

UNITED CHURCH OF CHRIST  
**LOCAL CHURCH PROFILE**



First Congregational Church, United Church of Christ  
Rock Springs, Wyoming

Pastor

Rocky Mountain Conference  
Intermountain Association

[July 24, 2019]

## LOCAL CHURCH PROFILE CONTENTS

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*“God is able to provide you with every blessing, so that  
having all sufficiency in all things at all times,  
you may abound in every good work.”  
(2 Corinthians 9:8)*



**Lighting the Advent and Christ Candles, Christmas Eve 2018**

## 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 preparation of a Local Church Profile. Using the Profile, the church 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.

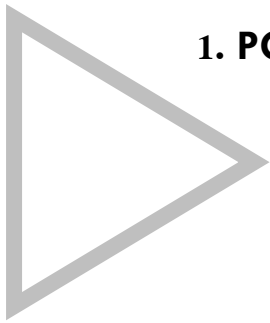
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. Known together as the "Discovery Document," these three sections can be completed by a visioning group, a governing body, a transition team, or other group – not just the search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The church's engagement with the "Discovery Document" might not have the same sequence as the completed Local Church Profile that is read by candidates.

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 story-tellings and many prayers. 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.



## 1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

### 1a. LISTING INFORMATION

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First Congregational Church

1275 Adams Avenue

Rock Springs, Wyoming 82901

[churchfirstrock@gmail.com](mailto:churchfirstrock@gmail.com)

307-362-3530

[firstrockucc.org](http://firstrockucc.org)    [facebook.com/FirstCongregational.UCC.RockSprings/](https://facebook.com/FirstCongregational.UCC.RockSprings/)

Twitter: @churchfirstrock    Instagram: @churchfirstrock

Conference: Rocky Mountain Conference

Association: Intermountain Association

UCC Conference or Association Staff Contact Person:

Rev. Erin Gilmore

Associate Conference Minister, Rocky Mountain Conference

[erin@rmcucc.org](mailto:erin@rmcucc.org)

801-694-6300

Summary Ministry Description:

*In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?*

**Our church has both short term goals (increasing attendance, balancing a budget) and long term goals; becoming a community steward for equality and justice; become a safe have for those in our community who have not had positive experiences with church; continuing to expand our relationships with other churches, community responders, and the UCC community at large.**

Photographs:



**Founded in 1881, First Congregational Church is the oldest church in Rock Springs ... but we sure don't act like it. We are vibrant and spirit-filled, joyful in our ministry, and celebratory in our fellowship together.**



**Wyoming tops the nation in terms of pet ownership per capita, and you'll see that in our congregation. We love our animals!**

**Last September, we held a Blessing of the Pets service, with many of our 4-legged friends (and more!) joining us for Worship and a special blessing. All God's critters got a place in our choir!**

**After worship, the youth of the congregation were treated to a special tour of the Red Desert Humane Society, complete with time to play with a number of the animals.**



**Blessing of the Jerseys, August 2018 – complete with a water blessing**

**We aren't afraid to try new things and let more truth and light break forth in us and with us. A new part of our adult faith formation is Pub Theology.**

**We gather monthly at Bitter Creek Brewery in downtown Rock Springs to explore our faith together in an atmosphere of fun and fellowship.**

**Our congregational actually met in a bar for a time in 1895, when we were “between buildings.”**

[rocketminer.com/community/communitingregating-at-bitter-creek-brewing/article\\_b45d7ffc-8682-5959-b164-20910cb2ec28.html](http://rocketminer.com/community/communitingregating-at-bitter-creek-brewing/article_b45d7ffc-8682-5959-b164-20910cb2ec28.html)



**We like to eat together. A lot.**

**Potlucks are very popular, including with special themes like Mardi Gras (pictured left), as we did the last Sunday before Lent began. We also go out for dinner monthly at Village Inn.**

**Above are a number of the youth of the congregation “toasting” us with their burgers and hotdogs at the Trustee BBQ in September 2018.**





**The Red Desert Magi, a modern version of “The Three Kings,” appeared to us at the Epiphany and told their story of following the star.**



**Our youth choir got all decked out to “Wade in the Water” for Mardi Gras this year. And yes, there was King Cake (and a great Mardi Gras potluck) after worship!**

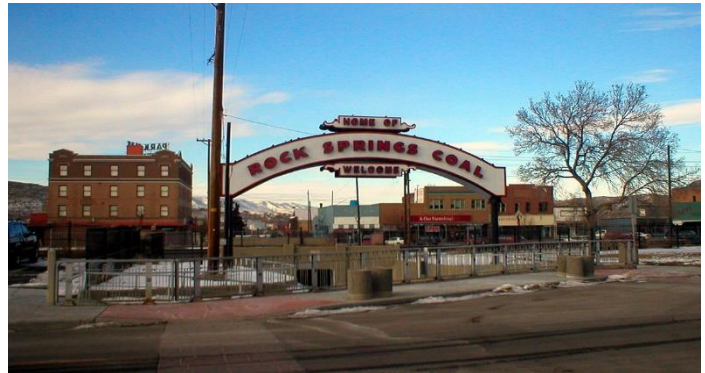


**The Women’s Fellowship always has fantastic luncheons with meaningful fellowship together.**



What we value about living in our area:

**Rock Springs is a small city of nearly 25,000 located nearly 6,300 feet in elevation in the beautiful Red Desert of SW Wyoming. Our community was “born” of railroads and natural resources, and as a result, people from all over the world came to live here. To this day, we are known as the city of 56 nationalities. Each year we celebrate International Day in July, and we love that handmade tamales are readily available and delicious potica is part of the holiday tradition of our city.**



**Downtown Rock Springs is filled with historic buildings, many of which now house restaurants and interesting shops. We have an outstanding historical museum (pictured right), where you can learn of things like the time Butch Cassidy spent here. As our downtown has continued to revitalize, it was rated as one of the nation’s top 20 small city downtowns by Main Street Top 20. Link:**



**<https://wyo4news.com/news/downtown-rs-selected-to-top-20-for-chance-at-500000-to-revitalize-rock-springs>**



**The natural beauty of the area is evident, as our region is filled recreation activities like camping, boating, and fishing. Wildlife can be seen not far from town – or occasionally in town. Deer are seen weekly near the grounds of the church. Just further afield are attractions such as the Wild Horse Loop, Boar’s Tusk, and Red Canyon/Flaming Gorge (pictured left). Even Grand Teton and Yellowstone National Parks are just a few hours away.**

**Read more about Rock Springs history here:**

**<http://ultimatewyoming.com/sectionpages/sec4/RockSprings/rocksprings.html>**



Current size of membership:

**Currently based on information we have provided to the UCC Data Hub, we have 118 members of the church. There is also a small cohort of regular, faithful church participants who prefer not to become members.**

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

**On occasion the Pastor will use some Spanish or we will sing part of a hymn in Spanish. But, English is the language used in our ministry. We have had some members who are bilingual, and a Spanish-speaking congregation rents our Sanctuary for their ministry.**

Position Title: **Pastor**

Position Duration:

**Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association**

Compensation Level: **Full Time**

Does the total support package meet conference compensation guidelines? **Yes**

## **1b. SCOPE OF WORK**

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Core Competencies:

*(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)*

**We hear God calling us to seek a Pastor who is willing to maintain partnerships with other local churches, who is committed to building diversity and promoting community involvement, and who has a flexible approach to the changing needs of the congregation.**

## 1c. COMPENSATION AND SUPPORT

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Salary Basis: **\$32,000**

Benefits: **Salary plus Benefits**

What is the expected living situation for your next minister?

**Our congregation provides a well-maintained parsonage, approximately 3 blocks from the church. It is a 4 bedroom/2 bath ranch-style house with a finished basement (1 BR plus second living area, laundry, and bath in basement); a large, park-like privacy-fenced and landscaped backyard; 1-car attached garage.**

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

**We would expect that our next minister reside in the parsonage.**

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*): **N/A**

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

**Monthly, UCC clergy in the Intermountain Association of the Rocky Mountain Conference gather at Holladay UCC near Salt Lake City. Occasional text study with other local churches. Mainline clergy in Rock Springs/Green River gather for lunch regularly.**

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

## 1d. WHO IS GOD CALLING TO MINISTER WITH US?

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

**Our congregation holds traditional expectations (e.g. visiting the sick; ministering to the homebound), but also expects a minister to take the lead in giving us ways to demonstrate our faith in new and varied ways. These may include the study of faith in a pub;**

**examining our faith through a church library; hosting fellowship with people unlike ourselves and as yet unknown ways to live and breathe our faith.**

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

**As with any congregations, change can feel threatening to some; in our focus groups some themes emerged to help the Search committee examine the changes our congregation would like to see.**

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

**No specific requirements, but as we have a Spanish-speaking congregation that shares our building, Spanish is always helpful.**

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.

**Strengthening inter-and intra- personal assets; Nurturing UCC Identity; building transformational leadership skills; and working together for justice and mercy.**



**Our church steeple in a Wyoming sunset.**





## **2. WHO IS GOD CALLING US TO BECOME?**

**“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)**

Who is God calling you to become as a congregation?

**God is calling us to become a people of faithful courage, including the courage to witness even when there are not many fellow travelers on our particular journey.**

**God is calling us to embrace inclusiveness in its fullest meaning, including continuing to learn how to better live our covenant as an Open and Affirming church.**

**God is calling us to learn more about the Bible and to transform our faith into action.**

**We are called to expand opportunities to further reach into the community and the world, making practical improvements in the lives of people struggling to meet basic needs.**

**We are called to evolve in our thinking as we hear God’s continuing revelation. We are called to being open to allowing God to change us.**

**We are called to partner with other churches and service organizations.**

**We are called to be better stewards of the earth.**

**We are called to treat each other and all of God’s creatures with compassion.**

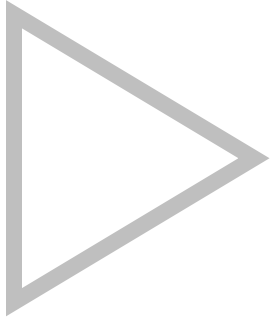
**We are called to embrace potential governing and structural changes required by a changing congregation ministering in the less church world of the 21st Century.**

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

**One challenge we -- like many churches -- are facing is that our governance structure may well have been suited to a different era. A number of congregational leaders and members have been reading Doug Bixby’s “Challenging The Church Monster,” as a prelude to**

possible discernment of intentional and thoughtful reconsideration of our current structures.

Pub Theology was started after conversations about adult education and participation therein. This has been a very popular and well attended monthly event, particularly appealing for those who may not attend a bible study in the church, and who are more comfortable in a public setting.



### **3. WHO ARE WE NOW?**

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

#### **3a. CONGREGATIONAL REFLECTIONS**

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Describe your congregation’s life of faith.

*For example, what beliefs and commitments are stated in your congregation’s purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?*

**Our church unites us together through the presence of God’s Spirit and Christian fellowship. this congregation proclaims Jesus the Christ as our guide to understand and experience the love of God as revealed through the Holy Scripture. We affirm that it is the responsibility of each generation to make the faith their own, rendering loving service to all creation, and striving for justice and peace in the world.**

Describe several strengths or positive qualities of your congregation.

**The magnetism drawing and holding our congregation together is characterized by: A strong feeling of family and fellowship, thought provoking sermons, an engaging minister, contemporary music and a children’s choir, opportunities for children’s involvement, taking time for worship, congregational volunteerism in community service and outreach, community prayer during worship, willingness to try new things, and our Open and Affirming stance.**

Describe what worship is like when your congregation gathers.

*For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?*

**Worship takes place in an altar centered “Sanctuary in the round”. A bell ringer (usually a youth) rings a bell in the Sanctuary to call the worship to begin. A lay worship leader invites the congregation to repeat our greeting of welcome. This is followed by a responsive gathering statement and collective prayer by the congregation. Later in the service, “passing the peace” is an opportunity for sincere fellowship as we greet, catch up with one another, and wish each other well spiritually, emotionally, and physically. We would describe good preaching as relevant, thought-provoking, inspirational, and well-grounded in scripture.**

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

*For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?*

**Young people are invited to come “front and center” for a Thought for all Ages. This is a tailored message for our young people that precedes the Faith Formation class, which uses a multi-grade curriculum entitled “One Room Sunday School. We have a vibrant group of children (ranging in age from 4-14) and this curriculum seems to work best for our situation. An example of a recent study topic was the UCC Lenten devotional -“Take Nothing with You”. The various perspectives and fundamental lessons that were presented exemplify good preaching.**

Describe how your congregation is organized for ministry and mission.

*For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?*

- When it comes to decision-making, how many hours are spent in meetings per month?  
**10 hours per month**
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished? **When the congregation needs to be notified, they are notified via email and Facebook posts. Phone calls to those without internet.**



- 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.**

### 3b. 11-YEAR REPORT

(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite)

UNITED CHURCH OF CHRIST ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS										
Church#: 693380										
Assoc: 674 Schedule: 0 First Congregational UCC Rock Springs WY 82901										
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED	
2008	138	59	20	0	0	0	0	0	0	
2009	131	48	0	0	0	0	3	4	-7	
2010	131	48	0	0	0	0	0	0	0	
2011	131	48	0	0	0	0	0	0	0	
2012	131	72	32	0	0	0	0	0	0	
2013	131	65	30	0	0	0	0	0	0	
2014	131	65	30	0	0	0	0	0	0	
2015	137	67	14	0	0	12	6	0	6	
2016	132	58	17	1	0	0	6	0	-5	
2017	126	56	23	0	0	0	6	0	-6	
2018	119	50	25	0	0	0	5	2	-7	
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2008	\$128,119	\$0	\$3,387	\$3,007	\$6,394	\$0	\$6,394	2.64	\$134,513	\$0
2009	\$38,404	\$0	\$2,606	\$2,684	\$5,290	\$0	\$5,290	6.79	\$43,694	\$42,428
2010	\$38,404	\$0	\$4,105	\$4,661	\$8,766	\$0	\$8,766	10.69	\$47,170	\$0
2011	\$38,404	\$0	\$4,835	\$4,015	\$8,850	\$0	\$8,850	12.59	\$47,254	\$0
2012	\$117,675	\$0	\$4,657	\$17,710	\$22,367	\$1,174	\$23,541	3.96	\$141,216	\$1,300,047
2013	\$117,675	\$0	\$1,000	\$708	\$1,708	\$0	\$1,708	0.85	\$119,383	\$0
2014	\$117,628	\$0	\$7,622	\$5,619	\$13,241	\$0	\$13,241	6.48	\$130,869	\$0
2015	\$111,321	\$0	\$3,640	\$7,801	\$11,441	\$8,395	\$19,836	3.27	\$131,157	\$90,000
2016	\$65,550	\$0	\$4,338	\$15,193	\$19,531	\$0	\$19,531	6.62	\$85,081	\$92,016
2017	\$113,952	\$0	\$4,330	\$2,292	\$6,622	\$0	\$6,622	3.80	\$120,574	\$93,112
2018	\$99,828	\$0	\$4,316	\$1,594	\$5,910	\$0	\$5,910	4.32	\$105,738	\$81,795
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE		
2013-2018	-9.16	-23.08	-16.67	0.00	0.00	-15.17	246.02	-11.43		
2008-2018	-13.77	-15.25	25.00	0.00	0.00	-22.08	-7.57	-21.39		

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

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	118	From UCC Data
Number of active non-members:	10 approx.	√
Total of church participants (sum of the numbers above):	118	

Total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	40 families	√
Less than 10, more than 5 years:	20 families	√
Less than 5 years:	10 families	√

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
14	7	5	8	20	15	20	30	15	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	1%	√
Households with minors:	30%	√
Single adults age 35-65:	1%	√
Joint households with no minors:	50%	√
Single adults over 65:	10%	√

Education level of adult participants by percentage: (note numbers are not cumulative)

		<i>Is this number an estimate? (check if yes)</i>
High school:	85%	√
College:	75%	√

Graduate School:	20%	√
Specialty Training:	25%	√
Other (please specify):		

Percentage of adults in various employment types: (Includes retirees who have gone back to work)

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	90%	√
Adults who are retired:	35%	√
Adults who are not fully employed:	5%	√

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

**Business, education, office associates, mining, electrical, self-employed**

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?

**Mono-cultural - we share our sanctuary with a Guatemalan congregation and have held a joint service with them in the past.**

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:

**We have been Open and Affirming for the past 5 years; our covenant was adopted in April 2014. We have had two openly LGBTQ ministers, including one prior to the adoption of the Open and Affirming covenant.**

### 3d. 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	10-15	Current Pastor
Baptisms <i>(number last year)</i>	N/A	
Children's Groups or Classes	10 avg	Growing Faith
Christmas Eve and Easter Worship	300	Pastor, Music Comm, Diaconate
Church-wide Meals	30	Women's Fellowship, Diaconate, Church Council
Choirs and Music Groups	10-15	Music Committee
Church-based Bible Study		
Communion <i>(served how often?)</i>	Once per month	Diaconate and Pastor
Community Meals	400 overall	Church Council and Mission
Confirmation <i>(number confirmed last year)</i>	0	
Drama or Dance Program		
Funerals <i>(number last year)</i>	450 overall	(6 funerals in the past year)
Intergenerational Groups	250	(includes Village Inn dinners)
Outdoor Worship	40-45	UCC Ministers from Rock Springs, Green River, Vernal
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community	125	(Pub Theology – avg 12-15 people)

Weddings ( <i>number last year</i> )	12	(1 non-member wedding)
Worship (time slot: 10:30am)	Mid 50s average attendance	Pastor, Diaconate, Music Comm
Young Adult Groups or Classes		
Youth Groups or Classes	6 per week	Growing Faith
Other: Thought For All Ages	20	Pastor, Growing Faith

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). **None**

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
Office Associate		Part Time	Pastor	3 years
Custodian		Part Time	Pastor/Trustees	5 years
Organist		Part Time	Diaconate	30+ years

## REFLECTION

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

**We are, like many mainline churches, seeking to minister in a changing world in which church attendance and participation and no longer the norm. Yet, we still hear God's call to us and we seek to discern what God desires for us. We recognize that our ministry is holy and vital.**

## 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$82,000
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$
Endowment Draw ( <i>beyond what is permitted by spending policy, “drawing down the principal”</i> )	\$
Fundraising Events	\$2,890
Gifts Designated for a Specific Purpose	\$3,735
Grants	\$
Rentals of Church Building	\$5,855
Rentals of Church Parsonage	\$
Support from Related Organizations ( <i>e.g. Women’s Group</i> )	\$
Transfers from Special Accounts	\$
Other: <b>Broadway Bargains Thrift Shop</b>	\$9,000
<b>TOTAL</b>	<b>\$103,500</b>

Current annual expenses (dollars budgeted for most recent fiscal year): **\$105,419.57**

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

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **55.4%**

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*)

- ☒ **X** Our Church’s Wider Mission (OCWM – Basic Support)
- ☒ **X** One Great Hour of Sharing
- ☒ **X** Strengthen the Church
- ☒ **X** Neighbors in Need

X   Christmas Fund

**We are proud to be a 5-for-5 church. In addition, part of our mission contributions have gone to UCC Disaster Relief funds, both for relief related to wildfires here in Wyoming, and disasters elsewhere.**

In what way is OCWM (Basic Support) gathered? **OWCM is a line item in our budget: \$4,000**

What is the church's current indebtedness?

Total amount of loan debt: **Zero**

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

Year(s)	Purpose	Goal	Result	Impact
2016-8	Parking Lot	\$26,514	\$26,514	

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

Does your church have an endowment? **No. We do have an investment fund, listed later.**

Other Assets

Reserves (savings): **\$28,900**

Investments (other than endowment): **\$134,800**

Does your church have a parsonage? **Yes**

Fair market rental value of the parsonage: \$1,300/month

How is the parsonage used? **Residence for the Pastor**

Street / City / State / Zip: **1321 McKinley Avenue; Rock Springs, WY 82901**

Finished square footage: **1,818 square feet**

Number of Bedrooms, Number of Bathrooms: **4 BR, 2 BA**

Assessed real estate value: **\$181,000**

Available for minister residence: **Yes**

Expected minister residence: **Yes**

Condition of structure, systems and appliances: **Very good condition**

Entity in the church responsible for review and needed repairs: **Trustees**

Describe all buildings owned by the church: **Church building and Parsonage**

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

**Broadway Bargains- church sponsored thrift store. In downtown Rock Springs.**

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) **All areas except basement of the church.**

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

**We are healthy but aware that we do face increasing financial challenges. Beyond regular stewardship, we must think more actively and intentionally about fundraising and rental uses of our building as means for financially supporting our ministry.**

### **3f. HISTORICAL INFORMATION**

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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.

#### **2014 – Adoption of Open and Affirming Covenant**

**When we became Open and Affirming, we did not go through the entire discernment process. The congregation had already welcomed several people from the LGBTQ community, as well as having had an openly gay man serve as Interim Pastor. We entered into a covenant welcome people of all sexual orientations, gender identities, and gender expressions into Christian fellowship.**

#### **Late 2000s – Conflict**

**The congregation's expectations and vision did not match the leadership style of the called Pastor. From this we learned to pay closer attention to how we sense God is calling us, and how we interact with one another and our Pastor.**



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

**In the past two years, the number of “significant deaths” in the congregation has been high.**

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.

*For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)*

**All churches have disagreement, but in terms of anything substantial, we would refer to a situation in the late 2000s, listed below in Ministerial History, and would be glad to discuss at interview. From this, we did learn more about ourselves and how we must function – including how we listen to one another and to clergy. Generally, our communication is quite open and most pastors have been very intentional about being just as open and transparent, which (while not a stated policy) is a practice we find to be both faithful and beneficial in dealing with conflict, and alleviating it before it can begin.**

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Kay Grice	7	Y
Rev. Harvey Joyner	3	Y
Rev. Jeanie House	7	Y
Rev. David Wade	11	Y

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

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

**We had one situation where conflict between the congregation and pastoral leadership exacerbated a pastor’s pre-existing health issue, which contributed to his resignation.**

Has your church been involved in a Situational Support Consultation?

**It has not. But at the time of the aforementioned situation, a mediator was called in to facilitate discussion.**

Has a past pastor been the subject of a Fitness Review while at your church? **No.**

## 4. WHO IS OUR NEIGHBOR?

"You shall love your neighbor as yourself." (Matthew 22:39 NRSV)

a. COMMUNITY VISION

b. MISSION InSite

### 4a. COMMUNITY VISION

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

*For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church's engagement with neighbors near or far?*



**Our Mission Board regularly reaches out to thank those who serve in our community, such as First Responders, as well as to share the message of welcome to all. Pictured to the left is Mission Chair Sharon Pribyl sharing a greeting of cookies with the inaugural meeting of the LGBTQ Student Club at Rock Springs High School.**



**We also annually host meals for students, such as these student-athletes from Western Wyoming College, who are unable to go home at the holidays.**



**We recently hosted a group of bicyclists who were traveling the western United States and helping build homes as part of the Fuller Center Bike Adventure program, founded by Millard Fuller (also of Habitat for Humanity). Our congregation has played host to such groups in a number of recent years.**

**The congregation provided sleeping space, storage space for bikes, and all meals during their 2-night stay.**



**As of this writing, the congregation's Mission Board is also in process of applying for a conference grant for a new partnership ministry with Sweetwater Against Trafficking, a local organization which works to end human trafficking. Our congregation has also hosted a Boy Scout Troop since the 1930s.**

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

**Both members and clergy have participated regularly in the life and meetings of the Intermountain Association and the Rocky Mountain Conference, including attending regular meetings and serving on committees such as Church and Ministry.**

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at [ucc.org](http://ucc.org).) Check any statements below that apply to your UCC faith community.

- |  |   |
|--|---|
| <input type="checkbox"/> Accessible to All (A2A)           | <input type="checkbox"/> Just Peace                                 |
| <input type="checkbox"/> Creation Justice                  | <input type="checkbox"/> Global Mission Church                      |
| <input type="checkbox"/> Economic Justice                  | <input checked="" type="checkbox"/> <b>Open and Affirming (ONA)</b> |
| <input type="checkbox"/> Faithful and Welcoming            | <input type="checkbox"/> WISE Congregation for Mental Health        |
| <input type="checkbox"/> God Is Still Speaking (GISS)      | <input type="checkbox"/> Other UCC designations:                    |
| <input type="checkbox"/> Border and Immigrant Justice      | <input type="checkbox"/> Designations from other denominations      |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input type="checkbox"/> 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?



**Our congregation celebrated its 5<sup>th</sup> Open and Affirming Anniversary at our April 28, 2019 worship.**

**Here is the URL for an article about the anniversary which appeared in our local press:**

[rocketminer.com/community/first-congregational-church-hosts-th-anniversary-of-open-and-affirming/article\\_303696b9-042b-5141-8ba0-2a7ba8311c8c.html](http://rocketminer.com/community/first-congregational-church-hosts-th-anniversary-of-open-and-affirming/article_303696b9-042b-5141-8ba0-2a7ba8311c8c.html)



**Our Open and Affirming congregation has taken a step further in our welcome and affirmation of LGBTQ persons as we hosted the first ever statewide Wyoming LGBTQ**



**Pride Worship Service on July 14, 2019. This was done in conjunction with Wyoming Equality, and we are both honored and blessed that this new public witness of our faith to our state and community could begin in our Sanctuary.**

**Here is a URL to an article about the service from the Casper Star-Tribune:**

<https://tinyurl.com/y5755s9u>



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

**We frequently partner and participate with our sister UCC church in nearby Green River, as well as the Episcopalian and Lutheran churches in Rock Springs, for a variety of events. We have shared worship on occasions such as Ash Wednesday and Maundy Thursday, and share seasonal activities such as Advent and Lenten studies.**



**Red Canyon, Utah (pictured to the left) is one of the natural wonders near Rock Springs. One of our favorite activities is our annual worship at Red Canyon the first Sunday of August with our sister UCC churches in Green River, WY and Vernal, UT. Our worship time together there is always followed by a picnic!**

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?

**The scope of this work is fairly standard for a church our size. We trust our Pastor to discern how God is calling that time be delineated between various aspects of ministry and we are regularly updated on this in Pastor's Reports both at Church Council meetings as well as during our Annual Congregational Meeting.**

#### **4b. MISSION InSite**

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

**A point related but not exact to that question, but one of which you should be aware, is that Wyoming's economy often flows on a boom and bust cycle – tied to dependence on the energy industry in the state. As a result of this, there have been times in our area, as in many places in Wyoming, where there have been significant influxes of people and financial resources, and later similarly significant departures of people and financial resources. You can read more about this cycle in the link below:**

<http://www.uwyo.edu/ahc/sites/energyboom/boom-bust.htm>



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?

**This church moved to its present location in 1970, somewhat following a trend of the time of downtown churches moving to neighborhoods where people were moving. However, like many churches have discovered since that time, church membership does not correlate to neighborhoods as it once did. Our membership is from throughout our area.**

**It is fair to say that the demographics of the congregation indicate a higher level of formal education overall than the community at large.**

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

**The demographics of this area indicate the importance of the ministry and public witness of this church. The prophetic voice so often raised by the United Church of Christ needs to be heard in places like our community. It is more challenging, for example, to raise a voice that we are called to address climate change when so much of the local/state economy is dependent upon fossil fuels.**

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

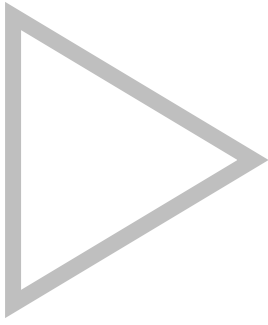
**“That’s the church that loves everybody” is a common refrain here.**

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

**Feeling welcome and the fellowship of the congregation. You will hear this again and again and again.**



**Congregation members  
Lynne Fech and Liz  
Strannigan showing off  
Christmas items at our  
Broadway Bargains  
Thrift Shop in historic  
downtown Rock Springs.**



## 5. REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

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

Rev. Jason Boyd

814-920-0763 jasonboyducc@gmail.com

Senior Pastor, Henrietta United Church of Christ; Henrietta, New York; 9/1/2019 –  
Designated Term Pastor, First Congregational Church, Rock Springs, Wyoming; 7/1/2018 –  
8/31/2019

### REFERENCE 2

Rev. Kay Grice

Retired UCC clergy

Moderator of Rocky Mountain Conference/standing in Metro Denver Association

307-448-0164/ kay.e.grice@gmail.com

Served as Pastor at First Congregational in Rock Springs from 2012-2018

### REFERENCE 3

Jonathan Firme, Former Member of 11 years (moved away 2017)

P.O. Box 631

Tonopah, Nevada 89049

Mobile Phone 307-705-7355 (text also)

jnjfirme@gmail.com

### 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.

## **Reference #1 – Rev. Jason Boyd**

To my clergy colleagues considering this call to ministry:

I am blessed and honored to serve as a reference for the First Congregational Church of Rock Springs, Wyoming. I am going to begin this reference letter with some very blunt and direct words:

**If you truly desire to minister with and to a fun congregation that is healthy, loving, and serious about its faith, you need to take a very close look at this church and consider whether God may be calling you to minister here. You would be foolish not to.**

First Congregational Church is the oldest church in Rock Springs, Wyoming. Originally founded in 1881, it has been in 4 different buildings, arriving at the current location in 1970. The official membership count is 118, but I would say that ~80 is an accurate number in terms of the functional size of the congregation. You've already read all about them in the profile, and should you have the opportunity to speak with them directly, don't hold back with your questions. They are intentional about openness and transparency, and will expect the same from you.

The reference prompts begin with asking about strengths in the church's ministry. A major area of strength and joy for this congregation is that it is open to new experiences. In our time together, we have explored new types of special worship services, Pub Theology, etc.; you will find them to be genuinely open to new possibilities you sense God is calling you to experience together.

The health of the congregation is another major strength. Particularly if you have served in boundary-challenged or passive aggressive churches, you know how problematic that can be for ministry. This congregation is healthy, easy to work with, straight-forward, and transparent. You will sense both partnership and support from this congregation.

This congregation is truly just a great deal of fun. A sign of the strength of the ministry of a church is the joy it experiences and shares. That exists here in abundance. You will find your heart being warmed by their presence and the love they return to you. Community here is genuine. You can see the happiness they experience in being together with one another, and in times of grief and loss, the way they come together to support and care for one another is a thing of beauty. It would be hard to overstate how wonderful they are.

The church facilities are exceptionally well-maintained, as is the Parsonage. I should add, especially if you have kids and/or dogs, you will love the Parsonage backyard. I've referred to it as my dog's private dog park. ☺

Another of the reference prompts is "areas for improvement in this church's ministry." No church is perfect, and there are growing edges here as well. Money is a challenge for most churches, and First Congregational is no different. Fundraising beyond pledges is an area where

this congregation is in need of energy and creativity. There have been conversations about fundraising, particularly related to external use of the building (which has an excellent commercial kitchen) but there is not much energy around this. Future finances may necessitate this becoming a higher priority.

Another growing edge for this congregation is around its governing structures. The structures that exist are from another time, when mainline churches were generally larger and more of a community focal point. Some congregational leaders have started considering the need to restructure, as there are “too many slots to fill” for the size congregation and folks may start to get “worn out.” Folks are largely aware of this, but it is important that the congregation be more active in discerning this to make their number of boards, etc., more manageable and workable for the future. You’ve already read elsewhere in the profile that some congregation members have been reading a bit about changing church structures. I strongly encourage follow-through on this in the next year or two.

The prompts also ask me to describe a significant experience I have had of this church’s ministry. I could name a few. I watched their deeply meaningful reactions to having their baptisms re-affirmed, and the way they have marched through pain and loss with a number of significant deaths in the congregation in recent times. But I want you to know about a way I have seen them grow in my short time here, a way where I could see them sensing God was calling them to something more.

This story, unfortunately, starts with a sad event, as a couple left the church because of the pastor being gay. The congregation was surprised, for among other reasons, that the couple somehow overlooked that the church is Open and Affirming and had previously had a gay pastor. In the wake of this, I witnessed a good level of introspection on the part of members about the meaning of Open and Affirming, how they proclaim it, and how they live it together. There was an epiphany of sorts that they needed to be more intentional about welcome and affirmation to the LGBTQ community, to make sure that is understood, faithfully claim ONA as part of their identity and call from God, and not presume that folks just know that. If you’ve read the profile, you already know that this congregation hosted the first ever statewide Wyoming LGBTQ Pride Worship Service in July 2019, so that gives an indication of the seriousness and depth with which I’ve seen this congregation follow this path. I’m proud of them for their response and willingness to open themselves for what more God might be saying to them about their witness and faith journey together.

In addition to the prompts for this reference in the profile, there are other things you should know. While you would be a distance from many UCC churches, you will have a quintessentially wonderful UCC colleague in the Rev. Jenny Boteler at Union Congregational in Green River, Wyoming – 20 miles away. Likewise, this congregation has an outstanding organist in Diana Wiig, who is an absolute delight to work with. I humbly suggest you will not find a better Pastor-Musician relationship than you will find here. I would add that the quality of her work and her person are major strengths of this church’s ministry.

Please do not hesitate to contact me if you have questions or whatnot. I am more than glad to talk with you. With that, I will close by reiterating what I said at the start. Look closely at this congregation -- you'd be foolish not to. I wish you God's most abundant blessings on your journey.

In Christ,

A handwritten signature in blue ink that reads "Jason Boyd". The signature is written in a cursive, flowing style. The first name "Jason" is written with a large, looped 'J' and the last name "Boyd" follows in a similar cursive script. The signature is positioned to the left of a thin vertical line.

Rev. Jason Boyd



## **Reference #2 – Rev. Kay Grice**

Strengths: A willingness to try just about anything

Broader community service

Ecumenical connections

Support of their youth, their pastor, their fellow church members

Areas which need improvement:

Initiate ideas on their own without pastor taking the lead (this might have been the result of their pastor's flaw)

Participation in Association and Conference

Giving up things that are not necessarily working anymore (trying something different)

Significant experiences:

Making snowflakes for Sandy Hook Elementary during worship the last Sunday of Advent, hanging the snowflakes in the sanctuary for Christmas Eve and then sending them on so they greeted the Sandy Hook students when they returned from Christmas break. This like most of our events included Mt of Olives ELCA and Green River Union UCC.

For six plus years, we wholeheartedly hosted Bike & Build cyclists as they rode cross country raising funds for affordable housing.

Every August we worshiped with the Vernal and Green River UCC churches at Red Canyon in the Flaming Gorge. It grew in attendance every year even though we had to drive 80 miles each way).

The second Sunday of Advent in 2016, six women were talking in the lobby about how they wished they could go to Washington DC for the Women's March. I suggested we go to Salt Lake City, when Diana Wiig said, "Why can't we do our own?" Along with Union UCC, Mount of Olives, and Holy Communion Episcopal and we quickly organized Women of Wyoming and hosted a Women's March in Rock Springs. One hundred and seventy-five people turned out and WOW meet once a month for a year to look at women's issues.

General comments:

While I was there, one of our returning guests told me that we were known as the church who believed you were supposed to love everyone. While, it seems a no brainer, what better could a church want to be known in their community.

Rock Springs Congregational United Church of Christ was much more than I could ever have imagined it would be. Yes, they are in the middle of nowhere, but I never felt isolated because of the strong relationships with the Green River Union UCC, Mt of Olives ELCA, Holy Communion Episcopal, Pinedale UCC and Vernal UCC clergy. The Inter-Mountain Association has a strong and active clergy cluster and the congregation fully supported my participation. And the Rocky Mountain Conference is one of the few Conferences which are growing. It's a great conference to be a part of.

If you are just beginning your ministry, Rock Springs would be a great place to get your feet wet and learn how to be a pastor without a lot of drama. If you are just ready for a change, Rock Springs is

definitely worth considering. They have their struggles as all churches do but they are basically a healthy church which supports and loves their pastor and their community.

There are wonderful community resources – quick access to great outdoor recreational opportunities; two rec centers; a nationally ranked community college; a community choir and orchestra; a fine arts center; community actors guild; rodeos; and more. Wyoming is a small state so you can easily make your voice heard. No doubt, I was able to do things I might not have had the opportunity to do in a bigger city.

This church was a wonderful place to finish my career and I will be ever thankful that our paths crossed, and we could share life's journey for six years.

Rev. Kay Grice

### **Reference #3 – Jonathan Firme**

I attended First Congregational Church of Rock Springs for 11 years, from 2006 until 2017 when I moved from the area. First Rock is one of the warmest, welcoming churches I have ever experienced. The members of First Rock are dedicated to being an all-inclusive body focused on helping all people find their spot in God's family. Strengths of this congregation include their dedication to serving the local community while also having a strong voice in the regional conference. First Rock has hosted many community events including the Fall Bazaar, and Christmas Nativity Celebration. They support the community further through the operation of Broadway Bargains, a local thrift shop. There are many special services that celebrate diversity and support community organizations. They hold services that include blessings for pets, school athletes, school backpacks, local saints, and others. Its strength comes from its diverse membership which works together tirelessly to spread God's message of love and compassion. In addition, First Rock has a strong youth ministry, with special activities, child faith formation classes, and often including young people in the service. This is such a strong congregation that we once went almost an entire year without a pastor, and carried the church on our shoulders.

I struggle to point out areas for improvement in this church's ministry. One area that could be improved is in the visitation of shut-ins. Connection folks who cannot attend church but who are still very connected to this congregation is very important. First Rock recently improved their visibility on Facebook, which could help the shut ins as well. Visitations for members in hospital could also be improved. First Rock does so much for the community of Rock Springs, but I don't think they are recognized for it. Anything they can do to connect to community events and get their name out there would be an improvement. No one should move to Rock Springs and not know about this fantastic church.

During the 12 years I was a member of First Congregational Church of Rock Springs, I had the honor of participating in and running their children's activities including children sermons, Sunday school, special events and a hand chime choir. I served on a search committee, and as Vice Moderator and as Moderator on the Church Board. I also took an active role in restructuring the thrift store, Broadway Bargains. I also was privileged to fill the pulpit on many occasions. These activities, especially being entrusted with providing sermons when needed were transformative moments in my faith. This congregation, and the opportunities I had while there, truly strengthened my faith beyond anything I have experienced since. I was allowed, as are all members of the congregation, to find out how I could serve God, and do it. All the opportunities mentioned above just naturally happened, without being pressured into helping in any way.

First Congregational Church in Rock Springs is a great place for people to experiment with their faith, to find themselves, and a great church to settle into and become a part of. Because they are very truly open and affirming, in every way imaginable, anyone can be comfortable worshiping there, growing in their faith, and finding an opportunity to serve God. First Rock is a true blessing to the city of Rock Springs.

Please feel free to contact me with any questions.

Jonathan Firme

## 6. CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

### 6a. CLOSING PRAYER

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*Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:*

**In the midst of new dimensions, in the face of changing ways,  
Who will lead the pilgrim peoples wandering in their separate ways?  
God of rainbow, fiery pillar, leading where the eagles soar,  
We your people, ours the journey, now and ever, now and ever, now and ever more.**

*In The Midst of New Dimensions, verse 1*



**Throughout our  
Congregational life,  
in celebratory  
moments like a  
potluck or an Easter  
Egg hunt; in sacred,  
poignant moments**



**like a re-affirmation of our baptisms; in quiet moments of  
prayer together or even bonding with our pets; we know that God is still speaking to us.  
We rejoice in God's presence and give thanks that God has given us one another for our  
faith journey together.**





## 6b. STATEMENT OF CONSENT

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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.)*

**Search Committee, congregation, Designated Term Pastor, and friends of the church**

2. Additional comments for interpreting the profile: **N/A**

Signed:       Diana Wiig, Co-Chair of the Search Committee; July 2019



## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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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:

Email:

Phone:

Date:

*Erin Gilmore*  
*Erin Gilmore / Associate Conference Minister*  
*erin@mcucc.org*  
*801-694-6300*  
*7/24/2019*

**UNITED CHURCH  
OF CHRIST**



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*