

Search and Call Tools for Congregations  
Advancing the Spirit's guidance into God's future

# INTRODUCING THE NEW LOCAL CHURCH PROFILE



The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!

MINISTERIAL EXCELLENCE,  
SUPPORT & AUTHORIZATION

**UNITED CHURCH  
OF CHRIST**



# UNITED CHURCH OF CHRIST LOCAL CHURCH PROFILE

**Chinese Congregational Church  
San Francisco, CA**

**Settled Minister**

**Northern California Nevada Conference**

**June 2019**

## LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
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- Who Is Our Neighbor?
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*“God is able to provide you with every blessing, so that  
having all sufficiency in all things at all times,  
you may abound in every good work.”  
(2 Corinthians 9:8)*

## INSTRUCTIONS

The new Local Church Profile supports the calling and discernment of United Church of Christ congregations with their current or future pastoral leadership.

For many congregations, the interim time between ministers is an intentional season that is guided in part by the preparation of a Local Church Profile. Using the Profile, the church can discover its data and express its story for the reliable discernment of a search committee and the beginning of a new pastorate. Searching ministers will want to see this document in its entirety.

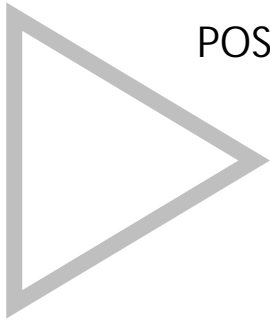
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – WHO ARE WE NOW, WHO IS OUR NEIGHBOR, and WHO IS GOD CALLING US TO BECOME – are meant to be updated every 3-5 years. Known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

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and 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 MissionInsite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook's Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (<http://oppsearch.ucc.org>).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



## POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

### LISTING INFORMATION

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Church name: **Chinese Congregational Church UCC**

Street address: **21 Walter U. Lum Place, San Francisco, CA 94108**

Supplemental web links: **[www.ChineseCongSF.org](http://www.ChineseCongSF.org)**

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):

Conference: **Northern California Nevada**

Association: **Golden Gate**

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

**Rev. Davena Jones, ACM, 510-359-7208, [davena@ncncucc.org](mailto:davena@ncncucc.org)**

Summary Ministry Description:

**Chinese Congregational Church is currently in transition. We have completed a program of self-reflection and process of renewal and are currently seeking an experienced full-time minister to lead the church into the next phase of the process which is the design ministries that implement the two options highlighted in the program survey. They include (1) refocusing our ministries to serve our church and the larger community and (2) partnering with other churches for outreach ministries.**



**Photo Key:**

- a) Front of Church
- b) Sanctuary
- c) 135<sup>th</sup> Church Anniversary Group Photo
- d) Food Bank Volunteers
- e) SACK Day Camp
- f) Praise Team
- g) Retreat with Berkeley Chinese Community Church



What we value about living in our area

**Chinese Congregational Church is located in San Francisco's Chinatown. About 80% of our church members live outside of the Chinatown area. Why do these members keep coming back? Because this is the church many have grown up in and family ties are strong. Many families have been attending for generations. Many continue to value our Chinese culture & heritage.**

Current size of membership:

**99**

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

Position Title: **Senior Minister**

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

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**Candidate must possess the following core competencies:**

- 1. Ability to conduct worship services in English.**
- 2. Partner with our Northern California Nevada Conference and the wider church.**
- 3. Skills in developing ministries that are inclusive of all people into the fellowship of Jesus Christ no matter what their age, color, sexual orientation, social status, religious orientation or beliefs.**
- 4. Experience and skills in developing ministries that will sustain and grow our membership and deepen our spiritual journey.**

## COMPENSATION AND SUPPORT

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Salary Basis – **please see attachment (Compensation for Authorized Minister in 3-Way Covenant)**

Benefits (*choose one*):

**Salary plus Benefits**

What is the expected living situation for your next minister?

**It is expected that the new minister would be living within the Bay Area and would be receiving a housing allowance. We have an apartment within the church building on-site that may serve as an option for housing if available.**

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

**The minister would be expected to travel to:**

- **Visit parishioners and non-members**
- **Attend community meetings (i.e., CCU)**
- **Attend NCNC or Conference meetings (i.e., PAAM)**
- **Attend retreats and other church activities**
- **Attend Professional Development as directed by the church or self-initiated.**

State any incentives.

- **A paid parking space in the garage across the street from the church**
- **Travel expense allowance**
- **Time off for Professional Development**
- **Sabbatical upon 7<sup>th</sup> year of service**

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

**Our conference has always been very supportive of our ministers by providing resources, counseling and other ways of assistance. There are only two Chinese churches within our conference. We continue to have a very good relationship with the Berkeley Chinese Community Church in Berkeley and do things together. The Chinese Christian Union (CCU) is an organization that encompasses all the Chinese churches in the area and meets monthly to share experiences and plans how they can support the community.**

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 minister we are calling and it is not expected our minister will have any other job.**

## WHO IS GOD CALLING TO MINISTER WITH US?

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

- 1. Guide us to learn, live and bring God's teaching to our community.**
- 2. Help the church recognize and accomplish the Great Commission (Matthew 28: 16-20).**
- 3. Shepherd our church towards spiritual and membership growth.**

Note of Set Skills Needed:

**Goal oriented**

**Collaborative**

**Inclusive – ability to work with diverse cultural and generational groups**

**One who takes an interest; gets involved**

**One who can listen and also lead**

**Skilled in planning and developing action steps towards accomplishing our goals**

**Administrative skills; Time management skills**

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

**This person will redefine and help us rediscover the reason why we are here as a church and the purpose of who we are and what we stand for.**

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

**As a predominantly Chinese church, in the heart of Chinatown for 145 years, having a minister that understands the recently arrived immigrants from Asia coming into Chinatown is vital.**



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.

**Spiritual Foundation for Ministry (Section 1): A sense of being called by God and the community to authorized ministry in the church.**

**UCC Identity for Ministry (Section 2): A passion for the oneness of the body of Christ as expressed through commitment to ecumenism, justice and the full embrace of all persons in the radical hospitality of God. Also participation in the various settings of the United Church of Christ, including the conference/association and local church.**

**Personal and Professional Formation for Ministry (Section 3): Knowledge and observance of personal and professional boundaries in interpersonal, congregation and community settings.**

**The ability to function as part of a team, to give and receive supervision, and to mutually equip and motivate the community of faith.**

**The ability to accept and promote diversity, to inspire others to do so, and to minister in a multicultural and multiracial, open and affirming, just peace, accessible to all, united and uniting church.**

**Knowledge and Skills for Ministry:**

**General Knowledge and Skills (Section 4-A):**

**The ability to understand and appreciate a variety of perspectives of life.**

**Knowledge and Skills Specific to Authorized Ministry (Section 4-B):**

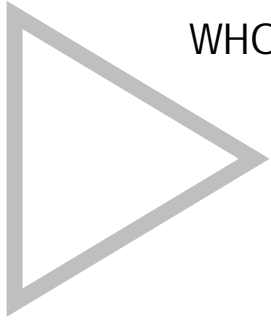
**Ability to engage in community leadership that is collaborative and transformative.**

**Ability to discern God's mission in the world and, in response, to lead ministries of compassion, nurture, justice, and proclamation that support fullness of life for all people.**

**Ability to preach the good news, lead worship and participate in the sacraments in a manner faithful to the broader Christian heritage and appropriate to the characteristics of a specific culture and setting.**

**Ability to provide effective and appropriate pastoral care and Christian education, and to equip and motivate others to share in these ministries.**

**Ability to organize and implement programs, administer the operations of a complex organization, and initiate change when appropriate.**



## WHO IS GOD CALLING US TO BECOME?

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

Who is God calling you to become as a congregation?

**We want to be a congregation that lives our faith through actions; less inward and more outward!!**

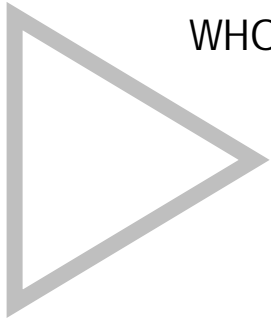
**Please see the response for ministry goals on page 7.**

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

**Our church has participated in the Night Ministry and Open Cathedral programs. These programs provided an opportunity to those who wanted to help but were afraid. The youth prepared bagged lunches at church and later brought them to the homeless with the assistance of the Night Ministry Team. The youth stayed for the service and it opened their eyes. This was a good inter-generational event; no additional skills required; no language barrier and an immediate impact.**

**One of the challenges CCC has experienced is we will start a task and can't sustain it. For example, Super Saturday was a program for elementary immigrant youth who came to our church and were taught English and introduction to music. This program ran for 3 years and was difficult to sustain.**

**Some of the long term program challenges include a clarity of vision and outcome; specialized skills such as in music and language; and lack of recruiting to staff these programs.**



## WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

## CONGREGATIONAL REFLECTIONS

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Describe your congregation's life of faith.

**We believe that Jesus is Savior. Our salvation was freely given to us. We have been on the receiving end and not so much giving. We are at the intersection where we want to mobilize our faith in action.**

Describe several strengths or positive qualities of your congregation.

**Our congregation is a intergenerational, multilingual, family oriented church. We have strong skills in our music ministry and culinary talents. When a task is clearly defined and aligned to our strengths and interests, we are very good at rallying together to complete the task. Our youth group is vibrant and has developed home grown leaders.**

How do we go deeper? Is our faith strong enough to sustain the social connection/relationship?

**At this time, our faith is not strong enough. We need someone to strengthen our faith and to lead us to understand God's purpose for this church and our work in our community.**

Describe what worship is like when your congregation gathers.

**We have 2 worship services.**

**Our English service is one hour; follows a blended format with a worship leader. Once a month, our youth Praise Team leads a more contemporary service.**

**The English services are warm and spirited; the passing of the peace is awesome; sermons are often informative and reflective. We need to encourage people to be ready**

for worship in heart, soul and mind. We need to work on making the worship more inviting and a priority.

Our Cantonese service is one hour and follows a traditional format with a worship leader. This congregation is much smaller.

Attendees of the Cantonese worship are generally faithful long time attendees and are mostly seniors.

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

At this time, we are not connected to our mission statement. Below are some activities we do on a periodic basis to stay connected to our faith:

**Youth Leadership:**

- Dedicated and desire to do more
- Passionate about their work
- They have a time of sharing their religious beliefs with one another
- They continue to strengthen their faith through studying the Bible
- They aren't afraid to share their faith with others. They go outside our church to learn more and then they take that knowledge back to CCC to share with others.

Adult bible study (Tuesday nights except during the summer)

Youth Fellowship (Friday nights)

Open Cathedral/Night Ministry – Sunday School participation

Confirmation Class

Esprit Fellowship (monthly meetings or outings)

Lunch Ministry (Every Sunday except during Combined Worship Services [i.e., Mother's Day] and Koffee Klatch Sundays)

Ukulele Club (monthly)

Currently our Sunday School has one student who is in elementary school.

Describe how your congregation is organized for ministry and mission.

- When it comes to decision-making, how many hours are spent in meetings per month?  
**Church council meets every other month for approximately 3-4 hours. The Board of Deacons meets monthly for approximately 2-3 hours. For committees that do meet, they meet for 1-2 hours per meeting as needed.**
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

**When immediate church action is needed, the Council's Executive Committee has the authority to make decisions on behalf of the council. The council will be informed of the decision immediately.**

**Under normal situations, committees will make proposals to the board that require action steps for council approval.**

- 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:	30	X
Number of active non-members:	40	X
Total of church participants (sum of the numbers above):	70	X

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	60	X
Less than 10, more than 5 years:	30	X
Less than 5 years:	10	X

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
0	5	13	6	2	8	4	18	15	X

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	27%	X
Joint household with minors:	11%	X
Single adults age 35-65:	3%	X
Joint household with no minors:	40%	X
Single adults over 65:	10%	X

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	90%	X
College:	75%	X
Graduate School:	50%	X
Specialty Training:	40%	X
Other (please specify):	N/A	X

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	30%	X
Adults who are retired:	60%	X
Adults who are not fully employed:	10%	X

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

**Majority are professionals, white collar occupations (i.e. teachers/administrators).**

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?

**We are 95% Chinese with some Caucasian and Samoan.**

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

**We have not had a conversation about welcoming at this time.**

## 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 (YAM, Esprit, Bible Study Group and UGG)	40	Each group plans their own activities
Baptisms ( <i>number last year</i> )	5	Deacons
Children’s Groups or Classes	1	Sunday School Staff
Christmas Eve and Easter Worship	20-80	Worship/Minister
Church-wide Meals	50	Coordinator with volunteers
Choirs and Music Groups (DulTones, Praise Team, Phoenix Choir, Sanctuary Choir, Chinese Choir)	4-20	Each individual group But for Choirs, it’s the Choir Director
Church-based Bible Study (Tuesday Night Bible Study)	5	Rotation
Communion ( <i>served how often?</i> ) - <i>Monthly</i>	50	Deacons and Minister



Community Meals (Fellowship Luncheon)	1	Special Events Committee
Confirmation ( <i>number confirmed last year</i> )	5	Deacons
Drama or Dance Program	0	N/A
Funerals ( <i>number last year</i> )	4	Deacons
Intergenerational Groups	12	Choir Director
Outdoor Worship	70-100	Worship Committee and Minister
Prayer or Meditation Groups (Prayer Circle)	7-9	Deacons
Public Advocacy Work	0	N/A
Retreats (Youth Retreat – one in summer and one in winter)	0 – church 25	Youth Leaders and Director of Ministry
Theology or Bible Programs in the Community	0	N/A
Weddings ( <i>number last year</i> )	0	N/A
Worship (time slot: 10:00AM English)	40	Worship Committee and Minister and Deacons
Worship (time slot: 11:30AM Chinese)	12	Worship Committee and Minister and Deacons
Young Adult Groups or Classes	6	Youth Leaders
Youth Groups or Classes	15-20	Youth Leaders
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- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
<b>Matthew Fong</b>	<b>No</b>		<b>Emeritus</b>	<b>Y</b>
<b>Gordon Lew</b>	<b>No</b>			<b>Y</b>

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:

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
<b>Pastor (Vacant)</b>	<b>Head</b>	<b>Full time</b>	<b>Deacons</b>	
<b>Director of Ministry</b>	<b>Staff</b>	<b>Full time</b>	<b>Deacons</b>	<b>6 months</b>
<b>Office Clerk</b>	<b>Staff</b>	<b>Part time</b>	<b>Office Mgr</b>	<b>12 years</b>
<b>Custodian</b>	<b>Staff</b>	<b>Full time</b>	<b>Bldg Mgmt</b>	<b>30+ years</b>

## REFLECTION

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

**Based on the above, we need to be more of a church that reaches out to the community and to accomplish what God has asked us to do.**

## CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	<b>\$221,234</b>
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	<b>\$0</b>
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	<b>\$0</b>
Fundraising Events	<b>\$0</b>
Gifts Designated for a Specific Purpose	<b>\$3,037</b>
Grants	<b>\$0</b>
Rentals of Church Building	<b>\$49,670</b>
Rentals of Church Parsonage	<b>\$0</b>
Support from Related Organizations ( <i>e.g. Women's Group</i> )	<b>\$0</b>
Transfers from Special Accounts	<b>\$0</b>
Other (specify):	<b>\$0</b>
Other (specify):	<b>\$0</b>
<b>TOTAL</b>	<b>\$273,941</b>

Current annual expenses (dollars budgeted for most recent fiscal year): **\$229,500**

### FINANCIAL REPORT (from Ron Dere, Treasurer)

The year 2018 was a financially good year for our church. Income was lower than 2017, and pledges were also lower. However, expenses were significantly lower than 2017 with the departure of the Senior Minister and no immediate replacement. As a result, 2018 had a net surplus of over \$74,959 versus a smaller surplus in 2017 of \$22,167. We continued with the staff comprised of a full-time Director of Ministry (who is also responsible for the duties of the Christian Education/Youth Director), Custodian, and Office Secretary.

**Our income in 2018 was lower than 2017 by \$15,571, but our expenses were much lower by \$68,363. Pledges were lower by -14.4%, Special Donations were higher by 6.8%, and Loose Offerings were higher by 14.7%. Special Offerings were lower by -32.6%. An anonymous donation of \$40,000 contributed to the significant surplus in 2018. We thank those who have consistently increased their pledges and special donations and know that God's work will continue to be supported by them.**

**With the departure of our Senior Minister, the 2018 budget was significantly lower than 2017. The 2019 budget is slightly higher than the 2018 budget with the addition of the full-time Director of Ministry. Some increases in the budget for recurring expenses for the day to day operating budgets and the salary adjustment increases for the remaining paid staff have been approved.**

**2017 and 2018 were both surplus years. We will continue to monitor our income and expenses in 2019 and endeavor to continue towards another surplus this year.**

**The process for identifying and interviewing candidates for the Bilingual Senior Minister position has commenced, but as in the past, the hiring of a new Senior Minister may take some time. Hopefully, we will be able to call one of the candidates in the near future.**

**In 2018 the apartment/building income was slightly higher than 2017. Expenses were much lower yielding a surplus of \$31,791. Barring any significant repairs or maintenance issues, surpluses should continue.**

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **51.3% (Note: Former pastor left in February, 2018)**

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? **Yes**

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%*) **Lump Sum \$9,000.**

What is the church's current indebtedness? **The church has no debts.**

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.

**There are currently no building programs underway or projected.**

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

Year(s)	Purpose	Goal	Result	Impact
<b>2018</b>	<b>Replace roof</b>	<b>\$75,000</b>	<b>\$45,000</b>	<b>Positive – additional funding received</b>
		\$	\$	

If a capital campaign is underway or anticipated, describe: **not applicable**

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

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

**The fundraiser was organized and monitored by our Young Adult Ministry and involved participation from other churches and others. A good outreach gesture.**

Does your church have an endowment? **Yes.**

What is the market value of the assets? **\$285,957**

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

What is the percentage rate of draw (last year, compared to 5 years ago)? **0.0%**

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: **We have never needed to draw from our endowment to meet operating budget expenses.**

At the current rate of draw, how long might the endowment last? **Not calculated.**

Please comment on the above calculations or estimates: **No comment.**

Other Assets:

Reserves (savings): **about \$200,000.**

Investments (other than endowment): **\$ 269,282.**

Does your church have a parsonage? **No.**

Describe all buildings owned by the church: **Only 1.**

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.*) – **None.**

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

**While we are financially stable, no real money is in place to do mission and outreach work. Much of our church finances are in church maintenance and staffing. So while we are rich in resources, we are poor in our commitment to the community and outreach.**

**From New Beginnings Assessment Report “financial capacity” – “this congregation has adequate financial capacity for ministry. That is to say the income streams are adequate for meeting the expense of the basic ministry of this congregation.”**

## HISTORICAL INFORMATION

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

**We were in transition of a minister for 5 years prior. So having the stability of a senior pastor for the next 10 years helped shaped the identity of our congregation.**

**Having a Youth Minister and his family has strengthened our youth program. Having an aging church building, we fundraised to replace our church roof. The collective work was inspiring because it galvanized the entire church for this one project.**

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

**A weekly Sunday Lunch Ministry where volunteers provide lunch for the entire congregation creating an atmosphere of fellowship for all. Since the departure of our senior minister, many of our congregants have stepped up to fill the needs of our church.**

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement....” Describe your congregation's values and practices when it comes to conflict.

**Our church attempts to resolve any disagreements in an amicable and cooperative manner, whether between members to members or pastor to member. There are times**

**when these discussions do not reach an agreeable resolution. We know that we can reach out to our conference for conflict resolution assistance but sometimes that does not resolve the situation either. We have no in-house policies, protocols or structures for dealing with these types of conflicts.**

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

Staff member's name	Years of service	UCC Standing (Y/N)
<b>Rev. Sebastian Ong</b>	<b>2007 – 2018</b>	<b>Y (dual)</b>
<b>Rev. William Cheng</b>	<b>1996 – 2003</b>	<b>Y (dual)</b>
<b>Rev. Wilson Chan</b>	<b>1987 – 1994</b>	<b>Y (dual)</b>
<b>Rev. Rodney Yee</b>	<b>1987 – 1990</b>	<b>Y</b>
<b>Rev. Matthew Fong</b>	<b>1978 – 1987</b>	<b>Y</b>

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

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

**Yes**

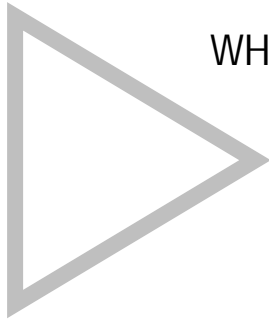
Has your church been involved in a Situational Support Consultation?

**Yes**

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

**No**





## WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

MISSION InSite

## COMMUNITY VISION

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

**Hosts annual CCU Easter Sunrise Service**

**CCU Women's Society**

**Open Cathedral/SF Night Ministry**

**Donations thru deacons funds (benevolent offering: donations in response to emergency needs (local, national and world-wide))**

**UCC Retired Minister Funds**

**SACK – summer day camp program (SACK camperships)**

**PAAM scholarships**

**Food bank**

**Lunch Ministry**

**Super Saturday (SSK – no longer active)**

**Phoenix Choir – traveling to other churches to sing**

**DulTones men's doo wop group – visits senior communities with their music ministry**

**CCU Sports Ministry (basketball/volleyball)**

**Chinatown Task Force (no longer active)**

**Friday Night Youth Fellowship – joint meetings with First Chinese Baptist Church**

**Participated in ACT NOW! for racial justice in Washington, D.C.**

**No transformational engagements with neighbors**

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

**Pacific Islander & Asian American Ministries UCC (2 person)**

**Wider World Mission – donation is the only participation**

**UCC Retired Minister Fund – donation is the only participation**

**Northern California Nevada Conference annual gathering (while we do send delegates, it is a struggle every year)**

**UCC General Synod** (2 persons attending as guests but not supported by the church)  
**ACT NOW!** – National Council of Churches

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

- |  |  |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A)                 | <input checked="" type="checkbox"/> Just Peace                 |
| <input type="checkbox"/> Creation Justice                        | <input checked="" type="checkbox"/> Global Mission Church      |
| <input checked="" type="checkbox"/> Economic Justice             | <input checked="" type="checkbox"/> Open and Affirming (ONA)   |
| <input type="checkbox"/> Faithful and Welcoming                  | <input type="checkbox"/> WISE Congregation for Mental Health   |
| <input checked="" type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations:               |
| <input checked="" type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M)       | <input type="checkbox"/> None                                  |

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

**While we are interested in the above, we have not taken any positive direction towards discussing the above.**

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

**Chinese Christian Union**

**SF Night Ministry**

**Friday Night Youth Fellowship - joint meetings with First Chinese Baptist Church**

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

**Studying God's Word: Tuesday Night Bible Study; Friday Night Fellowship**

**Evangelize and witness the Good News – 0%**

**Serve the local community – SACK – 20% (2 months during the summer)**

**Sunday School Projects – i.e., sock drive; food bank; - 10%**

**Work together to bring God's peace & justice on earth – 0%**  
**Nourish and expand our church's ministry through faithful stewardship – 10%**  
**i.e., donations such as benevolent/deacon**

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 anticipate 30% of their time to be dedicated to the following:**

- 1. Participate with our Northern California Nevada Conference and the wider church.**
- 2. Skilled in developing programs that are inclusive of all people into the fellowship of Jesus Christ no matter what their age, color, sexual orientation, social status, religious orientation or beliefs.**
- 3. Experience and skills in developing programs that will sustain and grow our membership and deepen our spiritual journey.**

## MISSION InSite

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

**The report was interesting reading and provided an overview of how our study area compared with the national average on many topics. Our church has traditionally been a very inward church. While we know there are topics within our surrounding community that could use our attention and support, we have not taken positive steps to address these issues.**

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?

**The church membership/active attendees are comprised of mostly seniors and middle age families. The needs of the community (according to the report) seem to be concerns of a younger demographic than our members. Although there seems to be needs as related to an aging community.**

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

**Our worship does not cater to the community. Our outreach is limited.**

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

**We have minimal interactions with community leaders.**

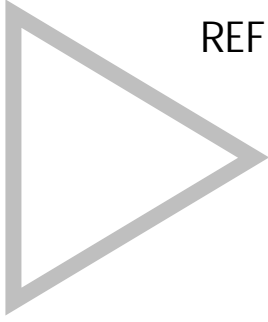
What do new people in the church say when asked what got them involved?

**The youth and young adults were invited by friends to attend events/activities.**

**Some of the youth attend because they were involved with our Summer Adventure Camp for Kids (SACK) program.**

**This individual loves the food and the people are caring, friendly and nice.**

**This family came to the church because her son has challenges and she felt hopeless. A couple of church members invited them to church in hopes the church would help her son. She is very thankful to every member of this church for the smiles and welcome. She sees that her son has made progress and our family has changed during this time to be more open and happy. Whereas before, we didn't feel this way and now we feel hopeful. I'm thankful to God and to this church of welcoming us.**



## REFERENCES

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

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

### REFERENCE 1

Rev. Sharon MacArthur

Retired Acting Pastor, Berkeley Chinese Community Church

510.703.5032 – c

[pastormacsharon@aol.com](mailto:pastormacsharon@aol.com)

Former acting pastor of the only other Chinese church in our conference

### REFERENCE 2

Rev. Rodney Yee

Retired UCC minister

510.417.1432 – c

[pastoryee@yahoo.com](mailto:pastoryee@yahoo.com)

Former associate pastor of CCC

### REFERENCE 3

Roy Mosley

Board member of Golden Gate Association, NCNC

510.414.8250

[roymosley@comcast.net](mailto:roymosley@comcast.net)

Friend of church

# REFERENCES

## REFERENCE

### For Chinese Congregational Church, UCC, San Francisco

- Describe some areas of strength in this church's ministry.
  - *Congregation: warm multi-generational family church with a long and rich history of a faithful congregation who love the church and committed to serving the needy. All of its leaders and members live in outlying SF neighborhoods and other Bay Area towns are so dedicated they drive into the very urban Chinatown (translated – with parking challenges) every Sunday and for some several times a week.*
  - *Thriving Youth Ministry – youth group which is growing leaders and disciples who are actively living the gospel in and beyond its own community.*
  - *Strong Music Ministry: an adult choir; a youth choir; several singing groups including the DulTones, a men's doo-wop group, which travels around the conference to perform as musical ambassadors.*
  - *Participation in and Contributions to Wider Church Settings – CCC has historically participated in and provided leadership in Association and Conference settings as well as Pacific Islander and Asian American Ministries (PAAM), UCC, and the Chinese Christian Union of San Francisco.*

- Describe some areas for improvement in this church's ministry.

CCC will need to make some difficult decisions...

- about its current location to address how it challenges their ministries: in an historic building with few or no options to expand and/or modernize to accommodate seniors/handicapped; in San Francisco Chinatown where parking is a challenge – especially since most of the congregation do not live in Chinatown and commute from outlying neighborhoods and other Bay Area towns.
  - about continuing to be a bilingual (English and Cantonese) Church when the Cantonese Congregation is aging and shrinking? Should it be a trilingual? (English, Cantonese, and Mandarin?)
- Describe a significant experience you have had of this church's ministry:
    - This is a generous and caring church – active churches of Northern California Regional PAAM are asked to host monthly meetings as well as host special events like our annual music festival. We can always count on CCC to volunteer even when no one else does. CCC is also generous in its donations to support PAAM and its outreach efforts to especially Pacific Islander churches to join the PAAM family of churches.
  - Anything else you wish to share.
    - I have been around CCC for over 30 years and I believe with THE appropriate called, committed, spiritual leader, this congregation can dig deeper and make even more extraordinary contributions in their community and in all settings of the wider church and God's world.

May 2, 2019  
Rev. Sharon Lee MacArthur  
Interim Minister  
Community Church of Honolulu  
[pastormacsharon@aol.com](mailto:pastormacsharon@aol.com)  
c: 510-703-5032

## **Reference #2**

### **Rodney Yee**

This letter was written to provide reference about the Chinese Congregational Church of San Francisco. It was written by the Rev. Rodney Yee, a retired UCC minister. I provide pulpit supply for the church from time to time and also help perform the sacraments when needed. I was the church's associate pastor from 1987-1990. I was asked to respond to the following questions.

#### 1. Describe some areas of strength in this church's ministry.

Some areas of strength of this church's ministry lie in its worship life, continuous support of its youth, and location to do outreach into the community. CCC has continuously provided two worship services, one for the English speaking members and one for the Cantonese speaking members. Providing two worship services has provided an opportunity for people to feel included in one or both worship services. It has also created a challenge for the church to have people take leadership in both services.

CCC has continuously provided resources and leadership to support its youth ministry. CCC has an active youth group and many of its members return to the church to serve after they return from college.

Being an urban church in the middle of San Francisco Chinatown, CCC is in a unique position to provide ministry to the people living in the area. The membership continues to outreach into the community and provide a place for people can gather and experience the various ministry programs the church offers

#### 2. Describe some areas for improvement in this church's ministry.

Because many of the church's membership live outside of San Francisco Chinatown, it becomes difficult to support ministry that occurs at the church site. One of the challenges that CCC faces in its present and future is what kinds of ministry can be provided and supported with this dynamic in place. Is the church open to doing ministry beyond its church doors? Is the membership open to consider partnerships with other church's, sharing its resources and people in other settings?

As the congregation ages, it becomes more difficult for members to come to the church. What can be done to minister to these members who live further away from the church? Is it left to the pastor to provide visitation to these members or can more of the church's membership become involved?

#### 3. Describe a significance experience you have had of this church's ministry.

One of the more recent ministry's I have experienced at CCC is their weekly Sunday lunch ministry. Every Sunday after worship, CCC members will volunteer cooking and providing a delicious lunch for members and friends to enjoy. A good number of people will stay for lunch



and fellowship with one another. This is a great way to catch up with others and meet new people who are invited to stay.

4. Anything else you wish to share.

I feel that CCC is made up of many people who love God and seek to live life with the heart of Christ! The members are faithful to the church and they care for each other and the church. There are some people who have strong opinions and feelings about how the church's ministry should be carried out but I believe there is a mutual respect for one another. I believe a pastor who is visionary and a consensus builder will do well in the church.

**Reference #3**  
**Roy Mosley**

To Whom it May Concern:

It is with great pleasure that I write this reference letter for Chinese Congregational Church (CCC) in San Francisco. While I am not a member of the church, I have interacted with this church on a variety of projects over the past 10 years. CCC is one of the "jewels in the crown" of Bay Area UCC churches. The faithfulness and dedication of CCC to the wider church sets it apart from many of its local sister churches.

My interaction with CCC has largely been as Moderator of the Golden Gate Association (of which CCC is a member) and Moderator of the NCNC. Over the past ten years, I have partnered with CCC on at least a dozen fundraising projects to support San Francisco Night Ministry and the NCNC, and to respond to various emergency needs of our local churches and communities. As the coordinator of most of these projects, I always turned first to CCC to gain its support in terms of planning, funding and execution. CCC has among its members congregants who are musically talented and others with a lovely entrepreneurial spirit. The combination of these collective gifts of the congregation has made it an ideal collaborative partner to put on fundraising concerts to benefit the wider community. In collaboration with the Golden Gate Association and the NCNC, CCC has helped us raise tens of thousands of dollars for many worthy causes. Without the support of CCC, it would not have been possible to put together the coalition of churches and individuals necessary for these events to be successful. Beneficiaries of these concerts have been such varied causes as the California North Bay Fire Relief, San Francisco Night Ministry, NCNC Annual Gathering attendance for underrepresented ethnic groups, and local churches.

Some of the areas of strength of CCC are its unique ethnic identity, the quality of its leadership development and the faithfulness of its members to service to the wider church. CCC is a congregation comprised primarily of Chinese Americans. The church is rich with culture and has been a part of the Chinatown community since before the 1906 earthquake. The cultural and historical identity of the church is one of its great strengths and is freely and lovingly shared with the wider community. This strong history and identity have helped it survive when many of its neighboring congregations are faltering.

CCC takes leadership development very seriously, instilling in its youth a sense of purpose in serving the community and developing adult leaders that have served the Golden Gate Association and the NCNC in a variety of roles, including Moderator of the NCNC. The church in Northern California has been greatly enhanced by the leaders that CCC provides. CCC has provided leadership on many committees and boards of directors of the NCNC over the years.

I do not mean to imply that CCC is a perfect church. There are some areas where the church could improve. I have written a lot in this letter about CCC always responding to "the call" for collaboration. However, few projects impacting the wider church are initiated by CCC. CCC's role has been largely that of a responder. I think that CCC would be a better church if it initiated projects on its own that further the mission of CCC to the wider church. CCC's involvement with its sister churches, the Association, the Conference and San Francisco Night

Ministry is sporadic because it is largely responsive in nature. The church would benefit from some long-term planning and long-term goal setting that is deliberate and intentional about its involvement with the wider church and community. If the church engaged in this sort of forward-looking strategic reflection and planning, it would be more consistent in meeting the needs of its congregants and community, and in its service to the wider church. CCC is a great supporter of the ideas and mission projects of others. It would be so much better a church, and so much better a community leader, if it developed projects internally and sought the wider church to join them in projects that they have designed.

Yours in Christ,

Roy Mosley

Roy Mosley

Former Moderator, NCNC

Current Member of NCNC Conference Council

Current Chair of NCNC Annual Gathering Business Committee

Former Moderator, Golden Gate Association

Current Member of Golden Gate Association Board of Directors

# ATTACHMENT

Compensation for Authorized Minister in 3-Way Covenant

Fair & Just Compensation for Church Workers  
 Northern California Nevada Conference, United Church of Christ  
 WORKSHEET A: COMPENSATION FOR AUTHORIZED MINISTER IN 3-WAY COVENANT  
 Part 1: Base Salary

Category (Guideline)	2019 Guideline	Local Church Amount/Response
Baseline Salary (A1)	\$49,920 per year \$24 per hour	\$ 49,920.00
Local Cost of Living Adjustment (A3)	.75% of Median Single-Family Home Selling Price in Local Church ZIP Code	
Experience & Education Points (A4)	See Grid	
Setting Points (A5)	See Grid	
Points Multiplier (A6)	\$850 per point	
<b>Total Base Salary</b>		<b>\$ 49,920.00</b>

Part 2: Social Security Offset

Category (Guideline)	2019 Guideline	Local Church Amount/Response
Social Security Offset (A7)	7.65%	\$ 3,818.88
Total Base Salary	From Part 1	\$ 49,920.00
<b>Total Direct Compensation</b>		<b>\$ 53,738.88</b>

Part 3: Standard Benefits

Category (Guideline)	2019 Guideline	Local Church Amount/Response
Retirement Annuity (A8)	14%	\$ 7,523.44
Life & Disability Insurance (A9)	1.5%	\$ 806.08
Criminal Background Check Reimbursement (A10)	\$160	\$ 160.00
<b>Total Standard Benefits</b>		<b>\$ 8,489.53</b>

Part 4: Customary Benefits

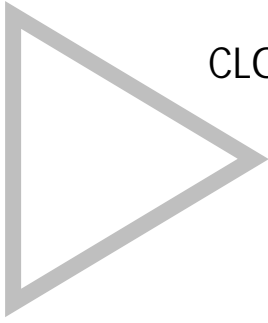
Category (Guideline)	2019 Guideline	Local Church Amount/Response
Minister + Family Health Plan (A11)	See Annual Premium Rates	\$ 27,192.00
Total Customary Benefits		\$ 27,192.00

Part 5: Entitlements

Category (Guideline)	2019 Guideline	Local Church Amount/Response
Weekly Days Off (A12)	2	
Annual Leave (A13)	25 Working Days	
Holidays (A14)	12 Working Days	
Lifelong Learning Leave (A15)	15 Working Days	
Sabbatical Policy (A16)	In Place	
Parental Leave (A17)	2 Calendar Months	
Sick Leave (A19)	12 Working Days	
Wider Church Participation (A21)	Provided	
Total Entitlements		

Part 6: Professional Expenses

Category (Guideline)	2019 Guideline	Local Church Amount/Response
Professional Expense Account (A22)	\$2,500	
Mobile Phone (A23)	\$50/month reimbursement	
Wider Church Participation (A24)	All Fees	
Total Professional Expenses		
Total Pastoral Compensation Budget		\$ 89,420.41



## CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

## CLOSING THOUGHTS

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*Teacher, which is the greatest commandment in the Law?" Jesus replied: "Love the Lord your God with all your heart and with all your soul and with all your mind.' And the second is like it: 'Love your neighbor as yourself.'*

I believe CCC is at a crossroads. With the proper shepherd to lead us, we are ready to take the Great Commission and to understand how we can accomplish the greatest commandments Jesus gave to his disciples. Make no mistake that it will be a challenge to accomplish this at CCC. It will take a special person, with special talents, gifts, and the spirit to lead this church in this direction.

***Dick Hom, Chairperson of Search Committee  
Church member since 1962***

Our Merciful Lord, by your own hand, your plan and your will, you have gathered this committee for the search for a new minister for Chinese Congregational Church. We have met for the past 9+ months and we now report with the best of our ability and knowledge, to bring forth our church history of 145 years, our church's past and present profiles, our bilingual language requirements (English & Cantonese) and our church's financial information. May you send us a new minister who will guide us to live and love as You have loved us. May our new minister guide us spiritually to love our neighbors as ourselves and lead us to accomplish the Great Commission. Oh Lord, may my words be pleasing to you and to all this I pray in Jesus' name. Amen.

***Letitia Yee, Team Member  
Senior Citizen***

Our God is complex and all encompassing. Those who are called to do His work are faced with an array of challenges that will test their faith and patience. The few who answer this call, and are committed to doing Christ's work, need to have a strong faith and skills in leading the work in a, sometimes, thankless and arduous environment. We seek someone who can lead us by example and inspire us to be more Christ-like in our lives. We want someone who can empathize how hard it is to struggle to walk in Christ's steps. A minister whose faith has been tested by time and remains committed to be God's arms and legs in doing His work in this world. A shepherd who is vulnerable to empathize with the bumps in our faith development and be there to sustain us when we falter. We seek someone who is beyond a biblical scholar whose faith is grounded in leading and doing the work in the community. We need a leader who is a doer!

***Carol Fong, Team Member***  
***Former member of church council***

My thoughts are best reflected in the Prayer of St. Francis:

*Lord make me an instrument of your peace. Where there is hatred let me sow love. Where there is injury, pardon. Where there is doubt, faith. Where there is despair, hope. Where there is darkness, light. And where there is sadness, joy.*

*O divine master, grant that I may not so much seek to be consoled as to console; to be understood as to understand. To be loved as to love. For it is in giving that we receive; it is in pardoning that we are pardoned. And it's in dying that we are born to eternal life. Amen.*

***Vincent Wu, Team Member***  
***Son of former Senior Pastor in the 1960-1980's***

While serving on this committee, it has been both a challenge and a blessing to think about the past, present and more importantly, the future of our church. I believe we are at a time where we need to define our community and the direction that God is calling our church to serve. My hope is to find a minister who can not only encourage us to grow in our faith, but to also not be afraid to share our faith with others. We need to work together as a church, regardless of age or language (whether English or Chinese speaking); it's time to no longer be "pew potatoes" and to take some action.

***Rita Poon, Team Member***  
***Former member of church council***



## STATEMENT OF CONSENT

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

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? *(for example, church council or consistory, transition team, etc.)*
  - A. Members of the Church Council (including Church Treasurer) 2018**
  - B. The Settled Minister Search Team**
2. Additional comments for interpreting the profile:

**Using the New Beginnings final assessment report, we have been as honest and as forthcoming as possible. The church council has reviewed this profile and periodic updates were provided to the congregation. All have agreed and approved the contents. We welcome additional question for clarity and pray that we have addressed the major issues and questions that might arise.**

Signed:

*Dick Hom*

Chairperson

Settled Minister Search Team

May 19, 2019

## VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: This congregation is in good standing with the Golden Gate Association of the Northern California Nevada Conference of United Church of Christ.

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

Staff Comment: The information provided is complete to the best of my knowledge.

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

Staff Comment: To my knowledge the financial report submitted is accurate

My signature below attests to the above three items.

Signature: *Rev. Davena L Jones*

Name / Title: Rev. Davena L. Jones/ Associate Conference Minister

Email: [davena@ncnuc.org](mailto:davena@ncnuc.org)

Phone: (510) 359-7208

Date: July 1, 2019

**UNITED CHURCH**  
OF CHRIST



This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

"Jesus answered them, 'Have faith in God!'" – Mark 11:22