

# LOCAL CHURCH PROFILE



Holladay United Church of Christ (HUCC)  
Holladay, Utah  
(Salt Lake City Suburb)

Senior Pastor (Settled)

Rocky Mountain Conference UCC, Intermountain  
Association

8/12/2020

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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)*

## POSITION POSTING

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WHO IS GOD CALLING TO MINISTER WITH US?

### LISTING INFORMATION

Church name: [Holladay United Church of Christ](#)

Street address: [2631 E Murray Holladay Rd, Holladay, UT 84117](#)

Supplemental web links: <http://www.holladayucc.org/>  
<https://www.facebook.com/HolladayUCC/>

Additional ecumenical affiliations:

*(e.g. denominations, communions, fellowships)*

Conference: Rocky Mountain

Association: Intermountain

UCC Conference or Association Staff Contact Person

Name: [Erin Gilmore](#)

Title: [Associate Conference Minister](#)

Phone: [303.984.9118](#)

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

Summary Ministry Description:

[We are a diverse and dynamic community where the best of the Christian tradition courageously embraces innovation and open minded conversation, where inclusion is inherent and people of all walks of life are welcomed, where beliefs are put into action and where people are encouraged to seek God and progress on their own spiritual journey.](#)

[Holladay UCC, a deeply loving congregation, is passionately committed to social and compassionate action. A talented group of congregants, who in some cases do this work as their vocation, lead these activities. Love and](#)

action is the identity that binds us. In the last couple of years the congregation has felt God's call to strengthen our ministry with children, youth and young families, and has responded by calling a dynamic Associate Pastor to lead this ministry. Success in this first year has exceeded our expectations. Despite being unable to meet in person, our Associate Pastor has kept children, teens, and families engaged in on-line confirmation, youth group and Sunday School.

Our active membership and a deep trust in our common purpose has led to the bold decision to expand during a time when many churches are shrinking. Our natural tendency to do, rather than sit, is certainly a strength.

We seek an experienced, emotionally and spiritually mature pastor who will stand beside us, leverage our many strengths, and help us reflect more deeply on how God speaks to us in these unprecedented times. COVID has changed how we worship, engage, and interact with each other. We recognize that we are a church in a new age, discovering creative ways to love, care for, and stay connected with ALL members of our HUCC family and our wider community. Though COVID has brought unpredictability and upheaval, we also find ourselves in an exciting time of opportunity, growth and re-creating of our ministry.

## The Sanctuary



(Source: HUCC web site)



## 20 Minutes From Church



(Source: congregant photo)

## Salt Lake City



(Source: VisitSaltLake.com web site)



## Making Food For Others - Being the Change



(Source: HUCC Facebook page)

## Music



(Source: HUCC web site)

What we value about living in our area (2 – 3 sentences):

Holladay is a charming walkable town, with many unique options to eat, drink and socialize within walking distance of the church. It is located at the base of the Wasatch Mountains, twenty minutes from downtown Salt Lake City and minutes from the finest outdoor recreation in the U.S. We have four distinct seasons with outdoor recreation opportunities during each season, including hiking, snowshoeing, backpacking, boating, climbing & bouldering, golfing, horseback riding, OHV & Off-Road vehicles, kayaking, river rafting and numerous world-class ski resorts within a 40 minute drive of the city.

<https://www.visitutah.com/outdoor-recreation/>

The Salt Lake valley, home to the University of Utah, is also a thriving and dynamic arts center with a professional resident symphony, opera, world-class ballet, professional theatre companies, as well as a strong local dance, music and art scene.

Current size of membership: **219** (2/9/2020)

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

Position Title: **Senior 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**

## SCOPE OF WORK

This job description is intended to evolve over time in response to changing circumstances and priorities of the community.

## **Clergy and Peer Collegiality**

HUCC recognizes the historic commitment to the ministry of all believers and encourages all members to contribute as they are able. The Pastor is expected to work collaboratively and collegially with church members to realize our shared goals and to nurture the various gifts of members of HUCC.

## **Leadership as Pastor**

The Senior Pastor is the spiritual leader of HUCC. A primary objective of the Senior Pastor will be to collaborate with HUCC leaders and members to identify who we are (identity), what we wish to accomplish (vision) and what resources we possess (means). In this regard, the Pastor should encourage and facilitate communication amongst Church members, help us articulate and live out our vision as a Christian community and help us develop and empower one another as disciples.

Specifically, we expect the Senior Pastor to assist the congregation with:

- Worshiping
- Discerning with the whole church community how we see ourselves now and what we are called to become; taking advantage of the opportunities for growth and re-creating of our ministry that are becoming apparent in these changing times.
- Sustaining our vitality and helping us explore new possibilities.
- Supporting our members lovingly as they engage on their personal spiritual journeys.
- Encouraging and sustaining the intergenerational nature of our shared life.
- Identifying what we may not see in ourselves, while helping us celebrate the strengths and gifts of our community.
- Energizing and deepening the spiritual connections and faith understandings of others in all they do.

The Senior Pastor has key responsibility for care of the life of the community at worship. The Pastor is expected to actively participate in worship on at least 44 Sundays each calendar year. The pastor will:

- Co-create our weekly worship services with a passionate team that represents the HUCC community.
- Provide depth of message to provoke personal change or contemplation; lead people to self-reflection.
- Plan monthly celebrations of Communion and special seasonal sacraments (e.g., Maundy Thursday, Easter and Christmas Eve).
- Perform baptisms and officiate at weddings and funerals.

## Pastoral Care and Ministry Support

- In partnership with our Stephen Ministry, visit with persons and their families at times of hospitalization or other significant needs, provide pastoral counseling, and welcome visitors and new members.
- Work directly with our caring and compassionate action ministries to support alignment with HUCC's mission of Transforming Lives through Love.
- Support "members in discernment" who are "in-care" for UCC ministry.
- Engage in the greater Salt Lake community and support HUCC ministry areas (such as Family Promise, Holladay Interfaith council, Utah Pride Festival, etc.).
- Participate in UCC Intermountain Association meetings, clergy cluster, and Rocky Mountain Conference meetings.

## Administration

- Serve as head of staff for HUCC, providing direction and coaching to staff for development. The Pastor shares responsibility with the Human Resource Committee and the Executive Council in hiring and firing staff members.
- Supervise and mentor the Associate Pastor (who is responsible for faith formation, confirmation and community life ministries)
- Make administrative decisions for day to day church operations.
- Engage actively and be present with the Executive Committee and Church Council.
- Perform other duties as agreed between Executive Committee and Church Council.
- Assist in supporting the Holladay Pre-School.

## 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.)*

- *Passionate inspiring worship leader/preacher*



- *Strategic planner/visionary who can creatively lead us into our next developmental stage*
- *Skillful and flexible administrator and mentor*

## COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): Negotiable \$70,000 - \$74,000 includes housing allowance and FICA offset.

Benefits (*choose one*):

X Salary plus Benefits

Salary includes Optional Benefits

No Benefits

Benefits include 4 weeks of vacation time, 10 days combined for sick leave/personal emergency each year, health insurance, 14% toward the pastor's annuity plan, and other customary UCC benefits.

What is the expected living situation for your next minister (*e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)?

A portion of the salary can be for a housing allowance to live in the area. The housing allowance percentage will be calculated by the new Senior Pastor, and approved by the Church Council.

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

Traffic moves quickly in the greater Salt Lake area, allowing the pastor to either live in Holladay, or in other more affordable communities in the Salt Lake valley. While living in Holladay can be more convenient, it is not required.

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

3 month sabbatical at full pay and benefits after 5 years.

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

In addition to participating in conference/association gatherings, pastors participate in a local UCC clergy cluster.

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

This is a full-time position. This has been the sole vocation for our previous Senior Pastors.

### WHO IS GOD CALLING TO MINISTER WITH US?

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

We expect the Senior Pastor to:

- Provide spiritual leadership through sermons rooted in the history of our faith, biblical perspectives and current theology, which encourage members to relate their faith to their daily lives and the world around us
- Continue to explore the opportunities for on-line connection and outreach that have opened up during COVID
- Effectively plan, coordinate and integrate church programs and events with empowered laity and leaders. Embrace the work of HUCC laity and leaders
- Supervise and mentor the Associate Pastor and the paid staff
- Encourage stewardship
- Help HUCC grow by encouraging membership
- Participate in and encourage community ecumenical activities, including LGBTQ/ONA and Whole Earth/Creation Justice events
- Connect theological learning with the concerns of the world around us
- Help us to discern and create passion and excitement for new shared goals
- Encourage members to develop local, national and international mission opportunities.

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

The congregation has a long history of active social and compassionate action leadership and participation in the greater Salt Lake area. We are looking for a Senior Pastor who will continue to champion these ministries and help the congregation discern God's presence within these activities. We seek a pastor who can inspire the perception in the community that our church is a desirable place to connect with God.

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

We have no additional language requirements. We welcome a pastor who would help us think beyond our current context to creatively engage individuals and diverse communities. We seek someone who defines "family" as a loving partnership, and is particularly inclusive of HUCC's many LGBTQ members and their families, who unfortunately still face unique challenges in the wider (yet narrower) society.

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.

### **BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS**

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

### **ENGAGING SACRED STORIES AND TRADITIONS**

- Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament.
- Maturing in effective proclamation and preaching.
- Understanding the history of the Christian Church, from biblical times forward.

- Bringing life to sacred stories and traditions in worship, proclamation, and witness.
- Leading faith formation effectively across generations.
- Holding the Holy with integrity especially as represented in the Sacraments.

### **PARTICIPATING IN THEOLOGICAL PRAXIS**

- Practicing theological reflection and engagement as part of one's sense of ministerial identity.
- Integrating theological reflection in teaching, preaching, and ecclesial and community leadership.
- Articulating a theology and practice of ministry consistent with the UCC Manual on Ministry.
- Demonstrating an appreciation for and participation in the ecumenical and interfaith partnerships of the UCC.
- Experiencing and appreciating a variety of theological perspectives.
- Embodying the UCC Ministerial Code.

### **WORKING TOGETHER FOR JUSTICE AND MERCY**

- Drawing on the ministry of Jesus Christ to confront injustice and oppression.
- Practicing the radical hospitality of God.
- Identifying and working to overcome explicit and implicit bias in the life of the Church.
- Understanding community context and navigating change with a community.
- Engaging in mission and outreach.
- Building relationships of mutual trust and interdependence.



## WHO IS GOD CALLING US TO BECOME?

Who is God calling you to become as a congregation?

We know that God is calling HUCC to do great things, and what we need now is the confidence to quiet ourselves and listen to the call. We need the luxury of time and the security that comes with a committed Senior Pastor to help us answer the question “Who is God calling us to become?” Often we have rushed to answer this question rather than sit in the discomfort of simply not knowing and waiting for an answer. We are now called to ponder the question of who are we to become, and need a Senior Pastor to guide us in the unfolding of this process, to lead us to our next stage of becoming.

HUCC has had 4 pastors in the past 6 years (2 interim and 2 settled pastors). These changes have brought both challenges and opportunities. At times we have felt called to develop new programs, engage new groups, and redefine our ministry. However, now we are called to rebalance and re-root ourselves in our foundations. We recognize that we must grow as a faith community and not become stagnant. Our desire is to become solid in the core of who we are as a people of faith and a community that follows and puts into action the teachings of Christ.

### **New and Revitalized Callings:**

Despite the challenges in recent years, we have maintained our momentum in moving HUCC forward.

In response to concerns for our youth, we engaged in Sacred Conversations; and discerned a need to expand support for children, youth and young families. The problems in the youth programs included interpersonal conflicts, lack of structure and the inexperience of some youth leaders. To address these concerns, we called a dynamic Associate Pastor for children and youth this past year. The Sacred Conversations and this addition have increased volunteer support, and we have seen more visiting young families return and stay.

HUCC members have enthusiastically embraced new activities surrounding our Climate Action group (the Green Justice Team). Several members initiated a meditation group during the advent season that will continue on in the new year. Other small group ministries continue to spring up from member passion and initiative.

During COVID, our groups have moved to Zoom and many additional groups for social connection and spiritual growth have been added. We have embraced the chaos of these times, modifying our approach to our Sunday and other times together, continually exploring technology options and making improvements almost weekly. We currently start with a recorded service, follow with a very large Zoom call, break out into small Zoom groups, and then end Live Streaming prayer time on Facebook. During this time of upheaval we have continued our social justice work by forming small study groups around Anti-racism.

We welcome a Settled Senior Pastor to help us listen for the call of who we are to become and to balance this with continuing our passion for social action within HUCC and the wider community.

Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.  
*For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?*

We have not participated in a full visioning process in recent years. However, we have participated in more defined visioning activities through many Sacred Conversations, first after the departure of a former pastor four years ago, and this past year with respect to children, youth and young families.

Three of our most recent new initiatives have been:

- ministry to children, youth and young families,
- climate action
- intentional adult education

Our church's Whole Earth covenant has recently asserted its focus on the climate crisis through the leadership of a member who organized a demonstration and meeting with company representatives to call for the decommissioning of coal power plants at the company's headquarters in Salt Lake City.

We are blessed to have many members, like the one mentioned above, whose vocation is in the area of social and compassionate action. From leaders of organizations that help the homeless to environmental activists, these members increase our efforts to be focused and effective.

It is time for us to take on a more deliberate process of exploring and visioning the future. We believe that the change that has been occurring to address COVID restrictions provides a great first step in this process; we have been opened to new ways of worship and outreach and see great hope coming from these times.

# WHO ARE WE NOW?

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

## CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

*For example, who is a favorite theologian admired in the congregation and why? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?*

As with many UCC churches, we have broad spiritual and theological diversity in our congregation; from agnostics who want to be a part of a group trying to do good in the world; to people who have a strong sense of spirit that is not necessarily connected to a Christian sense of God or Jesus; to people whose theology may be a reaction to the deep hurt they felt in their prior religious experience; to mainline liberal protestants; and to congregants who might say that their life is centered on their faith.

In this diversity it is difficult to identify a common theological basis. The evidence of the Holy Spirit that binds the congregation is the love, compassion and drive toward social action that is deeply and commonly "felt" as much as derived from theological tenets.

God is described as both Father and Mother.

Yes. We also use gender-neutral descriptions of God.

Describe several strengths or positive qualities of your congregation.

- The congregation is sincerely loving, both to each other and to every visitor.
- HUCC has long taken leadership positions in our community on social and environmental justice issues. Members include leaders in local organizations advocating for the homeless and vulnerable,



climate change, and equal rights for women and the LGBTQ community.

- Inclusiveness – All are warmly welcomed here and inclusive language is used during our worship services.
- Members of our Congregation have or are currently serving on the boards of the United Church of Christ at the Association, Conference, and National levels.
- Several members are ordained or commissioned ministers who can create a support network for the pastor.
- Extraordinary pastoral/”ministerial care” by lay persons (Caring Committee and Stephen Ministers).
- We offer a vibrant and participatory music ministry.
- We value celebrating together, including: Pride Parade, mission trips, fundraisers, community dinners and intergenerational activities.
- Relationships extend beyond church activities.
- Welcoming of the theological diversity within the congregation; we support everyone on their faith journey, wherever they are.
- We listen to one another in Sacred Conversations.
- Our congregation regularly supports programs and organizations that assist the homebound, homeless, and displaced by making, collecting, and delivering food, clothing and other essentials.

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?*

Our Sunday worship services start at 10 a.m. and typically last about 75 minutes. Services are conducted with inclusive language and an integrated format that includes contemporary and traditional elements. HUCC is known for the quality of its music ministry. We are blessed to have many professional and highly trained musicians contribute their talents on a regular basis. Twist of Faith, a contemporary music band has been a hallmark ministry not only of HUCC, but of the Rocky Mountain Conference for many years. The Holy House Band brings an inspired acoustic flavor to our service while our choir is equally blessed with talent and spirit and is led by a wonderfully warm and enthusiastic

director. Our beautiful organ is also included in the repertoire on a monthly basis. HUCC's music director is a highly respected professional voice coach who keeps the music fresh by occasionally inviting his advanced students to perform during service. We also have a group of congregants who support the worship service by creating and conducting the slide presentation or managing the sound system.

Children are welcome in worship. A nursery is available for children ages 5 and under. We always have Children's Chat, and children and youth are invited to participate in worship as readers. Following Children's Chat, children are invited to leave the sanctuary for Sunday School and return toward the end of the service.

HUCC has an open table and serves communion once per month. We have special services on all major Christian holidays and celebrate key missions in our community.

The church uses lay members as liturgists and often for the children's reflection. There is a "Worship Committee," composed of the Pastor(s), Music Director and the Worship representative from Council, that plans the weekly service. Themes for worship, driven by the Common Lectionary, are planned 4-6 weeks in advance to better coordinate and integrate all aspects of worship with all involved.

The congregation values the following as "good preaching." Sermons that:

- are challenging or thought provoking.
- make us reflect on issues and events that go beyond personal life and local community.
- touch directly on everyday life.
- are spiritually moving and inspirational.
- are carefully composed and skillfully delivered.
- include the beliefs of the Senior Pastor.

"Passing of the Peace" is a time filled with loving greetings and requires some effort to bring to a close. We also have extended community prayer offered by the congregants.

Describe the educational program and/or 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?*

We have lay leaders helping with Sunday School, youth groups and Confirmation. Until recently, Sunday School was held after the service. Now, it starts in the middle of the service, following Children's Chat.

For Sunday School, we use:

- Blessed to be a Blessing (ages 3-grade 2)
- Shine (Grades 3 to 5)
- Caffeine Curriculum (Grades 6 to 8)

Our Whole Lives: we have certified instructors for all ages and in the last five years have completed Grade K-1, 4-6, 7-9 and 10-12. Our Associate Pastor recently completed OWL training for middle school and high school ages, and is now trained in all ages.

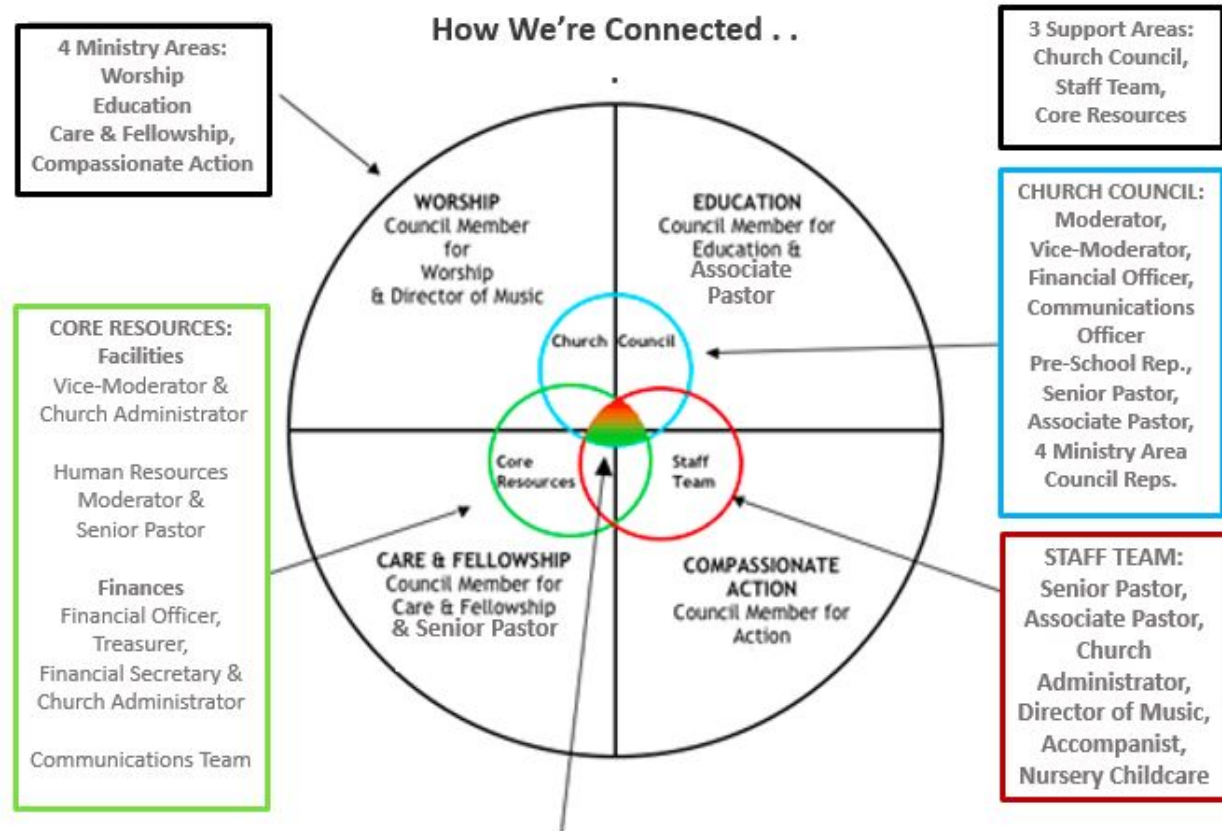
Adult faith formation (~15 to 18 attending) is currently structured as a discussion group after the service with a lay leader facilitating. In the last few years we have studied multiple books including those of Marcus Borg, John Dorhauer and Michael Dowd. We are currently using John Dominic Crossan's video series on the historical Paul.

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

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?*

The church is led by the Church Council. Members are selected by a "Spiritual Gifts" Committee and approved by the congregation. The Moderator chairs the Council, serves as the Council spokesperson and leads discussions in congregational meetings. As other churches did years ago, most of the committee structure was removed. Informal committees or groups are formed as necessary to support an area of need or passion. For example, our new Associate Pastor has started to call meetings of Sunday School teachers, people who do Children's Chats, and youth leaders.

The Church Council consists of twelve (12) members: Four Officers: Moderator, Vice Moderator, Financial Officer, Communications Officer; Four Members who support and facilitate the ministerial work of the church: Community and Fellowship; Compassionate Action and Outreach; Faith Formation and Education; and Worship and Spiritual Life; a Preschool Board Representative, a Youth Representative, the Clerk and an At-Large Council Member.



**OUR MISSION:** Responding to God's Love, we gather to be a healing, authentic, and empowered community, who through worship, education, fellowship and compassionate action, extend God's Extravagant welcome in the world.

We have two detailed email publications, a weekly "Tidings" for general news and announcements and a monthly edition of "The Bell" focused on faith formation . We also maintain a website ([www.holladayucc.org](http://www.holladayucc.org)) and a Facebook page (<https://www.facebook.com/HolladayUCC/>). In addition to announcements before the service, these publications keep the congregation updated on what is happening throughout the church and surrounding community. Reporting on Church Council activities tends to be more limited.



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

The Senior Pastor has typically attended the following meetings, totalling about 14 hours per month:

- Worship team ( 4 - 6 hrs./month)
- HR ( 1 hr./month)
- Pastoral Relations ( 1.5 hrs./month)
- Preschool board ( 1 hr./month - Senior or Associate)
- Finance team (0.5 hr./month)
- Top of the Hill Lunch (1 hr./month)
- Caring Ministry ( 0.5 hr./month)
- Staff Meeting (1 hr./wk)
- Church Council ( 2 hrs/month)
- Executive Committee of the Church Council (1 hr./month)

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

Last year an elderly neighbor was reported missing. HUCC immediately mobilized and became the command center for the search team, including first responders, local clergy and hundreds of volunteer search team members. This event unfolded on a Sunday morning and the pastor and moderator made the unusual decision to cancel church services that morning so that the congregation could participate in the search. The local LDS (Mormon) ward also shortened their service to join forces with us in the search. Though the outcome was tragic, HUCC organized and supported a family we had not previously known, because this was what we were called to do.

Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? [Yes]

# 11-YEAR REPORT

UNITED CHURCH OF CHRIST  
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC  
YEARBOOKS

Church#: 693245  
Assoc: 674  
Schedule: 0  
Holiday: UCC  
Self Lake City  
UT 84117

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	350	157	83	5	20	0	6	2	17
2009	341	209	105	0	8	0	3	14	-9
2010	300	210	147	19	0	0	7	2	10
2011	284	210	147	12	0	0	7	0	5
2012	246	149	125	0	4	0	8	14	-18
2013	242	128	76	0	14	0	16	2	-4
2014	226	140	50	6	0	0	5	17	-16
2015	221	108	21	2	0	0	11	5	-5
2016	236	103	35	0	0	0	6	0	-3
2017	231	110	38	0	0	0	7	2	-5
2018	228	116	38	0	0	0	6	2	-3

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPPLY CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2008	\$327,689	\$57,339	\$11,000	\$4,196	\$15,196	\$1,500	\$16,696	3.36	\$401,704	\$283,746
2009	\$345,016	\$54,925	\$15,150	\$3,690	\$18,830	\$1,500	\$20,330	4.39	\$420,271	\$275,627
2010	\$356,290	\$54,925	\$10,000	\$3,408	\$13,406	\$4,635	\$18,241	2.79	\$431,456	\$0
2011	\$297,197	\$54,925	\$23,197	\$9,091	\$32,288	\$0	\$32,288	7.81	\$384,410	\$341,351
2012	\$297,197	\$0	\$11,060	\$5,846	\$16,906	\$0	\$16,906	3.72	\$314,103	\$0
2013	\$356,866	\$22,988	\$12,385	\$5,910	\$18,275	\$2,251	\$20,526	3.46	\$400,380	\$324,103
2014	\$349,530	\$22,988	\$13,050	\$5,151	\$18,201	\$1,000	\$19,201	3.73	\$391,719	\$316,491
2015	\$286,774	\$22,988	\$2,450	\$8,050	\$7,540	\$1,76	\$7,716	0.85	\$319,478	\$283,214
2016	\$314,526	\$22,989	\$13,000	\$3,510	\$16,510	\$1,334	\$16,444	4.13	\$355,959	\$301,225
2017	\$313,853	\$14,438	\$13,162	\$4,215	\$17,377	\$2,388	\$20,365	4.19	\$334,218	\$326,293
2018	\$324,569	\$3,847	\$12,360	\$3,337	\$15,697	\$2,058	\$17,755	3.81	\$342,324	\$295,654

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2013-2018	-5.79	-9.36	-50.00	-64.29	-55.56	-9.05	-14.11	-14.50
2008-2018	-34.86	-26.11	-54.22	-80.00	0.00	-0.95	3.30	-14.78

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

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

## CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	105	average weekly attendance minus the estimate of non-members in service
Number of active non-members:	10	yes
Total of church participants (sum of the numbers above):	115	we have 219 members with average weekly attendance of 115 (2019 source)

Percentage of total participants who have been in the church:

		<i>Is this percentage an estimate? (check if yes)</i>
More than 10 years:	70	yes
Less than 10, more than 5 years:	20	yes
Less than 5 years:	10	yes

Number of total participants by age:

0-18	19-34	35-49	50-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
4	4	16	33	28	15	10/2016 survey

Percentage of adults in various household types:

		<i>Is this percentage an estimate? (check if yes)</i>
Single adults under 35:	7	est. breakdown from 10/2016 survey
Joint household with minors:	23	10/2016 survey
Single adults age 35-65:	6	est. breakdown from 10/2016 survey
Joint household with no minors:	51	10/2016 survey
Single adults over 65:	13	est. breakdown from 10/2016 survey

Education level of adult participants by percentage:

		<i>Is this percentage an estimate? (check if yes)</i>
High school:	2	10/2016 survey
College:	27	10/2016 survey
Graduate School:	49	10/2016 survey
Specialty Training:		10/2016 survey
Other (please specify):	10% some college/vocational school 8% some graduate school 4% completed less than high school	10/2016 survey

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	54%	10/2016 survey
Adults who are retired:	43%	10/2016 survey
Adults who are not fully employed:	3%	10/2016 survey

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

55% other  
13% education  
10% business/financial  
8% management  
7% healthcare  
3% legal  
2% construction  
2% student

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?



Reflecting the surrounding Holladay community, our congregation is white, middle to upper-middle class and more educated than the average US population.

Our diversity comes from the religious backgrounds of many of our congregants and where members are on their faith journey. We also consider diversity in how members define “family”, with several same-sex parents and partners in our congregation.

We are an ONA congregation with approximately 10% LGBTQ members.

We are curious and interested to understand our privilege and how this affects us, and how we can challenge ourselves to grow individually and collectively in this area. Our adult education group completed a study on John Dorhauer’s White Privilege curriculum. Currently the adult education team is planning a seminar to explore and better understand gender fluidity.

Some members have lived most of their lives in Utah. However, much of the congregation has lived at least part of their lives elsewhere.

List the date your congregation has had or will have a conversation using a resource such as the Welcoming Diversity Inventory. Comment on the results.

In reviewing the Welcoming Diversity Inventory, we recognize the value of the concepts and beliefs outlined in the document. This is an area that we need to continue reflecting on and challenge ourselves individually and as a congregation. We are eager for this issue to be brought to the forefront as part of our visioning process.

We would like to expand our diversity and will need help from the new pastor to guide the process.

## 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	16 - 20	1 lay leader
Baptisms <i>(number last year)</i>	2	
Children's Groups or Classes	~20 (avg. attendance of ~8 on Sundays)	Associate Pastor, Sunday School Teachers
Christmas Eve and Easter Worship	225	Pastor(s), Music Director and lay members of Worship Committee
Church-wide Meals	90	varying groups of volunteers, usually organized by Caring ministry
Choirs and Music Groups	20 to 25	Music Director for choir; and leaders of 3 separate musical groups
Church-based Bible Study	7	New one just started with Bridge Pastor
Communion <i>(served how often?)</i>	Monthly - those in attendance	1 lay person brings elements, and members randomly selected to serve as they arrive at church
Community Meals	NA	We have joint meals occasionally on Sunday and at fundraising events. We used to do this weekly, but the weekly meals are on hold.
Confirmation	6 participated and are planning to be confirmed	last year was led by Senior Pastor with 5 lay mentors; this year led by

		a lay couple with help from Associate Pastor and mentors
Drama or Dance Program	NA	
Funerals ( <i>number last year</i> )	5	
Intergenerational Groups	40	We used to have a weekly supper with activities including monthly intergenerational mission projects.
Outdoor Worship	70	Worship team with other volunteers
Prayer or Meditation Groups	10	3 lay leaders & Associate Pastor for new meditation group; not sure how many attend the weekly yoga class
Public Advocacy Work	60	we have several different groups with perhaps ~10 lay leaders leading the efforts
Retreats	50	1. summer church camp 2. women's retreat; 3. youth trips to La Foret UCC camp 4. Church council members hold a retreat annually
Theology or Bible Programs in the Community	NA	
Weddings ( <i>number last year</i> )	2	Senior Pastor
Worship (time slot: 10 - 11:10)	120	Pastor(s), Music Director and lay members of Worship Committee
Worship (time slot: _____)		
Young Adult Groups or Classes	NA	
Youth Groups or Classes	~10 (avg. attendance of 6-8 on Sundays)	Lay Youth Group leaders and Associate Pastor (in process of restructuring)

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).

Name	Three-Way or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Nancy Piggott	Four-Way	Ordained	Chaplin and trainer of Chaplains at St Mark's Hospital	N
Jodi Bushdiecker	Four-Way	Ordained	Board Certified Chaplain at St Mark's	N
Pat Gamble Hovey	No	Commissioned	Congregant	Y
Shesh Tipton	No	Ordained	Congregant (currently on Worship Comm.)	Y
Lorrie Gaffney	Four-Way	Ordained	Serving as an Interim in Ogden, UT	N
Marijke B. Rossi	Currently Bridge Pastor at HUCC	Ordained	Currently Bridge Pastor	N
Martha M Moler	No	Ordained (PCUSA)	Congregant	Y
Kathy Bray	Four-Way	Commissioned	CEO - Volunteers of America	N
Robert VonTrebra	No	Ordained	Recently completed as Interim in Boise, ID	N

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:

The church does not have any former HUCC pastors attending services. Prior to the calling of an Associate Pastor, the ministers mentioned above have occasionally filled in when the Senior Pastor was out of town. That is much less likely now that we have an Associate Pastor.

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
Assoc Pastor	No	PT 32 per week	Sr Pastor	1 year
Music Dir.	No	PT	Sr Pastor	7 years
Office Adminis.	No	PT 25 per week	Sr Pastor	6 years
Accompanist	No	PT 6 per week	Music Director	2 years
Nursery Childcare	No	PT 2 per week	Assoc Pastor	1 year

## REFLECTION

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

The difficulties that resulted in removal of a pastor in 2015 (see description below) resulted in a reduction in average attendance. However, those who remained active, increased their support, both in volunteering and pledging. As a result, the total pledge amount was nearly unaffected by the difficulties, and we have experienced a constant attendance recovery rate, with almost half of the lost attendance replaced over the last 3 years.

The congregation is strong and average annual attendance has been growing slowly in the last 3 years. The average age of the new members is in line with the older demographic in many churches. We have initiated a bold move in

calling an Associate Pastor for children, youth and families that is showing initial success, and we hope that we can attract and retain younger members.

We are a homogenous group and would appreciate more diversity. We have very strong lay leadership which supports diverse ministry activities.

We are the largest UCC church in the state of Utah and the Intermountain Association. While being in the most ethnically and religiously diverse area in the state, the culture associated with the Church of Jesus Christ of Latter Day Saints permeates many aspects of life within the state.

Mormons are conservative, friendly, family and community-oriented and accept a very patriarchal hierarchy. Mormons believe their religion is the only one true religion. Some believe that this attitude and the church's rejection of LGBTQ persons contribute to the high suicide rate among teenagers in the state. HUCC has become a haven for former Mormons who seek acceptance within a more open spiritual community



## CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$322,985
Endowment Proceeds <i>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</i>	\$ 0
Endowment Draw <i>(beyond what is permitted by spending policy, "drawing down the principal")</i>	\$ 0
Fundraising Events	\$ 0 (there are targeted fundraisers, but they do not show in the budget, they go directly for the cause/group)
Gifts Designated for a Specific Purpose	\$ 0
Grants	\$ 0
Rentals of Church Building	\$34,245
Rentals of Church Parsonage	\$ 0
Support from Related Organizations <i>(e.g. Women's Group)</i>	\$ 0
Transfers from Special Accounts	\$ 0
Other (specify): Interest income	\$2825
Other (specify): Hospitality/other	\$695
TOTAL: 2019 Actual Income	\$360,750

(For reference, 2019 actual expenses were \$346,688.)

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

\$393,725 budgeted for 2020 expenses.

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.

## Holladay United Church of Christ- 2020 Operating Budget Summary

<b>Income:</b>	<b>Amount</b>
Pledge Receipts, After Est. Shrinkage	\$ 310,965
Non-Pledging Contributors	\$ 13,300
Loose Offering	\$ 6,000
Building Usage	\$ 11,500
Preschool Overhead	\$ 22,070
Interest Income	\$ 2,500
Other Income	<u>\$ 650</u>
<b>Total Budget for Income</b>	<b>\$366,985</b>
<b>Expenses:</b>	
Compassionate Action	\$ 17,674
Faith Formation	\$ 5,200
Community Care & Fellowship	\$ 1,700
Worship	\$ 4,150
Church Staff	\$ 252,364
Office Operations	\$ 14,750
Mortgage, Payroll, Banking Fees	\$ 4,900
Building & Grounds Maintenance	\$ 17,000
Utilities	\$ 22,850
Custodial Services & Supplies	\$ 25,600
Insurance (property, liability)	\$ 21,997
Other Expenses	<u>\$ 5,540</u>
<b>Total Budget for Expenses</b>	<b>\$ 393,725</b>

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **Senior Pastor is approximately 28% of the total expense budget for 2020.**

Has the church ever failed to pay its financial obligations to a minister of the church? **No.**

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? *(indicate those included during the most recent fiscal year)*

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

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? *(recommended 10%)*

*OCWM (Basic Support) is included in the annual expense budget, as approved by the congregation.*

What is the church's current indebtedness?

Total amount of loan debt: **\$0 (Was \$22,700 at 10/31/2019, but paid off by a donation.)**

Reason for debt: **The remaining balance was from a large church remodel.**

Are capital and other payments current? **Yes.**

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

**N/A**

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

Year(s)	Purpose	Goal	Result	Impact
2016-18	HVAC systems	\$180,000	\$163,000 *	
2011	Pay down mortgage		\$211,000	

**Note: Result includes individual donations and annual surplus from several years.**

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
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)? [NA](#)

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: [NA](#)

At the current rate of draw, how long might the endowment last? [NA](#)

Please comment on the above calculations or estimates: [NA](#)

#### Other Assets

Reserves (savings): [\\$130,970 at 1/1/2020](#)

Investments (other than endowment): [\\$70,465 parsonage fund at 1/1/2020.](#)

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:

[HUCC owns one large building sitting on 2.54 acres including a beautiful sanctuary with east-facing views of the mountains, a chapel with contemporary art work, social hall, kitchen, 2-floor preschool wing, administrative offices, and additional meeting rooms. We also have a labyrinth in front of our church and a modern playground behind the church. As part of our "Creation Justice" commitment, we have solar panels on the roof.](#)

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

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*)

The worship space and pulpit are wheelchair accessible. Wheelchair access from the sanctuary to the fellowship space involves going outside and around the building or with assistance, using the stair lift.

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

*For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?*

The church's finances have a continuing history of being solid and well managed. The proposed budget is initially drafted by the Financial Officer, reviewed and edited by the Financial Team and then Church Council, and finally presented to the congregation in late January or early February for review and approval.

Our newest expansion of ministry that has been funded is the addition of the Associate Pastor (¾ time).

Despite the impact of COVID commencing mid-March of 2020, Holladay UCC's actual pledge income and non-pledging contributor income are both exceeding the budgeted amounts through June 30, 2020. This directly reflects the strong commitment of our church members and friends via their continued financial support of our church in these predominantly virtual times.

## HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

- **Foundational Activities:** Holladay Community Church was organized under the auspices of the Congregational Church in 1953, as the first

protestant church in the southern part of the Salt Lake Valley. The Holladay area was no longer entirely Mormon and a sizable group of non-LDS Christians began meeting together. This early church was extremely active in efforts to serve the needs of the wider community. It is this strong foundation of service and social justice that continues today.

- Founded Holladay Preschool in 1954 as a mission of the church. It was the first preschool in the Salt Lake area and continues an important mission of HUCC to provide children of all backgrounds, cultures, and faiths a developmentally-appropriate program focused on learning through art, imagination, movement, and play!.
  - Developed a place for mentally challenged children to be supported and interact with other children. This evolved into The Children's Center now housed near the University of Utah.
  - Organized a group from the church to become the 'Listening Post.' With training, these people became the first 'support hotline' in the US for people who needed someone to talk to.
- HUCC voted to become the Open and Affirming church 22 years ago and takes great pride in supporting the LGBTQ community including being one of the first churches in Utah to host a same-sex wedding immediately after the ban was lifted in 2013.
- The most significant event in the past ten years has been the congregation's discerning a call to expand support for children, youth and young families. This led to calling an Associate Pastor and expanded lay support and commitment.
- In the past 6 years, we have had 4 pastors. These recurring transitions in pastoral leadership have been challenging, frustrating and stressful on the congregation. Fortunately we have committed and talented laity who supported the needs of HUCC in these times of change.

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

See the detailed descriptions about: 1) how we managed the departure of a pastor, and 2) how we discerned and acted on a call of an ordained minister to expand support for children, youth and families.



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 Does your church have policies, protocols or structures for dealing with conflict?)*

### Removal of a Pastor

Five years ago, we had a problem with a new pastor. The pastor was breaking key tenants of ministry; and upon further investigation we learned that the reference check by the conference had not discovered that the pastor was already under disciplinary action in another denomination and not in good standing.

This challenging situation was brought to the Human Resources (HR) and Pastoral Relations Committees (PRC). HR immediately met with the affected individuals; HR and PRC met together and in coordination with the moderator and conference, facilitated a series of Sacred Conversations to share these concerns. These conversations were challenging because of the confidential information and the sensitive nature of the problem.

We then moved into a formal conference-led process that led to a congregational vote for termination of the new pastor, and the call for an interim pastor. We had a very well-liked interim pastor, who worked through our feelings about the situation and we moved on to call our next settled pastor (who was also well liked.)

Removal of the pastor was extremely challenging because of relationships that had formed between the pastor and many in the congregation who cared deeply that the process was fair. In order to preserve the confidentiality required in addressing these very sensitive issues, details could not be shared with the congregation which caused frustration at the time.

The church leadership and congregation were able to reach agreement, despite the very challenging nature of the problem.

We used support from the conference, Discernment Committee, HR and PRC committees and from ordained members and talented facilitators in the congregation to help the congregation move through the process of grieving

the loss. Almost all members of the congregation were able to tap the deep reservoir of loving trust in the congregation to reach a point of acceptance with what was an inevitable final outcome.

The stress associated with the removal of the pastor resulted in about a 25% reduction in average attendance. Those who remained active, increased their support, both in volunteering and pledging. Since then, we have experienced a very constant attendance recovery rate, with almost half of the lost attendance replaced over the past 3 years.

While we went through the search process for the interim minister, ordained and lay members of the congregation pitched in to plan and lead the services and keep the other elements of the church moving along smoothly.

The structure and depth of trust within the church allowed us to follow a good process, do what we needed to do, and move on.

#### Previous Interim Work

Several of the past pastoral changes have strained relationships within the congregation. Through interim work we have learned to live in the tension of unresolved relationships by building one another up in love and facing conflict openly and with respect.

We also have Pastoral Relations Committees to support and maintain an open and healthy relationship between the Pastor(s) and members of the congregation. The Committee serves as an advisory group to the Pastor(s) and as a support for each Pastor's leadership.

#### Grieving Current Losses

The resignation of our recent settled pastor after just two years was very unexpected, confusing and disappointing. We had hoped that our call with him would be for an extended period of time. Although his resignation was for personal family reasons, many wished we could have taken additional steps to prevent the departure. Some felt, and continue to feel betrayed and angry.

At the same time the resignation was announced, our church moderator died suddenly from an accidental fall. This untimely death was another very sad shock to the congregation.

The congregation is still grieving the loss of these two important people to the church. Church Council will be seeking outside consultants to help and support us as we work through our grief and the unsettled nature this has caused within us.

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

Staff member's name	Years of service	UCC Standing (Y/No)
Rev. Harvey Buer	10+	Y
Rev. Gaylen Russell (Associate)	5	Y
Rev. Diana Gates (Associate)	8	Y
Rev. Michael Jackson	7	Y
Rev. Darlene Avery (interim)	1	Y
Rev. Richard Waddell (Interim)	2	Y
Frank Evans	2	No
Rev. Jill Warner (interim support for Erin)	1	Y
Rev. Erin Gilmore	11	Y
Rev Tom Nordberg (interim)	1	Y
Rev. Stephen Sinclair	1	No
Rev. Robert VonTrebra (interim)	2	Y
Rev. Fred Evenson	2	Y

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

We have learned through our recent transitions that HUCC is a strong, and tightly connected congregation, perhaps even more closely tied together due to the recent changeover in pastors. There is also a strong desire in the congregation to find a new Settled Senior Pastor who will stay with us.

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

Yes, in 2015 as described above, and in 2004 when another pastor's credentials had been discovered to be false. The fact that we have had two cases where former pastor's information had been falsified or important information

omitted has led us to now being extra vigilant on vetting candidate's information.

Has your church been involved in a Situational Support Consultation?

No, in the 2015 case mentioned above, the issues were clear enough to go directly to a Fitness Review.

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

Yes, the 2015 case mentioned above

What about who you are as a church, may not have come through in answers to the above questions?

We have tried to answer the profile questions as best we could. However, perhaps the best expression of who we are is expressed in our Vision, Purpose and Core Values. These statements are not just the result of a weekend brainstorming session, but they are at the core of who we are, and what binds us as a church.

Simply put, we are bound by our sincere love for others and the extravagant welcome and passion for social justice and compassionate action that comes from that love.

### **Our Vision**

As a community of faith we seek to challenge and transform the world, beginning with ourselves, and to celebrate the image of God in every person and in all creation.

### **Our Purpose**

Responding to God's love, we gather to be a healing, authentic, and empowered community who, through worship, education, fellowship and compassionate action, extend God's extravagant welcome in the world.

### **Our Core Values**

1. We recognize God in the life and teachings of Jesus, in concert with an appreciation for the diverse religious traditions of our world.

2. Christianity is a faith of extravagant grace, radical inclusion and relentless compassion.
3. All members of the congregation are ministers.
4. We value the freedom to question and to be spiritually curious.
5. Everything is connected. We are part of the whole. We recognize our mutual accountability with all of creation.
6. We cherish authenticity and genuine relationships.
7. Our hands and voices are God's tools to create a more just society.
8. Cultivating a life of compassion that honors vulnerability and offers healing presence.
9. Celebrating creativity.

<http://www.holladayucc.org/>

# WHO IS OUR NEIGHBOR?

## COMMUNITY VISION

## MISSION INSITE

## COMMUNITY VISION

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

*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?*

God has called this congregation to be very active in social and compassionate action activities in the broader community. This call is one of the two very strong attributes that have steadfastly bound this church together as a community for decades. The other bond is the deeply loving spirit that is easily noticed by visitors.

Social and compassionate action activities include:

- Holladay Preschool ([www.holladaypreschool.org](http://www.holladaypreschool.org))
- Youth Resource Center ([www.voaut.org/homeless-teen-services](http://www.voaut.org/homeless-teen-services))
- Operation Sandwich (making ~400 sandwiches and serving meals for homeless and others in need.
- Crossroads Urban Center ([www.crossroadsurbancenter.org](http://www.crossroadsurbancenter.org))
- Friendship Manor ([friendshipmanor.com](http://friendshipmanor.com))
- Meals on Wheels ([slco.org/aging-adult-services/meals-on-wheels/](http://slco.org/aging-adult-services/meals-on-wheels/))
- Interfaith Roundtable/Interfaith Month ([www.interfaithroundtable.org](http://www.interfaithroundtable.org))
- Stephen Ministry ([www.stephenministries.org/](http://www.stephenministries.org/))
- Family Promise ([www.fpsl.org/](http://www.fpsl.org/))
- Equality Utah ([www.equalityutah.org/](http://www.equalityutah.org/))
- Alternative Gift Fair
- Utah Pride/Pride Interfaith Service; attend the various events, participate at Pride celebration ([www.utahpridecenter.org/](http://www.utahpridecenter.org/))
- Annual visits to the state legislature to lobby and/or protest
- Free meeting space for AA, MA (Marijuana), NA, OA and Al-anon
- Drives to collect socks, diapers, underwear, blankets and Christmas gifts for children). We received an "In the Mud" grant this year which supported the sock collection activity.



- The Green Team (environmental social action)

For additional detail:

Youth Resource Center (YRC): YRC aligns with our longstanding mission to support youth, and in particular at-risk, homeless, and LGBTQ youth. It provides regular opportunities for members to serve meals locally as well as to support outreach in a variety of ways – donating food, clothing and other items, money, and/or time.

Family Promise: Family Promise - Salt Lake, an organization that helps families experiencing homelessness to find permanent housing and employment. This reflects our congregational commitment to families. By housing the families in the church, members of HUCC can be in relationship with clients of Family Promise while being in service with them. We meet clients as equals and peers.

Operation Sandwich: Operation Sandwich is a mission project that was started years ago and still maintains the interest and momentum it has always had. About 30 people are involved each month. People get together at the church and make 400-500 sandwiches. The next night, meals are served at the St. Vincent de Paul Homeless Resource Center. This has built close relationships between the volunteers who are very committed to this mission project.

While not formal outreach, our church attracts former members of the Church of Jesus Christ of Latter Day Saints (LDS) church and other less progressive religions. This is a very important part of our service to the broader community; to be a welcoming, open and supportive religious home.

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

Our pastors and lay representatives participate in the Association and Conference; at a minimum they attend regular Association and Conference meetings. Our pastors also attend the Association Clergy Cluster.

Check all of the following “statements of witness” that apply to your UCC faith community. (Find more information on these statements at [ucc.org](http://ucc.org).)

- ☐ Accessible to All (A2A)
- ☒ Creation Justice
- ☐ Economic Justice
- ☐ Faithful and Welcoming
- ☒ God Is Still Speaking (GISS)
- ☐ Immigrant Welcoming
- ☐ Inter-cultural/Multi-racial (I’M)
- ☐ Just Peace
- ☐ Global Mission Church
- ☒ Open and Affirming (ONA)
- ☐ WISE Congregation for Mental Health
- ☐ Other UCC designations:
- ☐ Other similar designations in affiliated denominations
- ☐ None

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

Though we have had no formal discussions on expanding our “statements of witness,” WISE Congregation for Mental Health would likely be a very good fit for HUCC.

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

Our church participates with other local denominations in the following:

- Pride Interfaith service (we are actively involved in planning and participating)
- Holladay area Interfaith Council (Thanksgiving service, etc.)
- Former “Interfaith Power & Light” activities
- Climate Justice
- Interfaith Roundtable Month & lunches – led some activities, participated in others

- CORC (Coalition of Religious Communities) – participated in various activities and faith day at the legislature
- Social Justice gatherings (e.g at the State Capitol)

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 Vision and Purpose statements are:

"As a community of faith we seek to challenge and transform the world, beginning with ourselves, and to celebrate the image of God in every person and in all creation. Responding to God's love, we gather to be a healing, authentic, and empowered community who, through worship, education, fellowship and compassionate action, extend God's extravagant welcome in the world."

Our congregation is very focused on getting out and doing vs. sitting. "Doing" is at the heart of who we are. As such, our time is very focussed on the actions in our Vision and Purpose.

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 have many lay leaders who actively engage in compassionate action and social justice causes. Our pastor(s) occasionally join us in compassionate action activities, and often stand beside us in social justice activities. Events where our pastor has traditionally been more involved include:

- Pride Interfaith service (speaking and Communion)
- Salt Lake Interfaith Roundtable Month
- Holladay Interfaith Roundtable lunches (have led a few lunches)

## MissionInSite

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

Our MissionInSite report confirms our understanding of our community's demographics. The MissionInSite reports also suggest that as our relatively

large percentage of Boomer empty nesters move out, we are expected to experience a significantly larger increase in families with children at home. While not initiated because of these statistics, it would appear our decision to add an Associate Pastor for children, youth and young families is well timed.

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?

Our congregation is a close match to the demographics of Holladay UT, other than the congregation skewing a little older and more progressive politically.

Salt Lake City and other suburban cities in the western part of Salt Lake County have much more racial and socioeconomic diversity.

In Salt Lake City, a slight majority of the population is now non-Mormon. We also have a connection to a very small Pentocostal congregation that worships in our church on Sunday.

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

The most significant impact of the local demographics is in our openness and connection to former LDS members and other faiths.

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

Our church is well known for its active social and compassionate action.

Some indication of how we are seen can be ascertained from the following newspaper articles (the Salt Lake Tribune is the major Utah newspaper) :

<https://archive.sltrib.com/article.php?id=57158063&itype=cmsid>

<https://archive.sltrib.com/article.php?id=51831386&itype=cmsid>

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

New people are drawn to our open loving welcome and our support of them on their faith journey.

Our outstanding music ministry quickly engages visitors and keeps them returning to worship. The integration of the music with the message of the service is very meaningful to most.

They remark on the numerous opportunities to serve the wider community and volunteer for activities within the church. We strive to provide personal invitations and discussion with new members to understand their passions and skills.

## REFERENCES

Name up to three people who have agreed to serve as phone and written references. Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

### REFERENCE 1

Glenn Bailey / Executive Dir., Crossroads Urban Center  
(801-364-7765/ [glenn@crossroadsurbancenter.org](mailto:glenn@crossroadsurbancenter.org)/ As head of one of the large groups that addresses homelessness in Salt Lake City, Glenn knows our congregation through our actions in compassionate action and activities in social justice at the State Capitol.

(reference letter attached)

### REFERENCE 2

Rev Robert VonTrebra / UCC Interim Pastor at a Congregation in Idaho through July 2020, (801-641-7019) / [trebra@comcast.net](mailto:trebra@comcast.net)/ Former Interim Pastor to our Congregation (~2 yrs ago) (technically still a member, but as recent interim, an excellent source)

(reference letter attached)

### REFERENCE 3

Erin Gilmore / Associate Conference Minister / Rocky Mountain Conference  
(801-694-6300/[erin@rmcucc.org](mailto:erin@rmcucc.org)/Previous HUCC Pastor (~ 7 years ago )

I served as a pastor of Holladay UCC from 2003-2013. This was my first call and I continue to be deeply grateful for my time at Holladay. This is a congregation with the rare combination of incredibly talented and committed lay leadership, a dynamic music ministry, expansive and progressive theology, and a truly authentic extravagant welcome. They invest in their relationships with one another and deeply value the sanctuary this church community provides. It is known in the community



as a leader of social justice, particularly in the area of LGBTQ+ equality and climate change.

This is also a congregation with a complex context and history. It could be easy to read the historical background of the church and too quickly over simplify one's conclusion. Yes, there has been a lot of pastoral transition in the last six years, AND this is a congregation that has been willing to learn and is continuing to learn from this experience. In my time as pastor I experienced a self-reflective congregation that was willing to do the necessary work towards greater health and vitality. As both a previous pastor, as well as in my current role of Associate Conference Minister, I welcome a conversation as you discern your next call.

#### 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.

## CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

### CLOSING PRAYER

*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:*

River of Jordan

Peter, Paul and Mary

I've traveled the banks of the River Jordan to find where it flows to the sea  
I looked in the eyes of the cold and the hungry. And I found I was looking at  
me.

I wanted to know if life had a purpose and what it all means in the end  
In the silence, I listened to voices within me and they told me again and  
again

There is only one river, there is only one sea  
And it flows through you and it flows through me.  
There is only one people. We are one and the same  
We are all one spirit. We are all one name.  
We are the fathers, mothers, daughter and son  
From the dawn of creation, we are one  
We are one. We are one.

For every blade of grass on the mountain, every drop in the sea  
Every cry of the newborn baby  
Every prayer to be free  
Every hope at the end of the rainbow  
Every song ever sung  
Is a part of the family of woman and man  
That means everyone!

We are only one river, we are only one sea  
And it flows through you and it flows through me.  
We are only one people. We are one and the same.

We are all one spirit, we are all one name.  
We are the mothers, father, daughter and son  
From the dawn of creation, we are one  
We are one, we are one, we are one.

### STATEMENT OF CONSENT

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

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? *(for example, church council or consistory, transition team, etc.)* Elements of this profile were extracted from the profile used for the last two searches. This older profile was created by prior search committees with input from the congregation. The profile was then changed significantly to answer the questions asked by the new profile form. These changes were made by the current search committee. To make sure that we were describing the church as a new pastor would see us, review comments were sought from the current Associate Pastor

and a former HUCC Senior Pastor. The profile was then sent to the congregation and Church Council for their suggestions.

2. Additional comments for interpreting the profile:

Signed: Name / Title / Date:

Martha Bale/Committee Chair - 8/12/20

Amy Spratling, Search Committee Member - 8/12/20

Linda Hilton, Search Committee Member - 8/12/20

Ruby Hammel, Search Committee Member - 8/12/20

Steve Schneider, Search Committee Member - 8/12/20

Teri Jewell, Search Committee Member - 8/12/20

Trent Parkhill, Search Committee Member - 8/12/20

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: Rev. Erin Gilmore

Email: erin @rmcucc.org

Phone: 801-694-6300

Date: 8/13/2020

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*