward conflict management. These new practices included the work of the pastoral relations committee, the discernment committee and the pastoral support committee.

From 2015-2017, Rev. Robert Von Trebra served as interim pastor. This was a period of healing as the church searched for a new pastor. In November 2017 Rev. A. Fred Evenson joined HUCC and was installed in April 2018. Pastor Fred and his family have been greatly welcomed additions to HUCC.

b. Indicate the tenure of the last three installed persons who filled the position you are seeking to fill. Do not include interims.

|  |  |  |
| --- | --- | --- |
| **Name** | **From** | **To** |
| Rev. Diana Gates |  |  |

If a previous minister or minister emeritus/a is currently a member of the church, describe his or her involvement in the life of the congregation.

Not at this time.

c. In addition to financial support, describe how your church supported the most recent person to hold the position you are now seeking to fill.

The current pastor is supported by Pastoral Relations Committee and the Pastoral Support Team.

d. Involuntary Terminations:

Have any of the last three persons serving in the position you are seeking to fill left involuntarily or under pressure?

yes X no If “yes,” respond to the following:

* Choose all the issues that may have contributed to the involuntary termination. *You may check more than one or indicate “not applicable.”*

conflict of personalities in the church

inadequate performance

ministerial style inappropriate for this church

ethical issues or issues of fitness for ministry

financial stresses

X other Specify: N/A

* Indicate, if you can, which of the following best describe the congregation’s behavior toward that person prior to her or his leaving: *You may check more than one.* N/A

civil

compassionate

harsh

kind

supportive

indifferent

* Describe what your church has learned from the experience about itself and its relationship with persons who provided ministerial leadership. N/A

**30. Does the church have a Ministerial Relations Committee?**

X yes no

If yes, describe its purpose, functions and how often they meet:

The Pastoral Relations Committee exists to support the pastor and provide a forum in which the pastor and congregation can share concerns about ministry at Holladay. The committee meets six times per year.

### 31. If there is periodic assessment/evaluation of the nature of the work and of the performance of that work for the position you are seeking to fill? Describe it.

Yes, the Human Resource Committee conducts an annual evaluation and provides feedback.

Is the periodic ministerial evaluation coordinated with a regular assessment of the overall ministry of the congregation?

Not at this time. We hope to implement such a program in the near future

### 32. Leadership Expectations

A list follows of 45 items which represent a range of qualities in the ministry of the church. Place an “X” beside the 12 items which your church feels are the most important aspects of ministry for your church at this time. All the qualities are important. However, please mark those 12 which you feel need first priority at this time. Do not rank the items. If the aspects you consider to be important are not included in the list, place them at the end in the blanks provided.

Mark only 12 of the following items. Do not rank the items.

##### Our church needs a person who…

1. is an effective preacher/speaker

2. continues to develop his/her theological and biblical skills

3. X helps people develop their spiritual life

4. helps people work together in solving problems

5. is effective in planning and leading worship

6. has a sense of direction in his/her ministry

7. X regularly encourages people to participate in United Church of Christ activities and programs

8. helps people understand and act upon issues of social justice

9. X is a helpful counselor

10. ministers effectively to people in crisis situations

11. makes ministerial calls on people hospitals and nursing homes and those confirmed to their homes

12. makes ministerial calls on members not confirmed to their homes

13. X is a good leader

14. X is effective in working with children

15. X builds a sense of fellowship among the people whom he/she works

16. helps people develop their leadership abilities

17. is an effective administrator

18. is effective with committees and officers

19. is an effective teacher

20. X has a strong commitment to the educational ministry of the church

21. is effective in working with adults

22. inspires a sense of confidence

23. works regularly at bringing new members into the church

24. regularly encourages support of Our Church’s Wider Mission

25. reaches out to inactive members

26. works regularly in the development of stewardship growth

27. is active in ecumenical relationships and encourages the church to participate

28. is a person of faith

29. rites clearly and well

30. works well on a team

31. X is effective in working with youth

32. organizes people for community action

33. X is skilled in planning and leading programs

34. plans and leads well-organized meetings

35. encourages people to relate their faith to their daily lives

36. is accepting of people with divergent views

37. encourages others to assume and carry out leadership

38. X is mature and emotionally secure

39. has strong commitment and loyalty

40. X maintains confidentiality

41. understands and interprets the mission of the church from a global perspective

42. X is compassionate and caring person

43. deals effectively with conflict

44. empowers laity

If there are other comments you wish to make about expectations, include one or more paragraphs here on an additional sheet.

### GENERAL

1. **Does your governing body or your search committee have a well-defined policy against discrimination?**

X yes no Comment:

1. **Has your congregation participated in an ONA (Open and Affirming) study/discernment process?**

#### X yes no

#### Comment: Yes, we formally adopted our Open and Affirming designation within the UCC after completing the national recommended church-wide education program and confirming our intent in congregational meeting.

1. **Is there a position description of the minister’s role and responsibilities?**

X yes no If “yes,” please attach a copy.

Does your church have a personnel policy covering this position?

#### X yes no

### List the titles of other paid staff positions for whom this person provides supervision and indicate whether these positions are full-time (FT) or part-time (PT).

Title:

Office Administrator X PT FT

Music Director X PT FT

Childcare Provider X PT FT

### Name three people who have agreed to serve as references. Make sure they are not members of your church, but know your church well enough to be helpful to a final candidate seeking more information about your church, e.g., conference staff, person in community, neighboring minister:

|  |
| --- |
| Name Telephone Relationship to Your Church |
| 1. Glen Bailey 801-364-7765 Executive Dir., Crossroads Urban Center 2. Tom Goldsmith 801-582-8687 Minister at First Unitarian 3. Marijke Rossi 801-910-3903 Senior Pastor First Congregational, SLC |

1. **What groups or individuals in your church have contributed to, reviewed, and/or approved this profile for circulation?**

Search Committee, Executive Committee, Pastor, Conference Minister, the Congregation.

### STATEMENT ON LEADERSHIP IN MINISTRY

Holladay United Church of Christ (HUCC) has been a part of the greater Salt Lake Valley community for over sixty years. We are theologically diverse and come together around the United Church of Christ (UCC) value of covenantal relationships. We find that we are often in the forefront of issues regarding community action and social justice. We are a community of leaders with many ideas and goals and an ever changing environment. We are currently seeking an Associate Pastor for Children and Youth who is comfortable working with empowered laity in worship, congregational life and social outreach. We seek someone who can partner with this congregation and through her/his unique gifts, look at where we are and where we are called to go. We recognize this congregation is thriving in many areas of congregational life, and wish to growth and strengthen the youth and family ministries.

We are looking for someone with an innovative, progressive approach to youth and child pastoral leadership. He/she would, while considering young families' dynamic schedules, focus on key elements of community, service, and social justice in a spiritually nourishing environment.

We seek a pastor who is mature and emotionally secure, who is able to trust and be trusted. This person maintains confidentiality both inside and outside the congregation and is comfortable working on a team with lay leaders with divergent views and ideas. With the number of activities and ministries we support as a congregation, we feel both the excitement and the challenges this can create.

We have a rich history of an active church school and youth ministry. Children, youth and young adults are a very important component of our church community. The Holladay Preschool has been an integral part of HUCC for over sixty years and operates within our building while contributing to the operating budget. Many members’ children have attended this preschool, and some adult members are graduates of Holladay preschool. We seek a leader to empower our lay leaders and engage with our children and youth.

The senior pastor is the head of church staff, providing accountability and direction for staff development. The pastor collaborates with staff to set clear goals, provide useful timely coaching, communicates regularly with and leads regular staff meetings. The pastor participates in hiring and termination decisions along with the Human Resource Committee and Council.

The current staff includes a half-time Church Administrator, a part-time Music Director and modest hours for an accompanist and nursery care provider.

# Conference or Association Descriptive Reference

##### Church Name: Holladay United Church of Christ

**Location: Salt Lake City, Utah**

**Conference: Rocky Mountain Conference**

**Association: Intermountain Association**

**Name of Staff**

**Assisting in the**

**Search: Rev. Sue Artt**

**Staff Comments:**

**Rev. Sue Artt**

Signature of Staff Assisting in the Search

4/2/19

Date

**HUCC Search Committee, Associate Pastor for Children and Youth, Job Description, as of 4/1/2019**

**Title:**

Associate Pastor for Children and Youth

**Compensation:**

Part-time, approximately 32 hours a week, exempt (ministerial exemption), salaried. Total annual compensation up to $60,000 (an estimated $45,000 in salary or housing allowance and $15,000 in benefits). Relative distribution of this compensation is negotiable. Non-traditional forms of compensation are also negotiable. Reimbursements related to continuing education, mileage, travel and books are budgeted separately for this position.

**General Purpose of Position:**

We seek a candidate who is ordained or possesses the qualifications to achieve ordination for a part-time position as Associate Pastor of Children and Youth. The primary role of this position is to nurture the formation of faith and spiritual development of children, youth and young adults at Holladay United Christ of Church (HUCC), Salt Lake City, Utah.

**Primary Responsibilities:**

* Plan, implement, and supervise HUCC's children and youth ministries which include children, youth, and young adults.
  + Relevant activities include Sunday school, youth group meetings, “Children’s Chat” during worship, coordinating children and youth participation in worship services, Christmas Youth Pageant, retreats, service activities and fundraising for mission activities.
* Organize and coordinate educational, spiritual, social and personal growth of children, youth and young adults.
* Recruit, coordinate, train and support volunteers for children, youth and young adult ministries.

**Additional Expectations and Opportunities:**

* Contribute an innovative and progressive approach to youth and child pastoral leadership.
* Lead and coordinate youth participation and travel to UCC La Foret camp in Colorado.
* Facilitate youth participation in the United Church of Christ (UCC) Association, conference, and national events.
* Plan and lead youth-focused worship activities.
* Attend and contribute to meetings that may include staff, Council and the Holladay Preschool.
* Implement and maintain safe standards for the interaction with children, youth and young adults.

**Supervision**

* The position is under the direction of the Senior Pastor of HUCC.

**Qualifications and Attributes:**

The preferred candidate:

* Must be ordained in good standing or possess qualifications for ordination in the United Church of Christ or an affiliated church.
* Must be able to serve in an Open and Affirming, Whole Earth Church and minister to people from diverse and marginalized backgrounds.
* Should possess prior experience in educating children or youth and enjoy working with children and youth.
* Must understand personal and professional boundaries.
* Must work collegially with the Senior Pastor, staff, committees, and the congregation.
* Must function independently, demonstrating excellent work ethic and time-management skills.