

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

**INTRODUCING THE NEW
LOCAL CHURCH PROFILE**



MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Bountiful Community Church
Bountiful, UT

Designated Pastor

Rocky Mountain Conference UCC

September 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)*

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.

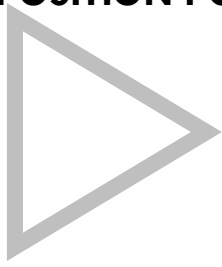
Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings 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

Church name: Bountiful Community Church

Street address: 150 N. 400 E. Bountiful, UT 84010 / P.O. Box 265 Bountiful, UT 84011-0265

Supplemental web links: [Http://uccbccchurch.org](http://uccbccchurch.org)

Additional ecumenical affiliations

Conference: Rocky Mountain

Association:

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

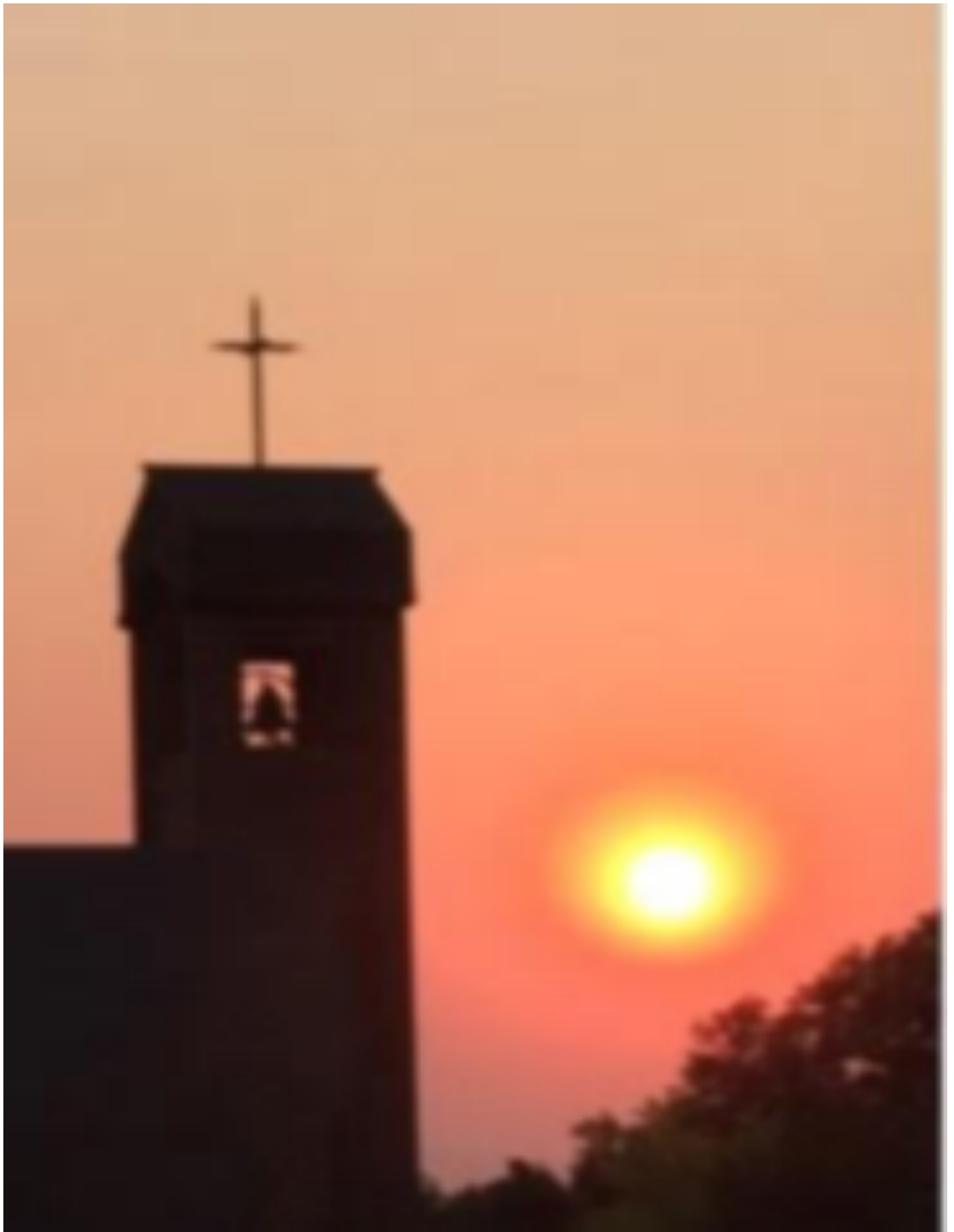
Erin Gilmore - Associate Conference Minister

303-9849118 Erin@rmcucc.org

Summary Ministry Description:

We seek to call a designated pastor to journey with us as we seek to continue to revitalize our ministry and live into God's vision for us as a church, which includes serving our community, deepening our spiritual learning and living our faith in real ways. We aspire to find a leader dedicated to increasing our membership and furthering our involvement in community social justice issues including support for LGBTQ, low-income, and families experiencing homelessness. We promote our church as a gathering space for community events that support and promote the physical and mental well being of others.

Photographs:





What we value about living in our area: Bountiful is a beautiful and quiet community near Salt Lake City, by the Wasatch mountains. We value education, arts, outdoor recreation, and having strong ethics of volunteerism.

Current size of membership: 55

Languages used in ministry (*other than English*): None

Position Title: Designated-Term Pastor

Position Duration: 3 Years

Designated-Term – a called position for a designated time period for a defined purpose, in which the pastor may move church membership to the congregation served and may move standing to the related association

Compensation Level : Full Time

Does the total support package meet conference compensation guidelines? Yes

1b. SCOPE OF WORK

Scope of work for Full Time.

Core Competencies:

We seek a pastor who understands a sense of community and charity.

- We seek someone with spirituality, energy, creativity, humor, and knowledge, who will attract families to our church and deepen our connections in the community.
- Preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgist, planning of music in coordination with musical staff of volunteers, preaching, offering of prayers, etc.
- Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them.
- Leadership development by working with people in the church to be an ambassador of God's love.
- Weddings and funerals for participants in the worshipping community.

- Strategic planning for current and new directions in ministry.
- Attend meetings and give leadership as needed to church programs, in collaboration with lay leadership.
- Faithful financial development and stewardship.
- Responsibility for supervision of staff.
- Availability to wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations.
- Counseling, listening and referral.
- Study and prayer to increase faith and to improve skills so as to lead, teach, and preach better.
- Energizing and deepening the spiritual connections and faith understandings of others in all they do.
- Focuses on the designated tasks for the designated purpose in this season of the congregation's life.
- Guides specific tasks to which the congregation is committed, such as those related to revitalization or turnaround, staff configuration.
- The nature of a designated-term is for 3 years, with goals and progress to be assessed near but before the end of that time December 2022.
- By written agreement, upon conclusion of the designated-term, it may become a settled pastoral position.

1c. COMPENSATION AND SUPPORT

Salary Basis: \$51,500

Benefits: Salary plus Benefits

What is the expected living situation for your next minister? Living nearby with a housing allowance. Apartments, condos, and housing are available in Bountiful and nearby communities.

State any incentives:

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

Intermountain Association Clergy Cluster

Interfaith Roundtable

Rocky Mountain Conference Community of Practice

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

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

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

- Increase our membership
- Be an engaging presence in the community.
- Increase our support of the LGBTQ community.
- Expand Christian education services that are age appropriate.
- Expand music diversity in our spiritual worship.
- Provide leadership development.

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

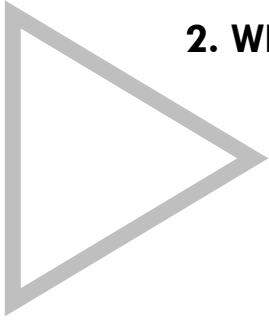
We are purposely seeking a designated term pastor to help us reconnect with our wider community and engage more deeply with those who currently do not have a church to call home. Seek continued involvement with other denominations through opportunities of service, arts, and social justice events.

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.

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:

- Engaging sacred stories and traditions
- Strengthening inter- and intra- personal assets
- Working together for justice and mercy
- Caring for all creation



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?

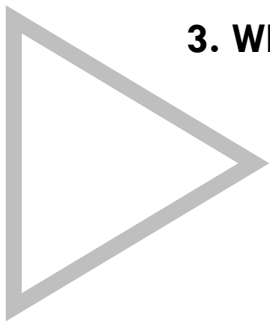
To maintain a positive presence in the community and grow our service to others, as we seek our own spiritual growth and awareness of God's creations.

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

We have a growing Hispanics and Pacific Islanders population. The Marshallese Ministry began having worship space in our building.

We have increased support of the LGBTQ community by hosting Pride celebrations, and a monthly youth support group.

We continue to support the Bountiful Food Pantry, and persons seeking support from drug abuse, feeding and housing families experiencing homelessness, and providing one-time emergency assistance to people in our county.



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

Describe your congregation's life of faith.

Our vision statement is, "Caring and connecting to create community." Our worship belief is to welcome all. We are called to live by Jesus' teaching to love one another. We are called to support our church, association, conference, and National UCC.

Describe several strengths or positive qualities of your congregation.

Giving to the community is a long tradition. We offer meeting space for Cub Scouts, Girl Scouts, Alanon, AA, Lifeline Screening, Marshallese Ministries, and Artists in Motion (home-school education program).

Describe what worship is like when your congregation gathers.

Each Sunday we have our services in a beautiful sanctuary. We value preaching that is based on knowledge, includes different perspectives, and connects lessons with today's living and the real world. We value a sense of humor, a personal approach that is positive, lectionary centered, easy to understand with a good story. Communion is the first Sunday of every month.

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

Adult Sunday school is weekly prior to worship. Contemporary Studies are used as suggested by the pastor and participants. The Whole People of God curriculum is used for youth. During lent we have explored social issues through movies. Additional and commercial education opportunities include a Bible Study class with an Episcopalian Church.

Describe how your congregation is organized for ministry and mission. When it comes to decision-making, how many hours are spent in meetings 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?

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. Decisions and planning are generally done in committees, which report to the Church Council. The Pastor and Moderator attend council meetings, the moderator chairs the monthly meeting. Email communications have been effective in getting council decisions quickly.

3b. 11-YEAR REPORT. (Continued onto next page)



UNITED CHURCH OF CHRIST

ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS

Church#:	693180						
Assoc:	674	Schedule:	0	Community UCC	Bountiful	UT	84010

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	94	44	19	0	0	0	4	0	-4
2009	42	49	18	1	0	0	4	0	-3
2010	62	48	24	0	0	1	1	0	0
2011	60	33	24	0	0	0	2	0	-2
2012	66	38	22	0	0	6	0	0	6
2013	68	32	15	0	0	2	0	0	2
2014	63	32	9	0	0	0	5	0	-5
2015	67	32	9	0	0	8	4	0	4
2016	53	35	3	0	3	0	0	17	-14
2017	54	35	12	0	0	2	1	0	1
2018	55	35	18	0	0	3	2	0	1

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	\$111,800	\$0	\$0	\$287	\$287	\$2,700	\$2,987	0.00	\$114,787	\$59,238
2009	\$79,236	\$0	\$200	\$521	\$721	\$1,500	\$2,221	0.25	\$81,457	\$51,737
2010	\$79,236	\$0	\$500	\$3,424	\$3,924	\$0	\$3,924	0.63	\$83,160	\$0
2011	\$79,236	\$0	\$700	\$13,329	\$14,029	\$0	\$14,029	0.88	\$93,265	\$0
2012	\$79,236	\$0	\$600	\$6,907	\$7,507	\$0	\$7,507	0.76	\$86,743	\$49,500
2013	\$100,383	\$100,575	\$2,500	\$2,676	\$5,176	\$0	\$5,176	2.49	\$206,134	\$44,511
2014	\$140,989	\$54,028	\$625	\$4,903	\$5,528	\$0	\$5,528	0.44	\$200,545	\$35,165
2015	\$140,989	\$54,000	\$1,875	\$3,379	\$5,254	\$0	\$5,254	1.33	\$200,243	\$39,495
2016	\$110,582	\$0	\$1,000	\$1,698	\$2,698	\$0	\$2,698	0.90	\$113,280	\$46,706
2017	\$117,677	\$0	\$1,500	\$1,101	\$2,601	\$0	\$2,601	1.27	\$120,278	\$50,079
2018	\$124,700	\$0	\$1,500	\$1,770	\$3,270	\$0	\$3,270	1.20	\$127,970	\$47,146

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2013-2018	-19.12	9.38	20.00	50.00	0.00	24.22	-36.82	-37.92
2008-2018	-41.49	-20.45	-5.26	0.00	-50.00	11.54	1039.37	11.48

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:	30	x
Number of active non-members:	10	x
Total of church participants (sum of the numbers above):	40	x

Percentage of total participants who have been in the church:

		<i>Is this numbers an estimate? (check if yes)</i>
More than 10 years:	80	x
Less than 10, more than 5 years:	10	x
Less than 5 years:	10%	x

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>
3	2	0	1	4	2	6	10	12	x

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	3%	x
Households with minors:	5%	x
Single adults age 35-65:	25%	x
Joint households with no minors:	20%	x
Single adults over 65:	24%	x

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	3	x
College:	50	x
Graduate School:	22	x
Specialty Training:	25	x
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	45%	x
Adults who are retired:	55%	x
Adults who are not fully employed:	0	x

Describe the range of occupations of working adults in the congregation: Business, professional, and clerical.

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?

Mostly Caucasian, with 5% Latino ethnicity.

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: Our suburb has increased it's Pacific Islanders and Latino population. We would welcome diversity if they were to attend, and proclaim each week our open and affirming belief.

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	Pastor and Lay Leadership
Baptisms <i>(number last year)</i>	0	Pastor
Children's Groups or Classes	6	Christian Education Director
Christmas Eve and Easter Worship	200+	Pastor and Worship Committee
Church-wide Meals		
Choirs and Music Groups		
Church-based Bible Study		
Communion <i>(served how often?)</i>	1/month	Pastor - 1st Sunday
Community Meals	100	Committee - Fundraiser
Confirmation <i>(number confirmed last year)</i>	0	
Drama or Dance Program		
Funerals <i>(number last year)</i>	2	Pastor
Intergenerational Groups		
Outdoor Worship	35	Pastor - Once a year
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings <i>(number last year)</i>		

Worship (time slot: <u>10:30am</u>)	40	Pastor
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes	10	Hugs - Lay Leadership
Other		

Additional comments:

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

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation: None

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Office Manager		Part time	Pastor	9 months
Organist		Part time	Pastor	10 years

REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation's overall ministry? We are an aging congregation, mostly white, with a few active families.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$42,600
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$66,000 - 5%
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	0
Fundraising Events	\$1,500
Gifts Designated for a Specific Purpose	\$0
Grants	\$0
Rentals of Church Building	\$3,000
Rentals of Church Parsonage	NA
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$0
Transfers from Special Accounts	\$0
Other (specify):	NA
Other (specify):	NA
TOTAL	\$113,160

Current annual expenses (dollars budgeted for most recent fiscal year): \$126,430

(Annual Report is attached)

Proposed 2019 Budget
Bountiful Community Church

	<u>Actual 2018</u>	<u>Proposed 2019</u>
<u>INCOME</u>		
Pledged	\$ 38,149	\$ 40,000
Unpledged	0	1,000
Loose Offering	2,576	1,600
Facility Use	2,640	3,000
Fund Raisers	1,024	1,500
Misc. Income	<u>2,757</u>	<u>2,500</u>
	47,146	49,600
Transfer/savings		
investments	66,000	76,830
<u>Total Income</u>	<u>113,146</u>	<u>\$ 126,430</u>
Pastor Salary	5,221	22,500
Housing	40,400	18,000
Pension	5,082	5,670
Life/disability	660	608

Gas	9,525	10,000
Irrigation/Sewer	1,800	1,800
Insurance	8,500	8,500
Maintenance/Repair	5,820	2,000
Total Building	33,320	31,100
Snow Removal	3,103	2,000
Sprinkler System	1,090	1,000
Mowing	2,740	2,800
Total Grounds	6,933	5,800
Music/Copyright/Printing	240	200
Worship Supplies	131	250
Total Worship	371	450
Christian Ed Supplies	245	250
Curriculum	0	200
Total Christian Ed	245	450
Membership/Hospitality	783	800
Outreach	540	550
RMC Per Capita	600	480

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 44%

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?

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

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? Budgeted Item

What is the church's current indebtedness?

Total amount of loan debt: 0

Reason for debt: NA

Are capital and other payments current? Yes

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget. Our 2020 plan to update pipes in Sanctuary side of building, approximately \$20,000.

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

If a capital campaign is underway or anticipated, describe: NA

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

Does your church have an endowment? No

What is the market value of the assets? NA

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

What is the percentage rate of draw (last year, compared to 5 years ago)? 0

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: 0

At the current rate of draw, how long might the endowment last? NA
Please comment on the above calculations or estimates:

Other Assets- Building and land 2.0 Million (estimate)

Reserves (savings): \$230,000.

Investments (other than endowment): \$1.4 Million

Does your church have a parsonage? No

Fair market rental value of the parsonage: NA

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church: Church Building

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

Which spaces are accessible to wheelchairs? Church Building

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry? We have capacity to expand our ministry.

3f. HISTORICAL INFORMATION _____ Name one to three significant happenings in the history of your church that have shaped the identity of your congregation.

- Participation in Family Promise
- Creation of Bountiful Food Pantry
- Becoming open and affirming

The most important event in the life of our church in the past 10 years has been our support of LGBTQ community and creation of HUGS youth group.

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

Over the last five years we have had 3 pastors for various reasons. We learned that we are the church, we are resilient and we lift each other up through our challenges.

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.

Our recent history has produced only minor disagreements, rather than conflict. We do have a protocol and a pastoral committee.

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

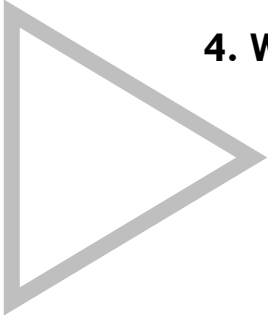
Staff member’s name	Years of service	UCC Standing (Y/N)
Jodi Bushdiecker	1/2017-5/2019	Yes
Sharyl Peterson	11/2014-9/2016	Yes
Jean Wade	2010-2014	Yes
Russell Baker	2006-2009	Yes
Karen Winkle	2000-2004	Yes

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership: Although we have not had a pastor leave involuntary, we have learned lessons from pastors who have left our church. We have learned to be in a covenant relationship with a Pastor and listen to their needs. We also learned to be more intentional in our social interactions.

Has any past leader left under pressure or by involuntary termination? No

Has your church been involved in a Situational Support Consultation? No

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



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

How do the relationships and activities of your congregation extend outward in service and advocacy? Women's Interfaith service project, Bountiful Food Pantry, Family Promise, Children's Justice center, Sub for Santa, and Volunteers Of America.

Describe your congregation’s participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting). Our Pastor participated in the Pastoral Cloister. We sent 2 reps to the Annual Celebration of the RMC, we also sent 2 reps to the Intermountain Association Conference.

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.)

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

- | | |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input checked="" type="checkbox"/> Creation Justice | <input checked="" type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input checked="" type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input checked="" 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? These statements show our congregations commitment to service and community.

Describe your congregation’s participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional). BCC has participated for several years in a community wide, interfaith woman's day of service. We have partnerships with the LDS

Church, host and participate in an ecumenical choir and have a close relationship with the local Episcopal Church.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out. Our mission states "We strive to live and grow with compassion and love for all." Activities which support this include LGBTQ groups, Family Promise hosting, Bountiful Food Pantry donations, and Black Trust Emergency funds.

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? We seek to expand our pastor's community involvement, therefore are willing to support full time compensation for the designated period stated.

4b. MISSION InSite

Comment on your congregation's Mission Insite report with data for your neighborhood(s) or area. What trends and opportunities are shown? There is an increasing diversity in our community as the population increases. This increase is an opportunity for growth.

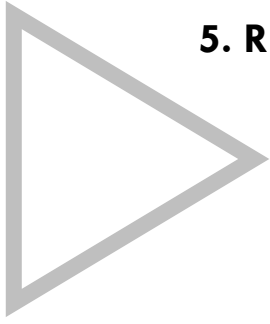
How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects? We are reflective of the demographics in our wider area.

How are the demographics of the community currently shaping ministry, or not? There is an increase in LGBTQ acceptance and awareness, which is an area of growth and emphasis for our church. There is also an increasing number of people searching for community outside of the LDS faith.

What do you hear when you talk to community leaders and ask them what your church is known for? Food Pantry, and support of the homeless community through Family Promise.

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

New members like our open and affirming stand, our progressive ideals, and theological openness and exploration.



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.

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

Mitch Eitting, AA Group Leader, 801- 831-3573, 12stepmitch@gmail.com

1. I think the Church does a great job of supporting the Recovery Groups, the Cub Scouts, Girl Scouts, and providing the family outreach program. I also think that their outreach to the LGBTQ community is very much in keeping with Christ's message of love and non-judgment.
2. I would love to see an increase in the congregation, especially with younger members and families. I think a lot of people in Bountiful are not aware of what the BCC has to offer as a real alternative to the LDS, Catholic, and Baptist theologies. Finding a way to get the word out about the BCC could really make a difference.
3. All of my interactions with the BCC members have been very positive and the welcome and support that the Recovery groups receive has always been tremendous. Occasionally someone in our groups will ask about the BCC and I tell them that it is essentially a non-denominational Christian Church that is very welcoming, inclusive, and has a great focus on the message of Christ.
4. I would like to see the BCC become a vibrant part of the community that connects with those folks that are looking for answers, or that have been marginalized or turned off by "traditional" religious dogma. I think it offers a great alternative, but it also would take a coordinated Marketing Strategy to really make it happen and help the BCC reach its full potential.

REFERENCE 2

Wendell Wild, LDS Regional Coordinator, 801-663-3324, wwild25@gmail.com

1. We appreciate the friendship and association we have enjoyed with the Bountiful Community Church over the years. We have always felt a closeness with the church's leadership and membership, we consider them all dear friends.

We have been impressed with how open and welcoming they continue to be to everyone in the community. They readily make their facilities available to many local events and programs like "Family Promise", "Alcoholics Anonymous", "Al-Anon", "Girl Scouts", Cub Scouts", etc.

2. We believe an area which the Church is striving to improve in is, having their pastors remain with them for a longer period of time, where possible.

3. The community is pleased with the church's continual support of, and involvement with the Bountiful Community Food Pantry. They actually started the Pantry years ago and remain a viable part of its operation today.

4. We certainly want them to continue with all the good they contribute to our community.

REFERENCE 3

**Lorna Koci, Director Bountiful Food Pantry, 801-631-3218,
lornakoci@bountifulfoodpantry.org**

1. I think one of the biggest strengths of the ministry at the Bountiful Community Church is service. That being said, it is important to know that the Bountiful Community Food Pantry which is the model pantry in Utah, serves individuals thousands of times each month and also has a dental and vision program owes its birth and beginnings to the Bountiful Community Church and the dedicated members who served and sacrificed to help those in need in southern Davis County. Many of these same church members still sustain the community service provided by the Bountiful Community Church and still directly support the Bountiful Community Food Pantry which now is an independent non-profit but has a strong and vibrant partnership with the Bountiful Community Church. The church is very active in the life of the pantry including some members serving as board members, making Pantry Pack contributions every month to the No Hunger Zone program that fights child hunger in our schools, volunteering regularly at the pantry, hosting pantry events at the church building when needed, making financial donations to the pantry and to help those in need, soliciting donations for critical food items each month of the year and helping to provide school supplies and backpacks to children of pantry clients so they have what they need when school starts.

Additionally, the Bountiful Community Church has been a mainstay in the Bountiful community for years. It has had a presence in the community through both ministry and service. Church members are diligent and committed to providing Christ like service that is varied and extremely

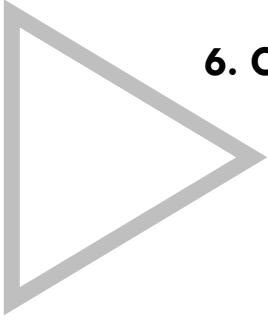
generous. Whether it be hosting Family Promise or Girl Scouts, allowing home school children to gather at the church building, inviting the community to come and learn about current spiritual and social issues, providing cultural programs and special holiday for the community, the Bountiful Community Church will say 'yes' to requests for service and assistance to others.

2. I think improvements in growing membership and sustainability are needed and will be made at the Bountiful Community Church as someone is found who will provide consistent spiritual and congregational leadership that is aligned with the goals set forth by church members. Recent turnover has to have brought challenges, yet, a strong and committed congregation has persevered and kept ministry, worship and service going.

3. I have had many special experiences with members of the Bountiful Community Church and at the church building. One that was very special was when I was able to attend a service project where church members were filling backpacks for children with supplies that were donated by church members and others in the community. On this particular day, I felt a great sense of love for the children who would be the recipients of the backpacks and a special sense of unity as members worked together to provide for those who were less fortunate than themselves, yet deserving of things that every child today should have.

4. I lived all over the United States and been a part of several congregations in various leadership roles. As I think about the joys and sorrows that we experience in the ministry of a congregation and the opportunities that churches have to make a difference in the lives of members and those in need, my smile is larger and brighter when I reflect on the work of the Bountiful Community Church. The continued support of the Bountiful Community Food Pantry and the rest of our community that is provided by the group of spiritual and dedicated individuals at the Bountiful Community Church stands out as an example of real ministry in my mind. I am honored to know this congregation, to serve with its members and to join with them as we help others find Christ and help strengthen their lives.

May God bless you in your efforts to find the next spiritual leader for the Bountiful Community Church and may he bring to this church a person who has been prepared for this calling.



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

O spirit of the living God, thou light and fire Divine. Descend upon the earth once more and make it truly thine. Fill it with love and joy and power, with righteousness and peace, till Christ shall dwell in human hearts and sin and sorrow cease.

Blow wind of God! With wisdom blow, until our minds are free. From mist of error, clouds of doubt, which blind our eyes to thee. Burn winged fire! Inspire our lips with flaming love and zeal. To preach to all thy great good news, Gods glorious common weal.

Teach us to udder living words of truth which all may hear. The language all men understand when love speaks loud and clear. Till every age and race and clime shall blend their creeds in one, and earth shall form one brotherhood by whom thy will is done.

Henry Hallam Tweedy

6b. STATEMENT OF CONSENT

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

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile?

The congregation and Pastoral Search Committee reviewed this profile.

2. Additional comments for interpreting the profile: None

Signed:



Name / Title / Date:

Michele Fisher Bountiful Community Church UCC Moderator September 18, 2019

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:



Name / Title: Erin Gilmore/Associate Conference Minister

Email: erin@rmcucc.org

Phone: 303-984-9118

Date: 9/24/2019

**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