



To prospective candidates,

We are so excited that you are interested in learning more about the Minister, Head of Programs position at First Congregational Church, Greeley. We recognize that this position and our staffing configuration are unique. Therefore, we thought it would be helpful to share how our church moved to this configuration and how we envision our next Minister, Head of Programs fitting into this model of collaborative ministry.

Three years ago our congregation began imagining a collaborative ministry model that would flatten the hierarchy of the Senior Minister/Associate Minister paradigm that is traditional in churches with multiple full-time ordained clergy. After five years of ministry together, our ordained ministers, Rev. Nate Miller and Rev. Ben Konency had developed a highly collaborative and equitable working relationship, which gave them the flexibility to lead in the areas of their greatest strengths in a mutually supportive environment. This movement led to a growing recognition and appreciation in the congregation of the value of a collaborative and egalitarian relationship between our ordained ministers.

As the hierarchy between Rev. Nate and Rev. Ben flattened, interest grew in the church for finding a way to institutionalize this model that had been organically emerging for many years. With the congregation's permission, we spent a long time experimenting with different staffing models and discerning what was both sustainable and functional. At the church's annual meeting in January 2020, after three years of discussion and consideration, the church voted to replace the traditional model of Senior Minister and Associate Minister with the positions of Minister, Head of Staff and Minister, Head of Programs.

Making this shift, of course, requires more than just changing the titles of our ordained ministers. We believe there are many substantive changes to the roles of the Minister, Head of Staff and Minister, Head of Programs that reflect a real shift towards the collaborative model of leadership that we desire to become part of the institutional fabric of our church. Some of these important changes include:

- Shared preaching and worship participation
- Greater parity in salary

- Shared role in strategic visioning and ongoing identity formation
- Accountability for both positions directly to the church Cabinet, instead of to a Senior Minister
- Performance reviews for each position completed by the Personnel Committee

While we considered framing our new model as a co-pastorate, we ultimately decided not to adopt this terminology. For the sake of institutional stability, the church recognized the need to designate one minister as Head of Staff. We recognize that the responsibilities of the Head of Staff will include many often held by the Senior Minister in the traditional paradigm, such as personnel supervision as well as administrative and financial oversight. Likewise, the responsibilities of the Head of Programs will include many often held by the Associate Minister, such as adult education, community outreach, and supervision of the Minister of Children, Youth, and Families. Our church's intention is NOT to maintain the traditional paradigm with new titles. We believe the substantive changes listed above, particularly removing one minister from under the supervision of another, as well as Rev. Ben's genuine desire and enthusiasm for continuing the collaborative ministry model, will result in a truly collaborative and empowering setting for our next Minister, Head of Programs.

As we have moved to this new model, we have also seen how the responsibilities held by the Head of Programs and Head of Staff have increasingly gained an equal value by our congregation. While the Head of Programs and Head of Staff will begin with specific ministerial responsibilities defined, some fluidity will exist as our ministers grow in their working relationship and together identify how their own personal strengths and passions will best serve our church.

A congregational vote was scheduled for March 15, 2020 to officially call Rev. Ben as Minister, Head of Staff, but this vote was postponed due to the Coronavirus. While there is widespread support for Rev. Ben moving into this role, we believe it is important during this time of transition to abide by our bylaws and have an in-person vote to make this change in Rev. Ben's call at our church official. This vote has been rescheduled for September 13th. Pending the anticipated affirmative vote, Rev. Ben will transition into the Head of Staff role upon Rev. Nate's retirement on January 1, 2021.

We know that this likely has not answered all your questions, but we hope this is a good start. We would love to talk with you more about the Minister, Head of Programs position to help you decide whether First Congregational Church, Greeley may be the place God is calling you!

LOCAL CHURCH PROFILE



First Congregational Church, United Church of Christ
Greeley, CO

Minister, Head of Programs

Rocky Mountain Conference, Platte Valley Association

Validated July 6, 2020

LOCAL CHURCH PROFILE CONTENTS

Position Posting

Who Is God Calling Us To Become?

Who Are We Now?

Who Is Our Neighbor?

References

Consent and Validation

*"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 work of preparing a Local Church Profile. Through the Profile, the congregation 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 to give attention to questions and exploration of a congregation's vocation, however. 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 as the "Discovery Document," these three sections can be completed by a visioning group, a governing body, a transition team, or other entity in the church – not just by a search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The more participants, the better!

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 storytellings and many prayers, and 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 MissionInsight 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.

POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: First Congregational Church United Church of Christ

Street address: 2101 16th Street, Greeley, CO 80631

Supplemental web links: www.firstconggreeley.com

Additional ecumenical affiliations: None

Conference: Rocky Mountain Conference

Association: Platte Valley Association

UCC Conference or Association Staff Contact Person

Name: The Rev. Erin Gilmore

Title: Associate Conference Minister

Phone: 303-984-9118

Email: erin@rmcucc.org

Summary Ministry Description:

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

Our church will continue to live our mission of acceptance and love for all people regardless of who they are and where they are on their life journey. We will continue with and expand on community and national service to those who have spiritual as well as physical needs. Our church will continue sharing the message of God's love through worship, service, and leading the life Jesus showed us. We are seeking a Minister, Head of Programs who will find joy and excitement working in partnership with our Minister, Head of Staff to help build upon the current vitality and health of our church. Our church's unique staffing model will require a person who is flexible, highly collaborative, and open to institutional innovation in the pursuit of a vibrant future for our church.

Photographs:

Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.



Christmas Pageant, with our traditional 6-legged camel



Chapel, prepared for Taizé worship



Service project (yes, really!) on the Rosebud Reservation

What we value about living in our area:

It is difficult to not be overly effusive about our lovely small city. Greeley is a community rich in diversity and culture. We are fortunate that both the University of Northern Colorado and Aims Community College are located in our town. In addition to providing wonderful educational opportunities, these institutions enhance our city's thriving arts and music community. We have a beautiful Civic Center and numerous park and recreation activities. Our proximity to the mountains and to Denver allows us the luxury of enjoying nature and the many amenities the big city offers, free from constant crowds and traffic.

Current size of membership:

555 total members, approximately 300 active members

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

None

Position Title:

Minister, Head of Programs

Position Duration (*choose one, delete the other options listed*):

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 (*choose one, delete the other options listed*):

Full Time

Does the total support package meet conference compensation guidelines?

Yes

SCOPE OF WORK *(add here the Scope of Work developed by your church using the Call Agreement Workbook)*

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.)

Collaborative: The Minister, Head of Programs will be working in partnership with the Minister, Head of Staff. A collaborative spirit is essential to the success of this ministry model. A strong candidate will be enthusiastic about developing a supportive and encouraging partnership with the Minister Head of Staff. A willingness to be flexible, creative, and innovative will be critical for a candidate interested in this position.

Skilled in spiritual formation and building community both within and outside the walls of the church: We desire someone who is committed to fostering spaces and opportunities for people of all ages to deepen their personal faith. We expect this person to be excited about teaching as well as fostering an environment where laity are empowered and encouraged to teach and be spiritual formation leaders. We also desire someone who is excited about helping our church members continue to deepen their relationships with each other as well as their commitment to connecting with, and caring and advocating for, members of our wider community.

Joyful: We believe church should be fun, playful, and uplifting. This doesn't mean we avoid conflict or ignore challenges. However, we seek a minister who can help us live in a way where the hardships of life and the pain and suffering in the world are held with hope, optimism, and an abiding trust in God's presence through it all.

COMPENSATION AND SUPPORT

Salary Basis *(from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance):*

\$65,000+, commensurate with experience

Benefits *(choose one):*

Salary plus 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)?*

Living nearby with housing allowance

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

We expect that our next minister will live in Greeley.

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

N/A

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

The Rocky Mountain Conference offers a number of professional and personal supports for our clergy. Our Conference staff are supportive, available, and responsive. There are annual clergy retreats, as well as retreats to help equip and empower lay leaders for ministry. A local ecumenical clergy group complements other clergy clusters across the Platte Valley Association. There are currently twice-weekly gatherings where clergy can gather to practice Lectio Divina together via Zoom.

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

Not applicable.

WHO IS GOD CALLING TO MINISTER WITH US?

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

Because of our collaborative approach to ministry, our goals and expectations for our next Head of Programs are shared and have *some level of fluidity with the responsibilities of the Head of Staff*. The Head of Programs position at First Congregational Church UCC in Greeley will **lead** in the following areas:

- **Spiritual formation:** Create opportunities for church members to explore, question, doubt, discuss, and deepen their personal faith. Will lead adult spiritual formation and will supervise the Minister of Youth, Children, and Families
- **Community outreach work:** Help guide the church's commitment to service, care, and advocacy. Empower and equip lay members to serve as organizers and leaders of this dimension of our church's life
- **Community building within the congregation:** Coordinate and oversee events and programs that provide opportunities for church members to deepen in relationship with one another
- **Fostering Gifts:** Identify and foster the gifts of individual congregants to help cultivate passion-driven ministries

Other responsibilities to be **shared** with Head of Staff, Cabinet, Trustees, and members of the congregation include:

- Strategic visioning for the long-term direction and aspirations of the congregation
- Regular participation in worship and other services as needed, including funerals memorials, and weddings
- Preaching regularly - up to 50 percent of Sundays
- Pastoral Care

- Growing the Open & Affirming principles already in place, which includes and extravagant welcome to all
- Continuing to explore and provide ways to practice progressive and contemplative Christianity, including developing new styles and opportunities for worship

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

The new minister will be expected to continue the vital outreach programs that are already in place here, with enthusiasm and passion. From our current involvement with our neighbor, Heath Middle School, as well as several other community groups, to forging new partnerships with the other entities like the hospital next door, collaboration with agencies beyond our walls is a priority for our church.

Empowering and training lay leaders continues to be necessary in order to effectively carry out many of our programs. One emphasis would be to help expand multigenerational worship opportunities and, together with lay leaders, explore increased worship experiences through unique gatherings such as online services and meetings.

The Minister of Programs is an integral part of the success of our church. While continuity in the implementation of current effective programs is important, developing new or underserved areas is imperative as we continue to grow as a congregation.

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

The ExecutiveInsite Report identifies the Latinx population in our 2.5 mile radius as only 5% less than the anglo population. If we are to increase our diversity, this is the population we would most likely invite into our congregation. As a welcoming church, it would be beneficial to have clergy/members welcome them in their language. People have come to our door asking about services in Spanish, and we've directed them to other area congregations.

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.

Four areas of excellence from The Marks of Faithful & Effective Authorized Ministry that we have identified as crucial for our next Minister, Head of Programs to display are:

- Engaging in mission and outreach
- Exhibiting a commitment to the core values of the United Church of Christ: continuing testament, extravagant welcome, and changing lives
- Leading faith formation effectively across generations
- Building relationships of mutual trust and interdependence

We pray that our next Minister, Head of Programs has a deep sense of God's call in their life, and has cultivated that call in ways that are profoundly evident and deeply meaningful. We believe that our faith leads us to transformational action both in the church and in the world and hope that our next minister will love engaging in mission and outreach with us. In our work with our church consultant, John Laster, we heard a strong desire for more intergenerational learning opportunities (especially from our young people). We hope to find someone who is skilled in leading us forward in that way, while equipping others to do so as well. As our congregation grows together, we rely on one another to carry out our ministry in this community. We believe that collaboration is the best model for ministry and are looking for someone who loves working with others.

WHO IS GOD CALLING US TO BECOME?

Who is God calling you to become as a congregation?

We see ourselves as a welcoming church. We want to continue and grow into that vision.

In 2014, the congregation voted to become an Open & Affirming community. The congregation has responded that it is crucial that we continue in this vein and expand on this vision. We have a sizeable youth attendance but must continue to welcome the younger generations with wider diversity from varying social-economic levels. Acceptance, not just tolerance, is our goal.

Some of our newest and most quickly growing ministries have centered around contemplative practice. We offer a number of regular contemplative worship opportunities.

First Congregational UCC is physically situated to grow in the community with worship opportunities, community service, and living out our faith in pursuit of justice and wellbeing for our neighbors. We hope our great location and sizable facility can assist us in achieving our aspirations for community outreach.

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?

The biggest experiment that our church has intentionally engaged in during the past year is the official shift of our staffing model, moving away from a hierarchical model of Senior Pastor and Associate Pastor(s). After several years of exploration of other models of staffing, we realized that our culture was one of collaboration, interdependence, and equity across ministerial positions. In that time, we also realized that it was necessary to have a Head of Staff. We have shifted our staffing configuration to reflect this model of ministry creating a culture where everyone on staff is empowered, encouraged, and appreciated in their day-to-day work.

Right now, we are engaged in work with our church consultant, John Laster, to undertake a multi-year plan to seek vibrancy and vitality in our vision for the future. We desire new and innovative ways to live into our mission of being rooted in God's love, nourished on our spiritual journeys, and growing as an inclusive Christian presence in Northern Colorado.

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?

Our congregation has studied the writings of many theologians beginning with Dietrich Bonhoeffer, Reinhold Niebuhr and Henry Nouwen. We have studied Marcus Borg, John Shelby Spong and Thomas Keating. Recently, we have invited 'Science Mike' Mike McHargue and Shane Claiborne to visit our congregation. Currently we are examining the beliefs and teachings of Barbara Brown Taylor, John Dominic Crossan, Richard Rohr and Nadia Bolz-Weber.

As a congregation, we attempt to broaden our knowledge of the scientific and religious mysteries of the world. We want to understand the knowable, experience the mystery of God and the Spirit, and live out the teachings of Jesus. Over the years, the theologians listed above have led us on a faith journey of discernment to ascertain who we are and how we become a more accepting community of faith.

Many of our classes are based around the works of contemplative Christian teachers. We also offer alternative worship opportunities in the style of Taizé. Rob Bell, Shane Claiborne and Mike McHargue's teachings have brought excitement and energy into our midst. They inspire us to deal with controversy and today's reality, but in unpretentious and thought-provoking ways. They call us to action in our everyday lives.

The congregation takes seriously the UCC's *Still Speaking God* motto. We believe God is present with us and calls us to live out our faith in the community. Our Creator God is inclusive, personal, relevant, and gender-inclusive. God is present with us in worship and goes out into the world with us when we leave the building.

The Holy Spirit is alive and moving with us, leading us, transforming and comforting us.

Describe several strengths or positive qualities of your congregation.

First Congregational Church, United Church of Christ, at its heart, is a welcoming place full of people who do not just tolerate differences, but celebrate them. At the beginning of each service our ministers repeat the words by which we live: "Whether you're a seeker or believer, a person of faith or a person of no faith at all, no matter who you are, no matter where you are on life's journey..." And the congregation responds, "You are welcome here."

We strive to put these words into action in different ways.

We are an intergenerational group where congregants make authentic connections with each other. We have a desire to continue moving from a friendly church to a church of friends. Much of our programming is designed with that goal in mind.

We are delighted to incorporate our youngest congregants into our services. Near the front of our sanctuary you'll find the Playground, a cheerful, colorful space designed to help children actively participate in worship. There are three different choirs for youth. On the third Sunday of every month, children and youth read the scripture, collect the offering, and serve as ushers. Our children and youth playfully set the tone of our relaxed culture and reveal our desire to have fun together as we worship. Many of the older congregants express that their greatest joy each Sunday is seeing how active and involved kids are in our community.

Our congregation has many opportunities for adults to explore their spirituality. Our ministers offer weekly classes to encourage those seeking contemplation, spiritual formation, transformation, and growth.

We have a diverse music ministry, spanning European sacred, classical, jazz, gospel, and global music. Our Minister of Music plays organ each Sunday for our 10:00 worship. Adult choirs provide worship music for both our 8AM and our 10AM services. Youth choirs also complement

worship frequently. Worship is often enhanced by other musicians, both from the congregation and community. Our bell choir also provides music periodically throughout the year. Special Music Sundays such as Easter and Christmas include a number of professional guest musicians from the local college.

We extend our love to those in the LGBTQ+ community through our Open and Affirming designation. We welcome people visibly with our rainbow tree and fish emblem on the outside of our building and continue to foster belonging inside by hosting PFLAG meetings in our building.

We hope that our inclusive and loving activities inside our church help us demonstrate to our larger community the love that Jesus talks about in Matthew 25 (which you'll also find on the stained glass in our sanctuary). We are charged to demonstrate that love outside the walls of the church. It is important to us to feed the hungry, clothe the naked, and welcome the stranger.

We believe that the ways we embrace new ideas and approaches to ministry are something unique that we have to offer. There is a spirit of innovation in the culture of our church.

The spirit can be experienced in our midst and we choose to act in ways consistent with our belief that love is one of the basic teachings of living a life of faith.

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?

Sunday morning services might be described as "enhanced traditional." Beginning with a greeting and announcements by the ministers, we have youth acolytes light our candles and begin our worship with a call to worship and opening prayer. One of the pastors then meets with our young people on the chancel for the children's moment. After children are dismissed to Sunday School or back to their families, scripture is read, usually by a lay reader. The service then proceeds with the minister's reflection followed by the offertory, prayers of the people and a benediction.

Worship is augmented by musicians who provide excellent, relevant, and intentional selections. Great attention to detail is given to long-term planning of worship services, so that our ministry team may form a

cohesive worship experience that encompasses both spoken word and song.

Good preaching could be described as inspirational, thought-provoking, and humorous. A good sermon helps the congregation to live out their faith in the community throughout the week. Great preaching brings familiar passages to life in new and relevant ways.

We also frequently worship through the practice of contemplation and centering prayer. These gatherings typically take place in our smaller chapel, where chairs allow us to create a more intimate setting.

Baptism is a celebration sacrament enjoyed by the entire congregation. It usually occurs during the children's moment so that our kids can participate in the ritual. After a family is welcomed to the altar and introduced to the congregation, the pastor describes the meaning of the occasion and charges the congregation with the covenantal care of the child or individual being presented. All in attendance are invited to "blow" on the water to add our spirit of blessing.

Following the baptism ritual, the new member is presented to the congregation for all to see. The parents or person who was baptized then receives a rose, a certificate, and a prayer shawl knit by members of the church.

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?

First Congregational Church has a comprehensive, active, diverse educational program that feeds the faith and soul of the congregation. We could not possibly list all of those ways here, but we will highlight a few regular faith formation opportunities.

The adult education programs in the church include a weekly Scripture Seminar in which participants read, study and discuss the books of the Bible. The Praxis Project meets on Wednesday evening during Wednesday Night Live, teaching participants how to practice mindfulness and meditation. Praying the News, which also meets during Wednesday Night Live, considers contemporary news items in light of Christian principles. Centering Prayer is a half hour daily small group which meditates and

prays for others as well as for attendees' own concerns. Love and Logic classes give adults tools for being better parents and interacting more empathetically with their children while holding their children accountable.

Our outreach programs call all ages to live out our faith by volunteering for programs such as the Weld Food Bank, Habitat for Humanity, Guadalupe Center (shelter for those experiencing homelessness) and the Immigrant and Refugee Center of Northern Colorado, and mission trip opportunities to name a few.

Our youth education programs are guided by our vision for Faith Formation: Knowing, Growing, and Going. Knowing (designed for our youngest students) teaches that we are loved by God. Growing (geared towards our middle level students) enhances students' understanding of scripture and its message. Going (for our older youth) sends students out into the world to serve others as Jesus did.

Sacred Circle is a once-a-month communion and worship service just for kids. Vacation Bible School uses the curriculum "Who Is My Neighbor," in which youth look at Bible stories focused on God's care and compassion for neighbors nearby and around the world. There are many other opportunities where our youth participate in and help lead the regular church service by reading the scripture, providing music and ushering.

Finally, our youth are actively involved in our denominational events such as National Youth Event, Western Regional Youth Event, La Foret (our camp), and Front Range youth events (a gathering of several churches in our Association).

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?

One of our most wonderful assets as a congregation is the deep bench of willing, enthusiastic, and capable lay leaders. We have a few pillar ministry and mission teams, most of which are supported by one of our pastoral staff. They include:

- Outreach Ministry Group - responsible for oversight of the ministries that occur outside our building (and the largest of these teams!)
- Worship & Music - responsible for the oversight of both weekly and special event worship services and our robust music programs
- Fellowship Team - responsible for oversight of those programs that welcome people and help move us from a friendly church to a church of friends
- Family Faith Formation - responsible for oversight of the programs that aid in spiritual growth and development
- Board of Trustees - primarily responsible for fiscal oversight and management of our physical plant
- Personnel Team - primarily responsible for the oversight of our staff
- Pastoral Relations Team - primarily responsible for the care of our pastors. This team offers a unique place for unbiased support, resources, and, if necessary, mediation when our pastors encounter conflicts with congregants, conflict between staff members, or other concerns that may be sensitive and have the potential to affect the health and vitality of our congregation

The work of these teams often intersects and teams collaborate to carry forward the missions of our church. A representative from each of these teams, as well as additional members at-large make up our church Cabinet, which serves as the primary elected body of our church. Cabinet does not like to see itself as the ultimate decision-makers, but rather as the shepherds of the flock - ensuring that things run smoothly and transparently, while watching for potential issues to arise. However, when decisions need to be made and do not fall squarely within another group's area of responsibility, they are made by the Cabinet in accordance with our bylaws.

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

Approximately 15 hours per month.

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

The COVID-19 pandemic is a prime example of this collaborative style of leadership at work in our congregation. When it became clear that this virus was a threat to the physical health and wellbeing of our church community, our staff quickly decided that in-person worship services should be immediately suspended. An email went out to the Cabinet, who wholeheartedly supported that decision. Our Director of Communications rolled out our new plan digitally, while our Cabinet divided up the directory and called all members. Each ministry team shifted their efforts to focus on ways we could support members at home, meeting through Zoom to do so. The Board of Trustees explored the potential of using the Paycheck Protection Program to help alleviate the concern of sustaining the salaries of our staff and quickly decided to move forward with that program, securing a forgivable PPP loan. As we complete this profile, we find ourselves in the midst of a new season of being church, serving our congregation and community in the most faithful way we know. We continue to move fluidly, opening ourselves to new ways of doing things. We imagine many things we've learned in the last few months will shape the way our ministry looks in the future.

- 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

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	200	X
Number of active non-members:	100	X
Total of church participants (sum of the numbers above):	300	(Our official membership shows 555 members, though we estimate active members to be around 300. Ask us for more details.)

Percentage of total participants who have been in the church:

		<i>Is this percentage an estimate? (check if yes)</i>
More than 10 years:	68%	
Less than 10, more than 5 years:	14%	
Less than 5 years:	18%	

Number of total participants by age:

0-11	12-17	18-24	25-34	35-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
30	30	10	25	50	55	70	60	X

Percentage of adults in various household types:

		<i>Is this percentage an estimate? (check if yes)</i>
Single adults under 35:	5%	X
Joint household with minors:	30%	X
Single adults age 35-65:	10%	X
Joint household with no minors:	35%	X
Single adults over 65:	20%	X

Education level of adult participants by percentage:

		<i>Is this percentage an estimate? (check if yes)</i>
High school:	5%	X
College:	40%	X
Graduate School:	40%	X
Specialty Training:	15%	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:	60%	X
Adults who are retired:	30%	X
Adults who are not fully employed:	10%	X

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

Our congregation represents a wide range of occupations. Among us are many educators. There are stay-at-home parents and grandparents, students, tradespeople, and artists. You'll find lawyers, doctors, nurses, and psychologists. There are small business owners, public servants, project management professionals, and writers. We are largely a congregation of working professionals and retired professionals.

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?

Like most UCC congregations, First Congregational is mostly white—but we have African-American, Latinx, and Asian-American worshippers as well. And like many other UCC congregations, most of our members are economically stable and comfortable—but there is socioeconomic diversity as well. We are an Open and Affirming congregation and have LGBTQ members. We are a multi-generational congregation. Like many mainline Protestant churches, a large portion of our membership is over 50, but our inclusive theology, vibrant leadership, and strong youth ministries have drawn numerous families with children. Some members attend the University of Northern Colorado, one mile away. Members also come from many different faith traditions and ways of thinking about spirituality - mainline Protestant denominations, Catholic, agnostic, Evangelical, Mennonite, and no church background at all. Worshippers at our church hold a wide range of political views, reflecting the political diversity in the Greeley community. Our Open and Affirming statement specifically includes political belief, faith origin, and religious belief.

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.

Given the difficult circumstances surrounding the current COVID-19 pandemic, we have not had the opportunity to thoughtfully consider the Welcoming Diversity Inventory as a congregation. We look forward to that work in the future.

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	75	Clergy
Baptisms <i>(number last year)</i>	6	Clergy
Children's Groups or Classes	50-60	Minister to Children, Youth, & Families
Christmas Eve and Easter Worship	400	Clergy, Worship & Music Team
Church-wide Meals	50-100	Fellowship, Clergy
Choirs and Music Groups	125	Minister of Music, Worship & Music Team
Church-based Bible Study	7	Clergy
Communion <i>(served how often?)</i>	1st Sunday of each month, 300	Clergy
Community Meals		
Confirmation <i>(number confirmed last year)</i>	9 in 2018 (We confirm every other year)	Clergy
Drama or Dance Program		
Funerals <i>(number last year)</i>	17	Clergy
Intergenerational Groups		
Outdoor Worship		
Prayer or Meditation Groups	50	Clergy
Public Advocacy Work	Not tracked	
Retreats		
Ecumenical or Bible Programs in the Community		
Weddings <i>(number last year)</i>	2	Clergy

Worship (time slot: 8 AM)	51	Clergy
Worship (time slot: 10 AM)	192	Clergy
Young Adult Groups or Classes		
Youth Groups or Classes	15	Minister for Children, Youth & Families
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).

Name	Three-Way or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
The Rev. Rick Mawson	No		Occasional New Perspectives Study Group	Yes
The Rev. John Bliss	No		None	Yes
The Rev. Don Laue	No		None	Yes

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:

No previous pastors currently hold membership in the church.

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
Minister, Head of Staff	Yes	Full Time	Cabinet	8 Years
Minister for Children, Youth & Families	No	Part Time	Minster, Head of Programs	2 Years
Minister of Music	No	Full Time	Minister, Head of Staff	17 Years
Office Administrator	No	Full Time	Minister, Head of Staff	14 Years
Financial Secretary	No	Part Time	Office Administrator	6 Years
Communications Specialist	No	Part Time	Office Administrator	1 Year
Director of Adult Choirs	No	Part Time	Minister of Music	6 Months
Director of Genesis & Jubilation Choirs	No	Part Time	Minister of Music	8 Years
Director of Rainbow Choir	No	Part Time	Minister of Music	14 years
Church Pianist	No	Part Time	Minister of Music	14 Years
Accompanist for Children's Choirs	No	Part Time	Minister of Music	1 Year
Building Repair & Maintenance	No	Part Time	Minister, Head of Staff	2 Years
Nursery Staff (Multiple Positions)	No	Part Time	Minister, Head of Staff	Varies

REFLECTION

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

The ministries of our church are broad, vibrant, and sustainable! We offer many ways to connect with worship that are traditional, progressive, and contemplative. Our clergy facilitate excellent programming and empower lay leaders to do the same. It is difficult for these charts and data points to reflect the new ways we offer to worship and learn, which seem to pop up frequently. Some members who are actively involved rarely join us for Sunday morning worship. We are a church willing to take risks and try new things and reap the benefits of engaging in new practices often.

CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$629,263.10 Includes Gifts category below.
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$8,881.14 Total Investment Portfolio Income, not just "Endowment"
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0.00
Fundraising Events	\$20,827
Gifts Designated for a Specific Purpose	These are regular donations not for specific purposes and are now included in the first box above. See notes for detail on Specific Gifts.
Grants	\$0
Rentals of Church Building	\$100,869.00 (<i>Includes rental of building, parking lot and attached daycare</i>)
Rentals of Church Parsonage	\$0
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$0
Transfers from Special Accounts	\$0
Other (specify):	N/A
Other (specify):	N/A
TOTAL	\$759,840.24

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

Total Budgeted Expenses \$756,371.52

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.

Please see Attachment 1 for a brief budget overview. More detailed budgets are available upon request.

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

Ministerial Support including Retirement and Benefits are \$329,488.34. This includes Minister, Head of Staff; Minister, Head of Programs, Minister for Children, Youth, and Families; and Minister of music. The percentage is 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? *(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%*)

Support is gathered through regular offerings and pledges. The 2020 budgeted percentage is 5.4%.

What is the church's current indebtedness?

Total amount of loan debt: \$84,050, incurred in April 2020
Reason for debt: SBA Payroll Protection Program Loan, due to COVID-19
Are capital and other payments current?: None due yet at time of publication

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.

We are currently working with church consultant John Laster (Horizons Stewardship) regarding a potential capital campaign to address some needed repairs and upgrades on our facility. We have completed the feasibility study. We were scheduled for a congregational meeting, where we would vote on moving forward to undertake a capital campaign when, because of COVID-19, we had to suspend any meetings. We will resume that work when it is safe and logical to do so.

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

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

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
2021-2023	Special Projects - maintenance and improvements of building	\$1.3M	\$ N/A	*Please ask us for more details on how we plan to manage this while in a pastoral transition. The campaign was planned for 2020, but was pushed back due to COVID-19.

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

Final projects for this campaign are still being discussed.

Does your church have an endowment?

No. The church has a series of Restricted and Designated Funds which are managed much like a formal endowment.

What is the market value of the assets?

Market Value at Y/E 2019 for the Restricted and Designated Funds was \$786,413.72.

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

Funds are never drawn from the Restricted and Designated base amounts. Some have accompanying accumulated investment interest carried as Restricted and Designated Income Funds. Any draws from the Income Funds must be for the specific purpose documented.

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

No base funds were drawn in either 2015 or 2019. Total category of funds increased in both timeframes implying that any draws from the

Income Funds were more than offset by the increase in attributed investment income.

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

Nothing is expected to be drawn from the base Restricted and Designated Funds.

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

Indefinitely.

Please comment on the above calculations or estimates:

Specific Gifts:

Fundraising Events:

Easter (to local outreach ministries)	\$3,243
Thanksgiving (to local outreach ministries)	\$2,774
Christmas (to local outreach ministries)	\$3,665
Weld Food Bank Backpacks	\$10,240
Meal Ministries	\$2,201
<u>Rosebud Reservation</u>	<u>\$2,369</u>
Total	\$20,827

Gifts Designated for Specific Purpose:

One Great Hour of Sharing	\$2,075
Strengthen the Church	\$671
Neighbors in Need	\$843
<u>UCC Christmas Fund</u>	<u>\$1,504</u>
Total	\$5,093

Other Assets

Reserves (savings):

\$56,848.94, Savings

\$66,010.30, Building

\$39,280.46, Regular

Investments (other than endowment):

Other than endowment and reserves, less savings \$333,830.80

Of those, unrestricted funds: \$248,407.40

Of those, prepaid items: \$85,423.40

Does your church have a parsonage?

No.

Fair market rental value of the parsonage: N/A

How is the parsonage used? N/A

Street / City / State / Zip: N/A

Finished square footage: N/A

Number of Bedrooms, Number of Bathrooms: N/A

Assessed real estate value: N/A

Available for minister residence: N/A

Expected minister residence: N/A

Condition of structure, systems and appliances: N/A

Entity in the church responsible for review and needed repairs: N/A

Describe all buildings owned by the church:

Our facility is a 52,000 square foot facility occupying an entire city block. Inside our building is a preschool co-op, for which we do not collect rent and a daycare, for which we do collect rent. We also own two parking lots, one of which we rent out six days a week to our neighboring hospital. The other lot is informally used by our neighboring middle school during drop off and pick up times.

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

None

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

All spaces are accessible to wheelchairs, except for the chancel. We do have a portable ramp that can be used to make the chancel accessible to wheelchairs. One of the projects slated for an upcoming capital campaign is a sanctuary renovation to make the chancel and pulpit accessible to wheelchairs.

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 mission and ministry of this church is vibrant! We are extraordinarily blessed by the generosity of our members and lucky to have some unusual income streams (parking lot rentals, daycare rental). We are realistic about our budgets and live within our means.

The budgeting process begins in early fall, when the Trustees ask each ministry group to prepare their budget for the year with a provided budget worksheet. Each ministry group submits a budget request to the Trustees, who create an overall budget. That is presented to the congregation in the Annual Report and is voted on at the Annual Meeting of the Congregation each January. No major budget changes have been made in the recent past.

It is also important to note that while not reflected above, a milestone in the recent financial life of our church was an organ renovation, which was completed in 2011. The congregation raised \$500,000 over two years through the special gifts of 239 giving units to complete that project. Generosity is a hallmark of this congregation, and our organ is a constant reminder of that.

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.

Founded 150 years ago, our church has grown with our city. From the original location in downtown Greeley, the church opted to move west, following the formation of the UCC, to better accommodate the congregation and meet the needs of the wider, expanding community.

The 70's and 80's ushered in a time of increased social awareness and outreach. During this time, our local and global mission work began to expand.

In the early 2000s, the church was approached by the neighboring hospital to consider selling our building and surrounding property. After lengthy financial and logistical feasibility studies, together with input from the congregation, the decision was made to remain in the current location in order to continue our neighborhood outreach.

Perhaps the most defining event in our church's recent life has been our decision, following an eighteen month period of discussions, informational sessions, and prayer, to become an Open and Affirming congregation in 2014. This has solidified our belief in the greeting we recite every Sunday: "No matter who you are... you are welcome here."

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

A major change managed in the recent past by our church has been the overhaul of our staffing model. Several years ago, we realized that there would be many advantages to a collaborative and equitable model for staffing, where the hierarchy of the Senior/Associate role was flattened and a more collaborative style of leadership was cultivated.

The change began slowly, informally, and mostly internally. When it was time to roll the more collaborative style of leadership out to the congregation in a more formal way, a series of town hall conversations were hosted where people were invited to ask questions and provide feedback.

Over the course of this process, our pastors were given the freedom to explore some different styles of collaborative leadership to find what worked best. It was ultimately determined that there needed to be a clear Head of Staff and a Head of Programs - a place where the buck stopped, so to speak. We have functioned in that capacity for about a year.

At the 2020 Annual Meeting, we voted to officially adopt new job titles for two of our ministers - Minister, Head of Staff and Minister, Head of Programs. With our current Minister, Head of Staff's upcoming retirement, and the anticipated transition of our current Minister, Head of Programs to Minister, Head of Staff, we will be able to offer a much more equitable compensation package between the two roles. The move will ultimately be budget-neutral, as approved by the congregation.

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?)*

Each year at the beginning of the annual meeting of our congregation, we read our standing rules of order that say, "The majority will rule, The minority will be heard." This may be the best way to describe our values and practices when it comes to conflict. We aren't a church free from conflict, but we are certainly a church who embraces one another in the midst of it.

A strength of both our current lay and pastoral leadership is the ability to anticipate the potential for conflict in a given situation and lead in a way that is graceful, transparent, well-intentioned, and leaves room for people to authentically share where they are. Big decisions are made collaboratively, generally beginning with conversations at the Cabinet-level, prayerfully weighing the potential for conflict while asking where the Spirit is calling us. The truth is that most Cabinet decisions are made in consensus and then presented to the congregation in a manner that gives people a way to have their voice heard - whether it be a listening session, a town hall meeting, or simply a point person to hear any feedback.

We have not always had this approach. We acknowledge and remember a time over a decade ago when our church experienced division. But what we have learned from that time is that without transparency and communication about what and why we're doing things, people feel out of the loop and dismissed. And that will never lead us smoothly through a conflict.

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

Staff member's name	Years of service	UCC Standing (Y/No)
Rev. Nathan Miller (Minister, Head of Staff)	9	Yes
Rev. Ben Konecny (Minister, Head of Programs)	8	Yes
Rev. Erik Karas (Interim Associate)	1	No
Rev. Lark Hapke (Interim Senior)	1.5	Yes
Rev. Craig Witcher	4.5	Yes
Rev. Mike Bone (Associate)	4	Yes
Rev. Nan Sollo (Interim Associate)	2	Yes
Rev. Bill Kaseman (Interim Senior)	2	Yes
Rev. Verlee Copeland (Associate, Acting Senior, Senior)	18	Yes
Rev. Dale Rosenberger (Senior)	5	Yes
Rev. Don Laue (Interim Associate)	Unsure	Yes
Rev. Al Slighter (Senior)	19	Yes

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

When Rev. Nate came to us, he guided us to implement within our institutional structure a new avenue focused on our congregation caring for our leaders. Out of that was born our Pastoral Relations Committee. That team's primary purpose is to ensure that we are caring for our pastors with the same level of compassion and intentionality that our pastors show us. It is a place for our ministers to share what they feel is going well in their work. It is also a place where they can voice their frustrations and concerns. This team provides a neutral and confidential setting to ensure that appropriate boundaries are maintained between church members and pastors and to provide mediation when appropriate.

We often say that we have a deep bench - a number of lay leaders and retired clergy who have a passion to provide leadership for our congregational life and vitality. It is important that our clergy on staff are supportive of this type of involvement from the congregation. But it is equally important to us that our ministers have the opportunity to lead in ways that are most important to them. For example, Rev. Ben Konecny has found great depth in contemplative practice and has brought contemplative practice to our congregation in a meaningful way.

We recognize that our pastors are people who have lives outside of our church and that ministry can be exhausting and depleting. We value self-care and opportunities for renewal for the sake of personal and professional health and wellbeing. We honor time off - sabbaticals, vacations, and days off. We believe in your right to rest.

Our congregation values the continued personal and professional growth of our ministers. To support that commitment, we provide time and financial resources to make continuing education accessible to our staff. We encourage staff to use their professional development budget and time in full each year.

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

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?
Yes

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?

Service and advocacy for others is also service to our God. We recognize our call to be involved in addressing issues of systemic injustice. Most pertinent to our work in that realm is advocating for those in our community who are immigrants and refugees. These community members often do not find themselves widely supported by the wider evangelical composition of Christians in our area. We look to be connected to this important part of our community through the Lutheran Family Services Immigrant Resettlement program, the Immigrant and Refugee Center of Northern Colorado, and other communities engaged in this call to justice.

We generously devote hours, financial support, and provide a host site for service and advocacy organizations outside the church.

Congregational volunteers can be found in programs such as Weld Food Bank, Habitat for Humanity (both local and international) and the Greeley Interfaith Clothing Bank. Food dispersal at the church, meal preparation at the Guadalupe Shelter and the Cold Weather Shelter, and the transport of leftover food from our local university to shelters are also part of First Congregational Church's service to others.

The church serves as a host meeting site for PFLAG, High Plains Library's diversity story time, child care and education programs, and 10,000 Villages. Our church also provides a site for classes in Spanish and Tai Chi. Direct services to others include mission trips to the

Rosebud Reservation, and support for Heath Middle School, our neighbors across the street.

First Congregational Church of Greeley participates in meetings, relationships, and activities, connecting to the wider United Church of Christ.

Our church sends representatives and delegates to national and regional events including General Synod, National Youth Event, Western Regional Youth Event, as well as delegates to the Rocky Mountain Conference Annual Celebrations, and Platte Valley Association meetings.

Rev. Ben serves on the Rocky Mountain Conference Board of Directors, the Church & Ministry Committee of the Association, and Greeley Family House, a local transitional housing program for families.

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

The congregants and ministers of First Congregational Church participate in a wide variety of meetings, relationships and activities with the wider United Church of Christ.

Our church sends representatives to national and regional events including the General Synod, the Rocky Mountain Conference Annual Celebrations, and attends Platte Valley Association meetings.

The youth of our church participate in National, Western Regional and Front Range Youth Events. They also participate in summer camps at La Foret, our conference's beloved church camp outside of Colorado Springs.

Check all of the following “statements of witness” that apply to your UCC faith community. (Find more information on these statements at 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?

Our commitment to be an ONA church is deeply meaningful to us. We are known in the community to be the church where *anyone* can go and we are very proud of that. We have not formally considered any of the other above statements of witness.

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

We participate in other ecumenical and interfaith activities frequently. We are active in the work of the Greeley Interfaith Alliance. We also partner with the Rosebud Episcopal Mission on the Rosebud Reservation in South Dakota, working especially with the Firewood for the Elders program, as well as Todd County Middle School. We partner regularly with Habitat for Humanity (both locally and internationally), and engage with other churches, denominations, and organizations as needs arise.

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.

“Challenged by the life and teachings of Jesus, we are inspired to be an inclusive Christian Community rooted in transformative relationships with God and those around us.”

It is with great pride that we feel that we live this statement through our numerous worship and fellowship opportunities including (but not limited to), two Sunday worship services, Wednesday evening worship and educational opportunities, contemplative worship, adult and youth Sunday School, Adult and youth choirs and most recently several online worship opportunities.

Our governance design includes lay, clergy and administrative staff all working together to carry out the vision and purpose of the congregation. Boards and committees meet on a monthly basis to determine programming for the church. While the lay members give shape to the various missions of the church, the staff team participates in helping put the recommendations into action. Teamwork and collaboration are keys to the successful governance of our church.

Without exaggeration, most of our church members are involved in some kind of community or global outreach. From serving at one of our food/clothing banks or homeless shelters to supporting students at Heath Middle School; from visiting those who are sick to volunteering with local non-profits, our members are actively involved in outreach on both a local and global scale on a daily basis. Additionally, when unable to physically support important causes, our congregation seeks to be generous with our financial contributions.

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 want our pastors to be involved in community ministry and the wider church and consider the time spent on these activities as ministry supported by our church.

MissionInSite

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

The 2.5 mile circle around our church's location is extremely diverse, with lower incomes to the north and east. The furthestmost eastern edge includes an industrial area. Directly south and southeast of the church is the University of Northern Colorado and many educators and retired professors reside nearby. The area to the west and south west is a more diverse economic area. We've been seen as the country-club church in our past. We recognize this perception may inhibit some members of the wider community from entering our doors. We are actively working to reform our image so that people from all socioeconomic backgrounds feel welcome. Based on our MissionInSite report, we see that there is the potential to connect with our immediate neighbors in new ways. We look forward to continuing to explore these opportunities when we resume strategic visioning work with our church consultant, John Laster.

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 ExecutiveInSite Report presented the following demographic data about the neighborhood surrounding our church:

Ethnicity

- 52% White
- 43% Hispanic/Latinx
- 5% Other

Average Age- 35.6yrs

Income Average (2019) - \$57,843 per household

Education

- 19.9% < 9th grade and some High School
- 29.2% High School Diploma or GED
- 30.3% Some College or Associate's Degree
- 13% Bachelor's Degree
- 7% Masters or Beyond Degree

Our congregation is made up of a majority of White (Caucasian) individuals although the congregation has become more diverse in recent years. A large number of our members are over the age of 40 and the average income is higher than that of our surrounding neighbors.

Additionally, the education level of our congregation is higher than that of the neighboring area, with many of our members having earned bachelors and advanced degrees.

A majority of our members live west of the sample area. Individuals who live west of our sample area, in general, have higher incomes and have had more higher education opportunities.

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

Our church is aware of the needs of our neighbors and many of our members are actively involved in outreach to our local area including very active involvement with the nearby middle school.

There are a number of other churches, as well as a mosque and synagogue within the same 2.5 mile radius who also serve the needs of the community in diverse ways.

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

As we wrote this, we laughed a lot. We hear things like:

- *"If I was going to go to church, I'd go there."* Thanks, we think?
- *"That's the church where anyone (or sometimes more specifically LGBTQ people) can go."* We'll take that as a compliment, whether you meant it that way or not.
- *"There's always something going on there."* Guilty as charged.

We are also widely known for our support of other community organizations, our mission work, and our generosity. We are known as the church who accepts *all* people.

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

When asked what has drawn them to the church, new people have talked about the opportunities to get to know people personally. They feel they have become close to members of the church as well as the clergy. Being recognized by name by the ministry staff made people feel welcomed and encouraged them to keep coming. This was in contrast to other churches they had attended for many years, where they felt as if their names were not known and their needs were unrecognized. Families with young children say they've heard good things about our church's strong youth programming. Some who have become members came specifically because they heard about the music programs, which span all age groups. It has been stated that not all churches have youth choirs and those were of special interest to some seeking a church home when they found us. New members who are part of the LGBTQ community speak of their relief and happiness at being warmly welcomed in a church environment. Others have come because of the breadth of contemplative practice offered.

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

John Laster / Vice President / Horizons Stewardship
(248-224-3783 / jlaster@horizonsstewardship.com / Church Consultant)
Please see attachment 2.

REFERENCE 2

The Rev. Zach Martinez / Pastor / Sojourn Mennonite Church
(970-576-6469 / pastor@sojournmennonitechurch.org / Ministry Partner)
Please see attachment 3.

REFERENCE 3

Cheri Witt-Brown / Executive Director / Greeley-Weld Habitat for Humanity
(970-351-6766, ext. 102 / cheri@greeleyhabitat.org / Primary contact for outreach work with local Habitat for Humanity)
Please see attachment 4.

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:

We love this place so much
We hope you will as well
We are a very special church
More than words can tell

If you choose to join us, there are some things you should know
We need someone to join us who will help our church to grow

We need someone with vision
Who can help us on our mission
With a spirit of empowerment
And a strong sense of commitment

Collaboration is the key to success with staff and congregation
It's important to know the spiritual needs of every generation

So, if you choose to come, a value you should employ
Is that this will be a labor of abiding love and joy!

STATEMENT OF CONSENT

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

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? *(for example, church council or consistory, transition team, etc.)*

The team of six people who have written this profile represents a broad cross section of the church. The profile team was assembled and charged with completing this work by the church Cabinet. We were assisted by the work done by our congregation and our church consultant over the course of three months of congregational meetings. The profile was made available to the congregation for feedback and input. We are also grateful to our staff and Treasurer for helping to compile financial and statistical data.

2. Additional comments for interpreting the profile:

We hope that this profile represents the joyful and playful nature of our church and staff. We are lucky to have a team of ministers who love what they do. We believe that our staffing model, our innovative nature, and our commitment to balancing a traditional style with contemplative practice is unique and we are looking for someone who is excited to engage in this ministry with us!

With Great Hope,

Jon Billheimer

Kay Fisher

Julie Garbus

Laura Gurney

Heather Schulte

Judy Smith

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, Associate Conference Minister

Email: erin@rmcucc.org

Phone: 801-694-6300

Date: 7/6/2020

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

Attachment 1

2020 Budget

Income

REVENUE	2020 BUDGET
Pledge Income	\$534,000
Loose Offerings	\$9,000
Gifts	\$84,000
Sunday School Offerings	\$10
North Lot Income	\$28,000
Rental Income	\$9,000
Sunshine House Rental	\$57,869
Investment Income	\$7,000
UCCMA Rental	\$2,500
Misc. Income	\$2,000
Total Revenues	\$733,379

Expenses

CATEGORY	2020 BUDGET
Fellowship Group	\$7,400
Family Faith Formation Group	\$14,500
Outreach Group (Includes OCWM)	\$52,000
Personnel	\$482,408
Worship & Music Group	\$14,150
Operations	\$43,470
Building & Grounds	\$153,300
Total Expenses	\$767,228

Attachment 2



June 2, 2020

Dear Profile Team,

I am happy to provide a reference and commend First Congregational Church Greeley, Colorado to anyone looking for a healthy, intentional, and dynamic congregation.

My experience with the congregation has been in the context of facilitating a Re-Visioning process with leaders and congregants toward the end of 2019.

The biggest positive impression I have of First Congregational is the congregation's spirit and tone. It is refreshing to hear the positive reflections, excitement, and hopefulness people share when talking about their experience at First Congregational and as they think about the future ahead. It is a congregation that has fun together. This is a rare and positive dynamic not to be found in every church!

The congregation seems confident of Leadership; the Pastors, Cabinet, and other leaders. Almost everyone with whom I spoke was effusive, excited about the direction the congregation is headed and encouraged by the energy and momentum they feel. With over 555 Members + constituents, and friends, First Congregational is a sleeping giant in terms of her potential.

The biggest weakness that I see in my analysis of the congregation is that the ministry infrastructure, and mobilization processes seem inadequate for the congregation's size. Two ongoing action clusters over time will help open the doors of possibility; fostering increasingly levels of engagement and spiritual formation, and deepening the impact and outcomes that the congregation's ministries across the board.

Grace and peace,

John Laster
Vice President | Horizons Stewardship
248.224.3783
jlaster@horizons.net

Attachment 3

Zachary Martinez
Pastor
Sojourn Mennonite Church
(970) 576-6469
pastor@sojournmennonite.org

To Whom It May Concern:

Greeley, Colorado is an emerging metropolitan and cultural center, a university town, and an old farming commune all wrapped into one. Greeley continues to wrestle with this identity. There are voices in town that would advocate turning back the clock on Greeley's development and growing cultural diversity.

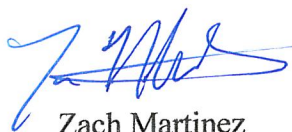
In the midst of this context, First Congregational has adopted a posture of welcome and inclusion for all of Greeley's residents. This posture can be observed at all levels of congregational life, from the genuinely kind and welcoming office staff to FCC's public ethos to the individual congregant you'll meet around town.

Churches like mine, which meets in FCC's building, have greatly benefitted from FCC. Those of us who are more on the progressive, for lack of a better term, side of the spectrum can sometimes feel isolated and forlorn among the plethora of Greeley's conservative churches. First Congregational has become a hub for churches who understand the gospel in terms that would include social justice for the oppressed and vulnerable and affirmation and welcome for the excluded.

There could be no better representation of my experience of FCC than the labyrinth at the entrance of their building. First Congregational is a place where people are invited to follow Jesus, however winding the path. It is a place where people are invited to spiritual nurture and reflection and are sent out to be the hands and feet of Jesus in Greeley.

I consider it a great honor to write this for FCC and would be available to answer any questions.

Warm Regards,



Zach Martinez



May 1, 2020

RE: Letter of Support - First Congregational Church of Greeley

To whom it may concern,

It is my pleasure to share the long-standing and crucially important partnership Greeley-Weld Habitat for Humanity has with First Congregational Church of Greeley. For over two decades First Congregational Church of Greeley has sacrificially invested in our mission of providing safe, affordable shelter and critical repairs for hard-working, struggling and underserved families, not only in Greeley but across the globe as well.

The impact of our partnership has been transformational for the families and individuals that we collectively seek to serve. Literally hundreds and hundreds of lives have been transformed by the investment First Congregational Church has made in Habitat for Humanity's mission. The church has been immeasurably successful by providing volunteer and financial support for our mission here in Greeley and Weld County, along countless global village mission builds across the globe. The church investment of significant time and resources has resulted in providing proven pathways out of poverty through hours upon hours of dedicated service, to provide shelter for families of all colors, all races, and all faiths.

First Congregational Church of Greeley is firmly established as a church body that puts their love and faith into action building homes, communities and hope. It has been our honor to partner with them and bring tangible and proven relief to families and individuals struggling in generational poverty. We look forward to many more decades of shining the light of God's love into the darkest corners and situations of the people we collectively serve. You will not find a more committed body of Christ than First Congregational Church of Greeley. We could not be more grateful to them for their loyal and committed partnership and support.

In gratitude,

A handwritten signature in blue ink that reads "Cheri Witt-Brown".

Cheri Witt-Brown
Executive Director

Greeley-Weld Habitat for Humanity