

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to become

?

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

First Congregational Church United Church of Christ
Grand Junction, Colorado

Full-time Senior Minister

Rocky Mountain Conference
Western Association of the Rocky Mountain Conference

Validation Date: January 12, 2021

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 preparation of a Local Church Profile. Using the Profile, the church can discover its data and express its story for the reliable discernment of a search committee and the beginning of a new pastorate. Searching ministers will want to see this document in its entirety.

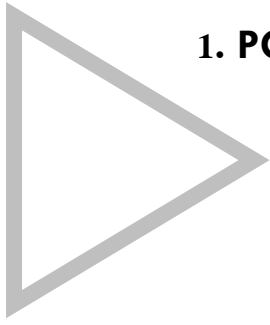
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years.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

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings and many prayers. As the Spirit moves throughout the process, congregations will shape a collective articulation of Christ's leading (**WHO IS GOD CALLING US TO BECOME**). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11-Year Report containing data as reported by your congregation annually to the UCC Data Hub, and MissionInsite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook's Scope of Work to describe in this Local Church Profile the position being sought.

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

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



1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: **First Congregational Church United Church of Christ**

Street address: **1425 N. 5th St, Grand Junction, CO 81501**

Supplemental web links:

<https://www.uccgj.org/>

<https://www.facebook.com/uccgj/>

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*): **None.**

Conference: **Rocky Mountain Conference**

Association: **Western Association of the Rocky Mountain Conference**

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

Rev. Erin Gilmore – Associate Conference Minister

(720)738-8563 - 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?

First Congregational UCC wants to build on our strengths as a progressive, welcoming, open-to-all congregation and to become a voice for justice in our community. Some needs include increasing our lay leadership through training for specific ministries such as congregant care, and marketing. We will be making decisions about how to make the best use of our physical properties. We are hoping to call a minister who can empower the congregation to dream big dreams and work with us to achieve them.

Photographs:

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





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

Grand Junction is a growing city located in a beautiful valley at the “grand junction” of the Gunnison and Colorado Rivers. Our sunny, semi-arid high desert climate and the nearby terrain of the valley, mountains and canyons allows for year-round outdoor activities such as hiking, biking, kayaking, skiing and scenic drives. There is a strong sense of community in this small city, which has three hospitals, a state university, community college and abundant arts programs.

Current size of membership: 128

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

Position Title: Senior Minister

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**

1b. SCOPE OF WORK

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

- Support and extend the FCCUCC mission and programs by promoting social justice and modeling inclusive, progressive Christianity in our conservative community
- Create nurturing, challenging, and meaningful worship experiences:
 - Lead the planning for Sunday morning worship services collaborating with the Worship and Celebration Committee and other lay leaders
 - Provide theological, practical, spiritual leadership in sermons and liturgy
 - Lead the planning for special worship services, e.g., Thanksgiving, Holy Week, and Advent
- Lead the church in spiritual and numeric growth of the congregation:
 - Work with the Council and Visioning, Programming and Marketing Team to develop and implement programs that grow membership, and strategically plan for new directions in ministry
 - Mentor the congregation in promoting our welcoming, supportive and nurturing culture
 - Help the congregation deepen their connections with each other, and grow in spirituality and application of faith in their lives
- Encourage and engage the talents and gifts of members so as to involve them in the mission and life of the church.
 - Affirm and invite involvement in committees, music, spiritual growth, special programs, and church maintenance
 - Work with the Spiritual Growth and Education Ministry Team in growing the education programs and offerings for our children, youth, and adults
 - Lead confirmation and new members classes as needed
- Maintain personal and spiritual self-care practices
- Provide pastoral support:
 - Maintain regularly scheduled office hours; be available for appointments as needed outside of office hours
 - In conjunction with lay leadership, visit and give comfort to the sick, those in crisis and confined congregants on a continuing basis
 - Provide pastoral counseling and support to members during important life transitions and in time of celebration

- Provide accountability, administrative direction and support:
 - Engage the church Council in discussion and prioritization of pastoral activities. Provide monthly job activity reports to the Council
 - Meet regularly with the Pastoral Relations Committee to foster good communication and feedback between the pastor and congregation
 - Respond to phone and email contacts in a timely manner
 - Ensure effective administration of church business by coordinating work among staff and committees and facilitating communication between committees and the Council
 - Maintain cooperative connection with Rocky Mountain Conference, Western Association and the national UCC
 - Participate in local ecumenical and interfaith activities and organizations
 - Work with lay leadership to:
 - Coordinate stewardship campaign and annual budget
 - Lead staff reviews
 - Complete annual membership review
 - Ensure that the bylaws are followed

Core Competencies:

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

We are seeking someone who can work in partnership with our members to identify how best to utilize our strengths; someone who can recognize potential leadership skills and help develop them; someone who will represent the church in the community; someone who can share how the Gospel stories are relevant to today.

1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): **\$60,000**

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 in the Grand Valley with a housing allowance.

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

The Grand Junction area is fairly compact and local travel times are minimal.

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*): **None**

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

Though it is hard for clergy to meet regularly due to the distance between churches in the Western Association, they intentionally work to build relationships with one another and to support one another in ministry. The Rocky Mountain Conference has regular opportunities for clergy to connect with one another, particularly since the beginning of the COVID-19 pandemic. The RMC is also currently building a Community of Practice program to help strengthen relationships and foster excellence in ministry.

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

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

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

We envision a ministry that provides a progressive Christian alternative in the community. We would like to live out "all are welcome", and encourage that message to be not just part of our church, but part of our community. We need help to give

progressive theology wings, feet and hands – both within the church and in the community. This would include development of new programs in the church, and new missions.

Priorities include meaningful worship services that utilize the scripture and sermon to teach and provide relevance for today, and training lay leadership to develop and maintain church programs and pastoral care.

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

Our pastor will mentor our congregation to be a voice in the community for justice and kindness. Our pastor will lead programs that encourage our congregations to explore theology, question traditions that limit, oppress and suppress, and actively engage in works to spread the love of God and justice in the community.

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 congregational expectation is that our pastor embraces our church's Open and Affirming (ONA) and Accessible to All (A2A) covenants with our congregation and community and commits to passionately provide that same spirit of ministry to all diverse groups.

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.

1. Building transformational leadership skills - We feel that we are called to reflect Jesus' teachings within our church family and in the Grand Junction community. Education and training would help us to develop the necessary leadership skills to be effective in this ministry.
2. Engaging sacred stories and traditions - While we are not Biblical literalists, we like to hear historical and cultural context for a better understating of what the texts were intended to convey when they were written, and how these scriptures are relevant in today's world.

3. Working together for justice and mercy - We would like to become more aware of justice issues through study and discussion, and seek ways to take action.
4. Participating in theological praxis – We believe that part of our mission includes articulating progressive theology to counter the public perception of Christianity from conservative organizations.



2. WHO IS GOD CALLING US TO BECOME?

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

Who is God calling you to become as a congregation?

- A welcoming congregation where you are safe to be who you are
- Lifelong learners that ask questions and challenge each other in faith, thought, and actions
- People who work for peace, equity, and justice for all
- A congregation that strives to protect and restore the integrity of our earth and all of creation
- People who are change makers

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

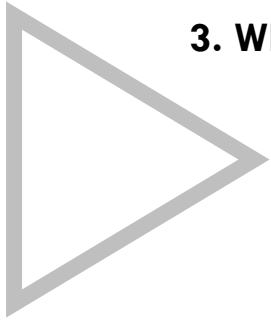
For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?

Two events have helped FCUCC to focus on defining who we are and where we would like to be in the future. One was multiple “table talks” of small groups of congregants who were asked to identify what each thought of our church’s strengths and weaknesses. The second event was a day-long retreat of 14 leaders of our congregation. The focus of their discussions included topics such as “what do we have that is unique in our area and how can we minister effectively here”; “what are our priorities for the next two to three years”; and “how can we

most effectively and efficiently build a staff that resources our goals”. The final result of the retreat was to create three teams:

1. Visioning, Programming, Marketing – to state our vision, define steps toward that vision, and to market the church in the community
2. Buildings – to review our facilities in relationship to the needs of the (currently) smaller congregation
3. Staffing – to review our staffing (including the pastor) in relationship to the needs of our congregation, vision, and the effects of the pandemic

The work of these teams continues. The Visioning team has prepared a report which assisted the creation of this profile. This is included as an addendum.



3. WHO ARE WE NOW?

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

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

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

Each Sunday, we open our worship service by saying, “Whoever you are and where ever you are on life’s journey you are welcome here.” Love is the prevailing theme. Jesus’ life of teaching was predicated on his love for his Creator and his brothers and sisters on Earth. The beliefs held by this congregation lead us to be followers of Jesus’ Way. That is, caring for one another, and reaching out beyond our walls.

God is present for us in the love we share. The language used to describe God in our worship is inclusive, sometimes employing both feminine and masculine pronouns, but more often seeking imagery that is varied and imaginative. God is described as more forgiving than judgmental.

The Holy Spirit in our midst is felt in the sense of community whether gathered in person or not. We need reminders and encouragement to recognize that the Holy Spirit is always working within us, through us and around us.

Describe several strengths or positive qualities of your congregation.

The congregation is friendly and caring about each other and welcoming to all. When challenges arise, we come together to make hard decisions. We work together on church events and programs including local mission projects. We encourage everyone to participate regardless of age or mobility. Our church tries to be innovative and creative.

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?

Congregants enter the sanctuary through the Gathering Space and are greeted by “ministers of welcome.” Friends chat as they settle in for worship. The service follows a fairly traditional order of worship. Music includes an introit, hymns, congregational responses, choral anthem or special music, offertory and postlude. Traditional and contemporary hymns are sung from a variety of sources, including the New Century Hymnal, Sing, Praise and Prayer book, a church-gathered music folder, and additional topical/timely hymns printed in the bulletin. We have a strong music program that includes piano, organ, a choir, a bell choir, and occasionally guitar, percussion, horns, etc.

A joyful passing of the peace includes smiles, handshakes and hugs.

The church generally uses the NRSV Bible, but other versions are also used. The worship services are generally based around the lectionary, with occasional sermon series such as *Healthy Congregations*, *Becoming Anti-racist* and *Women in the Bible*, and the use of Mary Oliver’s poems. “Good preaching” includes interpretation of the scripture readings and then application of the Biblical passages to today’s world.

The sacrament of communion is normally held the first Sunday of each month. Communion is usually done by intinction, occasionally by distribution of communion cups/bread to the pews. We have an openness to creativity around communion, which has sometimes included a variety of breads.

That was all before COVID-19.

The initial response to the pandemic was to shut down in-person services. On-line services were prepared and posted on the church YouTube channel. These services still followed the same order of worship, and were mostly recorded in the sanctuary, but with different parts recorded at different times so that only a minimal number of people were present. Then the recordings were edited together into a complete service. Some parts were recorded at the homes of members/staff. For communion, the congregation was asked to prepare elements at home prior to viewing the service

When restrictions were eased in June 2020, the church resumed in-person worship and added live-streaming so that all (whether in person or on-line) could participate. The service still followed the same order of worship, but social distancing was maintained at

all times. Masks were required in the building. Only a soloist sang the hymns and responses.

Due to the increasing number of COVID-19 cases in the area, the church returned to online-only worship in November 2020. We are experimenting with using a more engaged worship planning team to help put together the services and doing more recording from homes, particularly during the Advent and Christmas season.

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

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

We have few young people in our church. There is a children's message during worship services. Youth are invited to participate in the leadership of worship services occasionally. During the school year there is Sunday school for children. Teens are usually incorporated to help the younger children. Youth group events are scheduled occasionally. A confirmation class is offered as needed. The church collaborates with the Unitarian Universalist Church in the Our Whole Lives program.

Instead of a regular adult Sunday class, we hold occasional Bible studies, book studies (e.g. *Being Mortal*, *The First Christmas*, and *The Last Week*), video series (e.g., *Living the Questions*), and sermon discussion groups for continued faith formation. We also have experiential events such as labyrinth walks, art creation, poetry retreat, etc. Participants have gained a deeper understanding of and new perspectives on the scriptures. The most recent study group has been on the book *Me And White Supremacy* by Layla F. Saad. These programs are usually well-attended with 15-35 participants.

Describe how your congregation is organized for ministry and mission.

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

The church is governed by a Church Council. Work of the council is supported by the teams and committees as defined in the bylaws. Teams and specific church council member roles are defined within the bylaws, which makes reorganization more complex. However, the congregation is generally supportive of bylaw changes.

A nominating committee nominates council members to specific roles. They are elected to one-year terms with term limits of 3 and 6 years, depending on the roles. The Council, committees and teams each normally meet monthly for about 2 hours.

Council decisions are communicated to the congregation through the weekly e-mailed “Church Chats”, the monthly newsletter, and posting of the minutes on a bulletin board.

Committees send reports to the council for review and action. Most of our teams function smoothly; a couple have struggled with matching congregant time, skills and interest to the work of the group. A shift several years ago in the role of our Council toward more strategic planning makes coordination and communication with the individual teams a challenge we are working to address.

We struggle to become the church we envision due to the aging congregation and shrinking membership. Church leaders are heavily involved in multiple aspects of church operation.

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

Six

- 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 prompted quick action. The moderator and interim pastor decided to take proactive action and close the church buildings except to staff, and stop in-person worship services. These decisions, based on recommendations from the Rocky Mountain Conference following Colorado government guidelines, were made without consulting the church council, although they were later revisited by the council. A team was set up to make specific recommendations for safe use of the buildings. The pastor and church administrator, with the moderator and council, quickly developed ways to continue worship services on-line. The staff and leadership continue to change processes where there are shortcomings and in reaction to the changing pandemic situation.

- 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. [see addendum]

3b. 11-YEAR REPORT

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

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



Church#: 690470

Assoc: 692 Schedule: 0 First Congregational UCC Grand Junction CO 81501

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CH R ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2009	209	125	28	2	0	9	8	5	-2
2010	202	125	104	0	0	6	10	3	-7
2011	208	98	104	3	9	3	9	0	6
2012	205	103	38	0	10	0	13	0	-3
2013	186	96	58	0	2	3	17	7	-19
2014	186	96	58	0	0	0	0	0	0
2015	187	96	9	0	7	7	13	0	1
2016	155	82	38	0	0	8	16	24	-32
2017	138	71	30	0	0	9	10	16	-17
2018	149	71	98	0	1	19	9	0	11
2019	128	71	60	0	0	3	8	17	-22

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2009	\$231,777	\$0	\$12,100	\$5,754	\$17,854	\$8,805	\$26,659	5.22	\$258,436	\$205,077
2010	\$250,242	\$0	\$11,600	\$7,853	\$19,453	\$6,342	\$25,795	4.64	\$276,037	\$197,444
2011	\$249,282	\$0	\$8,305	\$8,240	\$16,545	\$11,214	\$27,759	3.33	\$277,041	\$209,470
2012	\$249,282	\$0	\$10,033	\$6,070	\$16,103	\$11,863	\$27,966	4.02	\$277,248	\$192,256
2013	\$209,769	\$0	\$8,800	\$5,887	\$14,687	\$11,362	\$26,049	4.20	\$235,818	\$176,781
2014	\$209,769	\$0	\$8,750	\$6,399	\$15,149	\$0	\$15,149	4.17	\$224,918	\$0
2015	\$227,965	\$0	\$9,000	\$5,007	\$14,007	\$0	\$14,007	3.95	\$241,972	\$175,409
2016	\$226,448	\$0	\$9,000	\$13,815	\$22,815	\$5,975	\$28,790	3.97	\$255,238	\$177,836
2017	\$217,698	\$10,385	\$7,000	\$4,544	\$11,544	\$2,568	\$14,112	3.22	\$231,810	\$175,433
2018	\$207,952	\$8,178	\$8,000	\$7,137	\$15,137	\$5,108	\$20,245	3.85	\$228,197	\$181,452
2019	\$217,619	\$0	\$8,000	\$11,807	\$19,807	\$2,500	\$22,307	3.68	\$239,926	\$178,139

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CH R ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2014-2019	-31.18	-26.04	3.45	0.00	0.00	3.74	30.75	6.67
2009-2019	-38.76	-43.20	114.29	-72.73	92.31	-6.11	10.94	-7.16

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	128	
Number of active non-members:	10	√
Total of church participants (sum of the numbers above):	138	√

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	64%	
Less than 10, more than 5 years:	14%	
Less than 5 years:	22%	

Number of total participants by age:

0-30	30-50	51-59	60-69	70-79	80+				<i>Are these numbers an estimate? (check if yes)</i>
5	5	10	26	32	22				√

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	2	√
Households with minors:	8	√
Single adults age 35-65:	20	√
Joint households with no minors:	35	√
Single adults over 65:	40	√

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>

High school:	30	√
College:	55	√
Graduate School:	15	√
Specialty Training:		
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	18	√
Adults who are retired:	80	√
Adults who are not fully employed:	2	√

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

Educators, healthcare, maintenance, retail, technology,

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 99% white Americans of European ancestry, but with a variety of spiritual experiences and religious backgrounds. We have a significant LGBTQ presence. We have a Cambodian-born member the church sponsored in the 1980s.

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:

The Pastor Search Committee reviewed the Welcoming Diversity Inventory (Fall 2020) and agreed that the church is welcoming, but is limited in opportunity by the demographics of the area. The church does study and discuss ways to be welcoming, as evidenced by the ONA decision, a series and discussion group on racism (Summer 2020), and the *Me and White Supremacy* book study (Fall 2020).

3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? (<i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i>)
Adult Groups or Classes	10-20	Lay leaders, pastor
Baptisms (<i>number last year</i>)	0	
Children's Groups or Classes	6-8	Lay leaders, CE director
Christmas Eve and Easter Worship	100	All staff
Church-wide Meals	60	Lay leaders
Choirs and Music Groups	20	Music director
Church-based Bible Study		
Communion (<i>served how often?</i>)	Monthly	
Community Meals	6-10	
Confirmation (<i>number confirmed last year</i>)	2	Pastor
Drama or Dance Program		
Funerals (<i>number last year</i>)	4	
Intergenerational Groups	25	Lay leaders
Outdoor Worship	15-20	Pastor, lay leaders
Prayer or Meditation Groups		
Public Advocacy Work	10-20	
Retreats		
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	0	

Worship (time slot: 10 am)	60-70	Pre-COVID-19
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes	6-10	CE director
Church Work Days	10-60	Lay leaders
Concerts	50-80	Musicians

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 [what is wanted here?]	Retired? (Y or N)
Sharyl Peterson	No	Church	Ordained Minister	Y
Beth Rakestraw	No	Church administrator	Minister	N
Dan Wilkie	No	Hospice	Chaplain	N
Pat Malone	No	Church	Minister	Y

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:

Sharyl Peterson served as the Senior Minister of the church from 2001 to 2012. She currently volunteers on the Congregational Life Committee and provides pulpit supply and ministerial care as requested.

Beth Rakestraw is an ordained Metropolitan Community Church pastor. The church administrator position is a lay position, but Beth serves as a thoughtful and compassionate administrator. She also provides pulpit supply.

Dan Wilkie is a licensed minister working for a local hospice organization as a chaplain. He also provides pulpit supply.

Pat Malone is an ordained United Methodist Church pastor. He lives outside of the area and has very little interaction with the church other than participating in the on-line services.

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Office Admin	no	¾ \$22,349	Pastor	18 months
CE Director	no	PT \$7,426	Pastor	1 year
Facilities	no	PT \$14,317	Pastor	18 months
Music Director	no	PT \$7,650	Pastor	13 Years
Nursery Attendant	no	PT \$2,502	Pastor	1 year
Accompanist 1	no	PT \$130/week (only one per week)	Pastor	20 years
Accompanist 2	no		Pastor	25 years
Accompanist 3	no		Pastor	1 year

REFLECTION

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

Our part-time staff positions reflect the importance of the education and music ministries in our church. The CE director plans educational opportunities for children, youth and adults. The music director leads the vocal choir and the hand bell choir. Three additional

musicians share the responsibility of providing piano and organ music for the Sunday worship services. The office administrator is an ordained Metropolitan Community Church minister whose skills in volunteer recruitment and management and ability to communicate the church’s activities and indeed its spirit and life to the congregation are outstanding.

The demographics show that we have added a significant number of new members over the last 10 years, many from outside of a UCC background. This indicates that the progressive theology and warm congregation is attractive to those seeking a new church home. However, overall membership is declining despite the growth of the community, and nearly ½ of the current congregation is 70 years old or older. We feel that partially reflects a failure to be more visible in the community.

Before COVID-19, church attendance was consistent. A number of members have expressed a dislike for the on-line worship services. They want group fellowship and in-person worship. But others enjoy the flexibility that the on-line services allow, including watching the services from areas well outside of Grand Junction.

It is also apparent from the “participation” graph that the classes that attract most members are those of education rather than spiritual experiences. Activities which are important to the congregants include socializing over meals and weekly coffee groups, working together on projects such as “clean up” days and decorating the church, craft classes for intergenerational groups, and music concerts.

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year) for 2019

Source	Amount
Annual Offerings and Pledged Giving	\$181,000
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$3,350
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$0
Fundraising Events	\$0
Gifts Designated for a Specific Purpose	\$1,000

Grants	\$
Rentals of Church Building/CE Building	\$29,750
Rentals of Church Parsonage	\$0
Support from Related Organizations (e.g. Women's Group)	\$
Transfers from Special Accounts Restricted	\$20,017
Other (specify): Passive	\$1,200
Other (specify):	\$
TOTAL	\$236,317

Current annual expenses (dollars budgeted for most recent fiscal year): \$236,317

See attached.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **36%**

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

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

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

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

It is a budgeted item. For 2020, it was \$8500 (about 6%). It is not calculated as a percentage of the budget, and we are trying to increase the amount each year. Our church is one of the top OCWM per capita contributors to OCWM in our conference and is deeply committed to our covenantal relationships.

What is the church's current indebtedness? **None**

Total amount of loan debt:

Reason for debt:

Are capital and other payments current?

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

If the church has had capital campaigns in the last ten years, describe: **N/A**

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

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

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

What is the market value of the assets? **\$282,786.00**

Are funds drawn as needed, regularly, or under certain circumstances? **Just from the income once a year.**

What is the percentage rate of draw (last year, compared to 5 years ago)? **0%, the same as it was 5 years ago.**

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

Endowment fund income is reinvested until January of the following year, at which time 95% of that income is withdrawn and added to the year's operating income, and distributed according to donor restrictions.

1/2016 \$3,026.23

1/2017	\$3,642.43
1/2018	\$3,749.21
1/2019	\$4,235.33
1/2020	\$4,484.29

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

Please comment on the above calculations or estimates:

We only draw on the income at this time. There is currently no plan to draw on the principle.

Other Assets

Reserves (savings): \$ 93,898

Investments (other than endowment): \$ 42,993

Does your church have a parsonage? **NO**

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church:

The church property is an entire small block. It is occupied by the Church and Christian Education buildings. Most of the Church Building complex was built in the 1950s. This consists of two wings, one with a large fellowship hall, kitchen and meeting room, and the other with the sanctuary. These two wings are connected by corridors with offices, restrooms, a library, and a chapel room. In 2001, a “gathering space” addition was built in front of the sanctuary which also includes nursery and choir rooms.

The two-story Christian Education building was completed in 1962. It includes restrooms on each floor. The building underwent radioactive fill remediation in the 1980s, and has since suffered from significant settling problems of lower floor, as well as some structural problems. Much of the space is rented out. The CE building is not currently used for any church programs.



Describe non-owned buildings or space used or rented by the church: **None.**

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

The entire Church Building is accessible except for the chancel (including the pulpit). The first floor of the Christian Education building has several ground-level entrances directly into former classrooms, but the 2nd floor is accessible only by stairs.

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

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

The church and assets from the endowment indicate our financial strength. The CE building brings in around \$25,000 in yearly rent. Since we have a mature membership, most are retired. As they pass away, pledge income drops. Newer, younger members seem less inclined to commit to pledging and tithing. It may be necessary to access the endowment funds at some time in the future.

Planning the church's annual budget begins with each team/committee submitting to the church council their projected budget for the next year. After the stewardship campaign, the budget is developed by the treasurer, pastor and moderator. It is presented to Council and then voted on by the congregation in December for the fiscal year beginning January 1st.

The newest ministry we have financed is a visiting theologian program known as The Holmgren Lectureship. For three years (the third was cancelled due to the pandemic) we have invited speakers to present weekend programs. These lecture programs have drawn our church members, others from the community, and people from well-outside the area.

3f. 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.

From 1986 to 1989, a group of FCCUCC members worked with an artist to create stained glass windows for the sanctuary. This project showed that working on shared tasks can bring the congregation together, working towards a common goal with lasting consequences. The beautiful windows remain a source of pride and enhance our worship space.

In 2018, our Mission and Outreach team challenged the congregation to become more involved in local missions. Following the team's discernment and education about community needs, the team brought focus to our community missions by highlighting the ministry and needs of a different mission each quarter. This has led to increased understanding of the missions and increased support and donations by the congregation.

Adult education events helped us to define ourselves as "progressive." These included classes using the Living the Questions series, book studies, and discussions in preparation to becoming ONA. In 2018, the Holmgren Lectureship was implemented which invites

progressive theologians (including Dr. Rev. Susan Thistlethwaite and John Dominic Crossan) to speak. This program is open to all.

The most important event in the last 10 years: In 2012, the congregation became Open and Affirming. The process included discussion groups and adult education classes. We demonstrate this decision through our interpretation of scripture to include the openness and love of Jesus toward LGBTQ people. Our church membership, participation and leadership reflect this diversity. We participate in the Pride parade and display a rainbow flag outside the church building. We are a very different church today, as a result of this very public commitment to becoming ONA. We have gained members who have brought a richness of diversity to our congregation. We found we could have difficult conversations, survive those conversations, and even thrive as a result. We did lose a small number of members as a result of the decision, but believe most agree that the process was conducted with civility and deep listening, with everyone being given an opportunity to be heard. This was an experience that, over the years, has changed hearts and minds and helped us live into “being the church.”

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

COVID-19 necessitated drastic changes in how we are “church.” Our “tech smart” people have worked hard to provide worship services via live stream and YouTube. Zoom meetings and Zoom social gatherings have become the norm. One project is making sure everyone in the congregation is staying connected. A Strategic Opening Team, following the recommendations of the Rocky Mountain Conference and the Mesa County Health Department, has helped guide the congregation from having “no contact” to “limited contact” in the church building. The team provides strict guidelines for those attending in-house worship services and small group meetings at the 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.

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

A recent conflict involved interpretation of and revisions to personnel policies. We learned from that experience that the leadership needed time to consider critical policy changes, allowing more time for presentation of all points of view and time for

consideration. That experience also taught us the importance of clear and timely communication.

We do not have formally identified policies, protocols or structures for dealing with general conflict. We do have a lot of structures that are set up to avoid potential conflict, especially in the area of personnel policies and financial policies and procedures.

While the bylaws require a Pastoral Relations Committee, the committee has usually only been called together in conflict situations. Ideally, the congregation should be kept informed of the PRC membership, and the PRC and pastor should meet regularly.

The leadership should be made aware of help available from the association's Church and Ministry Committee for conflict resolution.

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

Staff member's name	Years of service	UCC Standing (Y/N)
David Dethmers – intentional interim	2019 - present	Y
Jeffrey Dodson	2017 – 2019	Y
Brenda Brown	2014 – 2017	Y
Ginger Taylor – interim	2012 – 2014	Y
Sharyl Peterson	2001 – 2012	Y
David Barnes – interim	2000 - 2001	Y
Richard Riddoch	1984 – 2000	Y

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

All four of the called pastorates in the past 30 years have ended in irregular departures involving some conflict. These conflicts and the two short pastorates have destabilized the congregation. Failure to address some aspects of these departures has resulted in some distrust of pastors. The new pastor should be sensitive to these issues.

The two most recent (and short) pastorates might have been more successful if a mentor had been available.

The church membership has typically been conflict avoidant and close-lipped about problems. This has resulted in addressable issues becoming insurmountable problems over time. The Pastoral Relations Committee needs its role to be clearly defined and made known to the congregation, and needs to meet regularly.

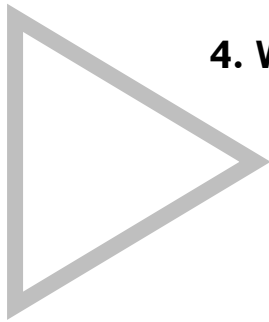
Another lesson learned is the necessity for a pastor job description. Additionally, it is important to create a formal system whereby the pastor gives and receives regular feedback on expectations and accountability. Changes in our policies and by-laws have been made and additional changes are being discussed.

While we need to respect the Senior Minister as our called spiritual leader, we also need to ensure the work is in cooperation with the lay leadership and congregation. Our most successful experiences with ministerial leadership have been when the minister is able to work collaboratively with our leadership and congregation.

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? **No**



4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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

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?

FCCUCC largely reaches out in support of other community groups.

- Providing school supplies to some local schools
- Cooking and serving meals for the homeless shelter, soup kitchen, and a support group for foster parents. Preparing burritos for the homeless youth shelter.
- Acting as overnight monitors in an overflow homeless shelter
- Providing a respite night for parents of children with disabilities
- Financial assistance to Catholic Outreach, collection of pajamas and socks; food for the local food pantry; Christmas gifts through the Angel Tree project; donations to Heifer Project; shoes; participation in the Alternative Gift Fair; toiletries for migrant workers
- Advocacy for social justice through participation in local groups and marches.
- Providing meeting space for Alcoholics Anonymous, Narcotics Anonymous, and marginalized groups
- Hosting annual fairs for service organizations serving veterans and the poor
- Supporting the UCC special offerings
-

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

FCUCC has two elected delegates who attend association and conference meetings. One member is the Treasurer of the Western Association. During the latest Rocky Mountain Conference meeting, which was held entirely by Zoom, additional lay members of the

congregation participated in meetings and discussions. Five members of the congregation serve on Rocky Mountain Conference boards and committees.

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

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

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

FCUCC has chosen to be designated as an ONA church, as well as A2A. Consideration is being made to work toward becoming a WISE congregation.

Becoming an ONA congregation had consequences. We lost some members, but gained many more. We are proud of the designation and enter a float in the annual Pride parade and display a rainbow flag outside.

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

FCUCC participates with other denominations in our area in weekly Lenten suppers and worship services; and an interfaith Thanksgiving worship service.

During construction of additional space for our local homeless shelter we provided sleeping space during the winter for homeless men. This program was in cooperation with other churches in our area.

Our church has provided worship space for a Lutheran Church, a Christian Science Church, and a Unitarian/Universalist Church during their times of transition. The Jewish Community uses our space for gatherings such as a Seder meal. Other churches in our community are invited to an annual Lectureship featuring a guest theologian.

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

Our mission statement reflects who we strive to be. Some examples of how our actions compare with that statement.

Our success in striving to be a “welcoming congregation where you are safe to be who you are” is reflected in the number of our members from the LGBTQ community. Choosing to become ONA, A2A, participation in the PRIDE parade, and signs displayed outside the church show actions we have taken to work towards this vision.

A recent indication of our desire to be “life-long learners” is the number (20) of attendees, both in person and by Zoom, of classes to discuss the book *Me and White Supremacy*. Also a new committee has been formed to offer a variety of spiritual experiences.

As a part of striving to “work for peace, equity, and justice for all people”, in November 2020 we had a guest speaker following the Sunday worship service who is co-founder of a local group of young people working on a number of justice issues in Grand Junction. We are hoping we can use his organization as a resource for ways to be active in our community on justice issues.

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation’s expectations on their time?

The scope of work shows that community ministry is a priority for the church. The church allows considerable flexibility for the pastor’s time and supports and encourages community involvement and work within the UCC.

4b. MISSION InSite

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

Grand Junction is a growing community. The church does support most of the ministries and programs recommended in the MissionInSite report, although more programs could be added. The pandemic has curtailed many of our programs.

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 demographics are similar, although the congregation is older and less diverse. The largest minority is the Hispanic population.

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

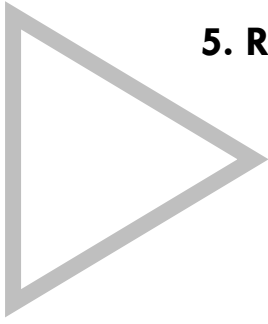
The church is supportive of efforts to make the community more welcoming and accepting of minority/disenfranchised communities.

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

Our church is initially identified in the community by its location: “the one across from the high school with the labyrinth in the front and the rainbow flag.” Leaders of social service agencies (e.g., Child and Migrant Services, Grand Valley Peace and Justice) frequently seek to rent space from us. Our previous minister was occasionally called by the newspaper for a viewpoint of the progressive faith community. Our deepening relationships with missions in the community have begun to bring us greater visibility with those groups.

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

New people appreciate the friendly and welcoming congregation, the progressive theological stance, the traditional worship style, the music program, the local mission projects, the intellectual approach, the relaxed and casual atmosphere, the welcoming of new input and voices.



5. REFERENCES

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

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

REFERENCE 1

*Karen Winkel / Pastor / Community Spirit United Church of Christ, Montrose, CO
(970-275-1725 / lavaloki@aol.com / occasional pastor supply, friend of congregation)*

REFERENCE 2

*Anne F. Djokic / Pastor / Collbran Congregational, United Church of Christ, Collbran, CO
(970-433-3385 / annef.djokic@gmail.com / former member)*

REFERENCE 3

*Ginger Taylor / Retired UCC Pastor / Tucson, AZ
(337-281-0187 / gingerhalespassage@gmail.com / former interim pastor)*

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.

To Those Considering a Call to First Congregational Church UCC in Grand Junction, CO:

Let me begin by introducing myself and then move on to responding to the four prompts requested of me with this recommendation.

I was introduced to the church's pastoral and lay leadership when I was doing a series of interim ministry stints with an association sister church in 1997, 1999, and 2004. My connection with FCC-UCC has only grown richer and deeper since I moved to nearby Montrose in 2009 to serve Hillcrest Congregational UCC and then Community Spirit UCC in 2013.

Over the course of the past eleven years, I've preached in Grand Junction a number of times, have served on association and conference boards and committees with members and staff of First Congregational, and have participated in gatherings of various kinds with folks from FCC-UCC. All of these experiences have been immensely rewarding and regularly inspiring. I regard as friends a number of the church's membership.

As I now respond to the four areas below, know that I am happy to elaborate by phone or email.

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

First Congregational UCC in Grand Junction has been blessed over the years with creativity and passion, particularly as it relates to worship. Their capacity to create and carry out inventive, meaningful worship has always left me a little envious. This congregation welcomes challenging sermons and respects the freedom of the pulpit that attends a pastoral call. Although the pandemic has posed Sunday morning challenges (as it has everywhere), the commitment and flexibility of the Worship Team has not wavered during this time.

Turning attention outward now, this is a church that has answered Christ's call to be advocates for those on the margins, even as doing so might elicit concern and even consternation from the wider community. Not only did the church make the bold decision to become an Open and Affirming congregation, they also went through the process of becoming an A2A congregation (Accessible to All). Whenever I am in Grand Junction attending public rallies and marches related to issues of justice and compassion, I can always count on seeing members and clergy from FCC-UCC both as participants and as leaders.

At its core, First Congregational is an incredibly generous congregation as it lives out its covenant with the wider church. Many of our association and conference leadership positions over the years have been filled by FCC-UCC members and staff; these individuals have brought a high degree of skill, creativity, and commitment to their wider-church involvements. The church has long been quick to share their building and resources, as well, and has done so with consistent joy.

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

Like many churches, FCC-UCC is finding its way out of the 20th century and into the 21st century. Although the church is in many ways open to change, being situated on Colorado's Western Slope makes this a more challenging endeavor than is the case for most congregations located in urban and suburban areas. (Please see #4 below.)

As I've interacted with First Congregational over the years, I've found its lay leadership and the church as a whole more comfortable with a rational/pragmatic approach to decision-making and direction-setting. In this way, they are a typical UCC congregation. With the right pastoral leadership, I believe this congregation could grow excited about and experienced in engaging in spiritual discernment as together they seek God's wisdom and leading.

Finally, FCC-UCC may benefit from being challenged to be more proactive in connecting with the wider community as they seek to grow numerically and spiritually. For instance, as someone who came to ordained ministry by way of higher education, I have long been curious why FCC-UCC has not been more active in reaching out to students and staff at nearby Colorado Mesa University, many of whom crave open-mindedness and its attendant values. I applaud the efforts of FCC-UCC's previous settled pastor to minister to the high school directly across the street from the church; perhaps the next pastor will be similarly inclined.

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

The churches of the Western Association meet one week-end each fall for business and fellowship, with our different churches rotating the hosting. Several years ago, one of our smaller, more remote churches found itself unable to serve as the physical host of this annual gathering, and so reached out to First Congregational UCC because of its central location and spacious building. The answer that came was quick and enthusiastic. Delegates and visitors were met in Grand Junction with what I can only call "wild hospitality." The spirited generosity of the church was both uplifting and inspiring, and we returned to our respective communities feeling we had been treated like royalty.

Another experience I had was when one of FCC-UCC's previous pastors was suffering mental health challenges and was behaving in concerning ways. Because of my relationship with the pastor and the congregation, as well as in my role as chair of Church and Ministry, I was called upon to serve as a sounding board. What stands out from that time is how well the lay leaders in charge balanced their care and respect for the pastor with their responsibilities to the congregation. These individuals were in an unenviable position and more than rose to the occasion.

4. Anything else you might wish to share.

Anyone prayerfully considering relocating to the Western Slope of Colorado to serve FCC-UCC needs to understand that the culture and values of this part of the state are deeply conservative and decidedly rural. Although the church out-paces the community in nearly every way, their regional context does affect and limit them (as it does all the UCC churches on the Western Slope). Anyone called to this church from beyond the Western Slope will need to come with some well-honed cross-cultural skills, as well as patience; the regional culture here is sometimes confounding and is regularly subtle.

I have much love for the good folk of First Congregational UCC in Grand Junction, and much respect for their shared commitment to being a progressive church in a conservative region. Anyone who would like to communicate further is welcome to reach out by phone or email, whichever is most convenient.

Blessings of peace as you seek God's clear, gracious leading,

Rev. Karen Winkel, Pastor
Community Spirit United Church of Christ, Montrose
970-275-1725 || lavaloki@aol.com

To: Pastor Search Committee, First Congregational Church U.C.C.
Grand Junction, Colorado
Michael Petri, Chair of the Pastor Search Committee

From: Anne F. Djokic, Pastor of the Collbran Congregational, United Church of Christ; Collbran, Colorado. (March 2016 to present.)
Collbran is a 45-minute drive from Grand Junction.

Cell Phone: 970-433-3385 Pastor Anne

annef.djokic@gmail.com

Member of First Congregational U.C.C. Grand Junction, August 1983-1986, and 1991 – 2018.

Dear Michael,

Thank you for asking me to provide a reference letter for the Local Church Profile. I was a member of the church for 30 years arriving in Grand Junction in 1983 from Massachusetts, New Hampshire, Michigan, Kansas, and Greeley, Colorado where I had just completed a master's degree at the University of Northern Colorado. My father was a United Church of Christ minister, Andover Newton Theological Seminary, 1955-1994.

Areas of Strength of this Church include:

The people of the congregation of First Congregational Church **have hearts of gold!**

Much energy goes into the creation of the **weekly worship service**. Over the years, the ministers have tended toward an academic pulpit. The congregation is a blend of educational backgrounds. They are open to change. **All are welcome, it is Open and Affirming, Accessible to All, friendly and alive.**

Music is especially important in the life of this church on Sunday mornings. Before COVID -19 the **Vocal Choir** and the **English Handbell Choir** were much enjoyed and appreciated by all. Piano and organ music, instrumental and vocal solos are included throughout the year.

The **fellowship time** including dinners, Christmas caroling, funeral dinners, refreshment time after the service (before COVID-19), honoring high school graduates, and special gatherings are always well done. When this church hosts the Rocky Mountain Conference of the U.C.C. Annual Celebration Meeting, they do so creatively, thoughtfully, are well planned, and focused.

There is an emphasis on educational opportunities at various times during the calendar year. The **programming for adults is strong** when special classes or lectures are planned. Less formal gatherings are welcomed too.

Areas for Improvement: Encouragement to continue great work after COVID.

The church is “all about and all in” with the U.C.C. denomination in worship, study, and talk! This is AWESOME! Before COVID -19, I experienced a remarkably effective outreach. **(See: “An Example” immediately below.)** I believe that the love, spirit, and energy for this type of mission is abundantly present at First Congregational Church. Once the COVID -19 vaccine arrives, I would simply encourage many more acts of outreach. Seek out more connections and go! 😊

An Example: A recent, successful, and dynamic outreach was planned and delivered by women of the Congregational Life Team. Clifton Elementary 3rd graders were delighted by these enthusiastic women who purchased many games for the three, third grade classes at this Title I school. Not only did the team buy the games, they also went to the school and played the games with the children!! Cookies were served as well. The children loved the interaction with the women and the joy of new games given to them for their classrooms. The adults had a great time too!

Blessings and love!
Respectfully,

Pastor Anne Djokic

Recommendation for First Congregational Church UCC, Grand Junction, CO
December 5, 2020

I served as Interim Minister for First Congregational between the ministries of Rev. Dr. Sharyl Peterson and Rev. Brenda Brown. In addition I have been friends and colleagues with all the congregation's ministers and some of the congregants for over 2 decades, since I served most of my interim churches in the Western Association of the Rocky Mountain Conference.

The qualities that to my mind define the congregation are: leadership, diversity and beauty. Ministers and parishioners have provided leadership for the Grand Junction community for decades. From providing overflow winter space to people who are homeless, to serving on committees that provide Vets housing, to offering space to small religious enterprises that grow into establishment of their own home spaces, to the shrimp boil that benefits local charities, the congregation has been in the forefront of responding to local needs. Similarly, the church provides leadership in the Western Association and Conference- in standing committees, in hosting annual meetings, in convocations that are blessed with music leadership. The congregation has a long history of leaders who go out to serve beyond the church doors; it's a "go-to" church.

The congregation, though it is largely white, has remarkable diversity- in ages, in gender identities and family styles, in socio-economic and educational backgrounds, in geographical origins, and vocational experiences. This church is a place where you'd find a recovering, formerly homeless Vietnam vet befriended with a financially successful real estate business owner befriended with a family with atypical gender expressing children befriending a disabled elder, befriending an intellectual and a car mechanic and a BLM employee. All having fun together and serving together. Since Grand Junction draws retirees for its pleasant weather and very affordable housing, college students, outdoor enthusiasts, medical personnel for it's VA and other hospitals, the community is rich with diversity, which is reflected in worship versatility. You will find folk songs, classical organ, traditional and international hymnody, contemporary and ancient music- reflecting the wide expanse of congregational wants and needs. The spiritual interests of the congregation are quite varied- intellectual ventures, meditation and contemplation, music and the arts, acting the faith at demonstrations and justice convocations.

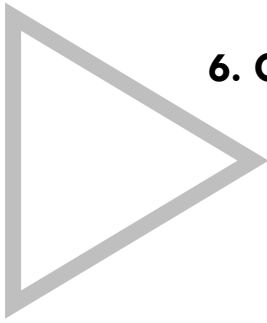
Evident when you step on campus, is a beautiful setting in a vibrant location across from the high school. The grounds provide a wonderful garden oasis on a busy intersection. The lovely stone labyrinth is visible and accessible on the corner. When you enter the front door you walk into a light, capacious welcome space, as if you are entering God's living room, where people gather. The sanctuary is surrounded with lovely, contemporary stained glass windows, referencing Biblical creation stories, which enfold you in the joy of color and movement. Of course, there are some spots that are simply utilitarian too, but this church is alert to spiritual aesthetics. The congregation has established a reputation for wonderful music and Sunday School has provided instances of puppet shows and liturgical dance. Visual art (including a portrait gallery of guests who were served by the homeless program) is displayed throughout the

buildings. This attention to beauty speaks of creating a welcoming, inspirational space for visitors and church folk, alike.

The historical characteristics and current aspirations of First Congregational UCC in Grand Junction include a penchant for community leadership, diversity in congregational make up, and appreciation of beauty in worship and facilities.

This is a sturdy church with a long history and a well-earned reputation for generosity. Though it has suffered from the premature departures of its two most recently called ministers, this congregation will flourish with a nurturing and mature pastor.

Virginia Taylor



6. CLOSING THOUGHTS

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

6a. 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 hope that the vision for our church is a vision of Christianity needed by the community – both a message and actions witnessing to God’s love for us and all creation. We also hope and wonder if we have the spirit to fulfil this vision.

*The hymn *Here I Am, Lord* is sometimes used as we volunteer our time and talents for the leadership, ministry and mission of the church.*

Who will bear my light to them? Whom shall I send?

I will break their hearts of stone, give them hearts for love alone. I will speak my word to them. Whom shall I send?

I will tend the poor and lame, I will set a feast for them. My hand will save. ... I will give my life to them. Whom shall I send?

Here I am, Lord. Is it I, Lord? I have heard You calling in the night. I will go, Lord, if You lead me. I will hold Your people in my heart.

We have heard the Lord calling. Is it us, Lord? We pray for a pastor who will help us to fulfill our mission and be the people God calls us to be.

6b. STATEMENT OF CONSENT

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

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? (*for example, church council or consistory, transition team, etc.*) **The form was prepared by the Pastor Search Committee with input from current and past members of the church council, the current and a previous interim pastor, and members of the congregation. The LCP was made available to the full congregation for comment, and changes were made to address comments.**
2. Additional comments for interpreting the profile:

Signed:

Michael Petri / Chair of the Pastor Search Committee / January 4, 2021

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature: 

Name / Title: Rev. Erin Gilmore/ Associate Conference Minister

Email: erin@rmcucc.org

Phone: (720)738-8563

Date: January 12, 2021

**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

Vision, Programming, Marketing Team,
July 2020 Report to Council
Members: Ken Puhler, Carolyn Holmgren, Sally Shell, Karen Caton

Primary Mission Statement:

As a progressive Christian community of faith, we seek to live with compassion, inclusion, acceptance, bravery and understanding as Jesus did.

Vision statements and *How we are achieving that vision (i.e. what we are already doing) OR what needs more work or we would like to see get started:*

- **We strive to be a welcoming congregation where you are safe to be who you are.**

<u>What We Are Doing/Offer</u>	<u>Needs More Work</u>
- Ministers of Extravagant Welcome	- “Missing members” follow-up
- Church Fellowship (Happy Hour, FOG, etc.)	- Clear info about church groups, teams, leadership opportunities, etc.
- Participation in PRIDE events	- More discussions about difficult topics
- Signs & banners outside	- Publicity about who we are & what we do
- Transgender Day of Remembrance	- New member Mentor program
- Shepherds	- Become a certified “WISE” congregation (Welcoming, Inclusive, Supportive, Engaged – this relates to mental health issues)
- ONA (Open & Affirming)	- Website clarity (less words, more pics (doing!))
- A2A (Accessible to All)	- Increase/diversify Shepherds training (i.e. more with pastoral care)

- **We strive to be life-long learners that question and challenge each other to grow in faith, thought and actions.**

<u>What We Are Doing/Offer</u>	<u>Needs More Work</u>
- Holmgren Lectureship	- More online classes/webinars
- Delegates to Association & Conference	- Adult Sunday sessions
- Invite outside speakers/pastors	- Invite outside speakers/pastors
- Adult Education opportunities	- Adult Education opportunities - more
- Music program diversity	- Youth programming
- Our Whole Lives (OWL)	- More opportunities for difficult discussions
- Sunday School	- Family Nights – celebrate having fun!
- Labyrinth & Peace Pole	- Become a certified “WISE” congregation
- Book studies	- Cultivate and more training of lay leaders
- Worship services on challenging topics	- Vacation Bible School – possibly combine with other churches?
	- Outside group/family activities – i.e. hikes, camping, etc.. (we’ve done camping a time or two in the past)

Vision, Programming, Marketing Team,
July 2020 Report to Council
Members: Ken Puhler, Carolyn Holmgren, Sally Shell, Karen Caton

▪ **We strive to work for peace, equity and justice for all people.**

What We Are Doing/Offer

- Church participation in Pride events
- JAM team
- Support of marginalized groups (Transcend, PFLAG, Jewish, Muslim Heartbeat [suicide support group], i.e. sharing building)
- Support & Use Fair-Trade coffee
- Book studies

Needs More Work

- Organization/awareness of protests, rallies, etc.
- More discussion of racial issues including White Privilege (i.e difficult topics)
- Community activism
- Better use of marquee out front
- Use banners more; acquire new banners
- Holmgren Lectures – more small events

▪ **We strive to protect and restore the integrity of our earth and all of creation.**

What We Are Doing/Offer

- Working towards being a green church (LED bulbs, no Styrofoam, recycling)
- Alternative Gift Fair
- Heifer Project support (kids)
- Church grounds beautification awards
- Sharefest (very new for us)

Needs More Work

- Become a certified “Green” church
- More intentional Earth Day involvement (combine w/Family Night? – build bee boxes, bat houses, etc. that all could do) houses, etc. that all could build)
- Addition of Solar panels to buildings
- Trash pickup project as a church (Adopt-a-Highway program for example??)
- Blessing of the Animals services

▪ **We strive to be change-makers.**

What We Are Doing/Offer

- Participation in Pride events as a church
- Holmgren Lectureship
- Education on ballot issues
- Work with homeless community
- Support of foster care community
- Our Whole Lives (OWL) program

Needs More Work

- Webinars/online learning
- Voter registration
- Better use of marquee
- More education on social issues
- Volunteer for non-profits as a church
- Better connection with college/students
- Really investigate what this community needs and how we can fill that niche (possibly with the new GJ City Council Task Force, new Black History Museum, ???)

MARKETING

Needs More Work

- Creation of a Marketing Team that would manage:
 - Marketing our building availability
 - Creation and management of an events calendar on our website
 - Regular Website maintenance – use of more pictures, activity calendar
 - Regular updates on our Facebook page – use more pictures
 - Regular communication with media about events, activities
 - Look for or devise a more updated logo (other than the typical UCC logo)
 - Something more contemporary, colorful – that grabs attention

FIRST CONGREGATIONAL CHURCH
UNITED CHURCH OF CHRIST
GRAND JUNCTION, COLORADO

CONSTITUTION

ARTICLE I Names

The name of this church shall be The First Congregational Church, United Church of Christ, Incorporated May 24, 1976, located in Grand Junction, Colorado.

ARTICLE II Purpose and Covenant

It is the purpose of this church to be a community of Christian love, freely committed to the search for God's truth as expressed in Christ's ministry through
Christian Fellowship,
Union in prayer, praise and worship,
Reaching out in caring service and mission; in all
Enabled by the indwelling Holy Spirit.

This church freely accords to each member unrestricted liberty of conscience. In this spirit:

WE, the members of this congregation, covenant
with God and with each other to walk together,
trusting in God's way as we know it and as
it shall be made known to us.

WE strive to grow in our understanding of God and of
Christ, our Lord.

WE pledge our time, our talent, and our treasure
to strengthen the Christian witness of this
Church, serving each other and the wider
community in Christ's name.

WE will nurture and care for those in need,
opening our hearts to each other and to all
who unite with us on this, our Holy Way.

ARTICLE III Policy

This church shall be a part of the United Church of Christ and sustain that relationship to the United

Church of Christ as described in those portions of the Constitution and Bylaws of the United Church of Christ adopted July 4, 1961. It shall be a part of the Rocky Mountain Conference of the United Church of Christ and of the Western Association of that Conference. It shall fulfill the responsibilities of those relationships.

The government of this church is vested in its active members who constitute the Congregation and exercise right of control in all its affairs. It is subject to the laws of the State of Colorado and of the United States of America. The Congregation may delegate certain authority and responsibility to the Church Council and to various ministry teams and committees. Authority which cannot be delegated by the Congregation includes the calling of the Senior Minister, decisions regarding the dissolution of the endowment fund, and decisions regarding all matters pertaining to the purchase, sale, transfer, or encumbrance of the real property of the church.

In case of dissolution of this church, or in the event that it no longer operates as a part of the United Church of Christ, all assets shall revert to the Rocky Mountain Conference of the United Church of Christ.

ARTICLE IV Membership

Section 1 **ACTIVE MEMBERS:** Membership in this church shall be open to any person who has been baptized, confirmed, or who has made public confession of faith in Jesus Christ. Members are expected to be loyal to the work and worship of this church, giving regularly to its support and its benevolences, and sharing as much as possible in its organized activities, seeking diligently the spiritual welfare of the membership and the community.

Section 2 **ASSOCIATE MEMBERS:** In exceptional circumstances, individuals who hold membership in other Christian churches may, upon application to and recommendation by the Senior Minister, become Associate Members of this church. They shall be considered as Active Members with the same privileges and responsibilities.

Section 3 **INACTIVE MEMBERS:** The Clerk shall review annually a list of those members who, for a period of one (1) year have not attended the church's worship and who have not contributed to its support. After consideration of circumstances, and in consultation with the Senior Minister, the Clerk may recommend to Church Council the transfer of these members from the active to the inactive membership. After two (2) years of no activity, these persons can be removed from the church rolls.

Any person on the inactive list may be reinstated as an active member upon recommendation of the Clerk and approval of the Church Council.

FIRST CONGREGATIONAL CHURCH
UNITED CHURCH OF CHRIST
GRAND JUNCTION, COLORADO

BYLAWS

INTRODUCTION

These bylaws outline the basic organizational structure of First Congregational Church, United Church of Christ (FCCUCC) in Grand Junction, Colorado. The primary areas of responsibility for the Church Council and the Ministry Teams are given below and amendments are subject to the will of the Congregation.

ARTICLE I Officers

Section 1 The officers of this church shall be a Moderator, an Assistant Moderator, a Treasurer, and a Clerk.

Section 2 Duties of Officers

- A. The Moderator shall preside at all meetings of the Congregation and of the Church Council. The Moderator shall serve as the lay leader of the Church, working with the Senior Minister to insure the smooth operation and progress of the church. The Moderator shall be an *ex officio* member of all Ministry Teams and special committees.
- B. The Assistant Moderator shall preside in the absence of the Moderator and shall be an *ex officio* member of all Ministry Teams and special committees. The Assistant Moderator may be delegated to perform specified functions as defined by the Moderator.
- C. The Treasurer shall serve under the direction of the Church Council and shall serve as a voting member of the Finance and Property Ministry Team. The Treasurer shall perform such duties relative to the income, disbursement and investment of funds as prescribed by the Council. The Treasurer shall present a current financial statement to all regular meetings of the Council and to the Congregation, and shall oversee the development of the annual budget.
- D. The Clerk shall keep an accurate record of all business meetings of the Congregation and of the Church Council. The Clerk, in conjunction with the Church Administrator, shall ensure an accurate roll is kept of the Church Members, including additions and changes of status of members, baptisms, marriages, deaths and funerals.

ARTICLE II Ministerial Staff

Section 1 There shall be adequate Ministerial Staff to lead and participate in the ministry of the Congregation. "Ministerial Staff" shall be defined as Authorized Ordained or Licensed Clergy who are employed full-time or part-time by the church.

Section 2 The Senior Minister: Under the supervision of the Church Council, it shall be the duty of the Senior Minister to:

- A. Spread the Word of God among the members and in the community generally, care for and conduct services of public worship, perform the normal pastoral services for members, including but not limited to weddings, funerals, baptisms, and visitations;
- B. Act as the chief administrative officer of the church, responsible for the performance of or delegation of supervisory responsibilities of all staff members as described in the Personnel Manual.
- C. Act as a non-voting member of the Church Council and an ex officio member of all Ministry Teams and committees;
- D. Perform other specific duties as outlined in Senior Minister Position Description and as requested by the Church Council.

Section 3 Other Ministerial Staff: The duties of other Ministerial Staff shall be set forth in their respective Position Description and as requested by the Senior Minister.

Section 4 Resignation of the Senior Minister:

- A. The Senior Minister shall give a minimum of sixty (60) days notice of resignation. This requirement may be waived by action of the Church Council.
- B. The resignation shall be unconditional in form and shall be delivered to the Moderator who shall immediately notify the Church Council. The Council may call a special meeting of the Congregation to inform the members.

Section 5 Dismissal of the Senior Minister

- A. If, after consultation with the Personnel Committee, any group of at least 25% of the active members desire the resignation or dismissal of the Senior Minister, they shall submit to the Church Council a written, signed statement of their reasons. It shall be the duty of the Council to investigate and evaluate the charges and take appropriate action as seems best to the Council.
- B. If, by a majority vote of the members present and voting, the Church Council recommends dismissal, the Moderator shall call a special meeting of the Congregation, at which time the recommendation of the Council shall be presented to the members.
- C. Upon a majority vote of those active members present and voting in favor of termination, the Senior Minister's term shall expire immediately. Sixty (60) days base salary plus payment for unused vacation time in the current

year shall be granted as termination pay. No other compensation shall be granted.

Section 6 Vacancy and Call of Senior Minister

- A. In the event of a Senior Minister vacancy, a Search Committee shall be appointed by the Church Council whose duty it shall be to nominate a qualified replacement.
- B. The Search Committee shall be under the supervision of the Church Council and shall bring its selection to the Council for action. The Council shall take the matter to the Congregation for action.

ARTICLE III Meetings

Section 1 Congregational Meetings

- A. Annual Meeting: The Congregation shall hold its annual meeting in May of each year to elect officers, lay delegates, and other members of Council. One week prior to the meeting, the members shall receive written annual reports from the Church Officers, Ministry Teams and the Senior Minister. The congregation shall review and evaluate the work of the previous year, and conduct such other business as may properly come before the meeting.
- B. Budget Meeting: The fiscal year shall begin on January 1st of each year and end on December 31st of that year. The treasurer, with other members of the Church Council and the Senior Minister, shall hold meetings in the fall to set financial and program goals for the Congregation for the ensuing year; a congregational meeting shall be called by December 31 of each year. One week prior to the meeting, the members shall receive a budget from the Church Council. At the meeting, the congregation shall review, revise and adopt the proposed budget and consider other such business as may properly come before the meeting.
- C. Special Congregational Meetings: Special meetings of the Congregation shall be called by the Church Council as needed, or upon the request to the Moderator by twenty (20) active members of the church.

Section 2 Church Council and Ministry Teams

- A. The Church Council shall meet at least ten (10) times annually.
- B. Special meetings of the Church Council shall be held at the request of the Senior Minister, the Moderator, or upon the request of any three (3) members of the Council.
- C. All regular meetings of the Church Council and the Ministry Teams are

open to all active members of the Congregation, and members are encouraged to attend and contribute to the conversation. The Church Council agenda shall be posted one week in advance of the meeting. Minutes of all Church Council and Ministry Team meetings shall be made available to the congregation.

D. Ministry Teams shall meet as frequently as needed, and at least bi-monthly.

Section 3 Notice of Meetings: All active members shall be notified of the time and purpose of Congregational meetings at least one (1) week in advance. It shall also be announced from the pulpit the Sunday prior to the meeting. Regular meetings of the Church Council and the Ministry Teams shall be communicated to the Congregation.

Section 4 Quorums and Voting

B. Congregational Meetings

1. Twenty-five percent (25%) of the active members of the church, as declared by the Clerk, shall constitute a quorum for the transaction of business at any Congregational meeting.
2. A majority affirmative vote of the active members present and voting shall suffice for ordinary business. For extraordinary business there shall be a two-thirds (2/3) affirmative vote of the active members present and voting for any action to be taken. Extraordinary business includes responsibilities such as the calling of Senior Minister; amending the Constitution and Bylaws; dissolution of the endowment fund; and all matters pertaining to the purchase, sale, transfer or encumbrance of real property of the church (Art. III of the Constitution).
3. Only active members eighteen (18) years of age or older shall vote on questions of legal status, financial obligations and the disposal or acquisition of real property.

B. Church Council Meetings

1. One-half of the designated Church Council members, rounded up to the next full number, shall constitute a quorum for the transaction of business at any Council meeting.
2. A majority affirmative vote of the members present and voting shall suffice for ordinary business and 2/3 affirmative vote for extraordinary business, as defined above.

C. Ministry Team Meetings

1. One-half of the appointed Ministry Team members, rounded up to the next full number, shall constitute a quorum for the transaction of

- business at any Ministry Team Meeting. A minimum of two people are required for a quorum.
2. A majority affirmative vote of the members present and voting shall suffice for approval.

ARTICLE IV Church Council

Section 1 The delegated authority of the membership between congregational meetings shall rest with the Church Council whose duty it shall be to

- A. Provide leadership for the setting and implementing of the goals and policies of the church;
- B. Supervise and evaluate the work of the Senior Minister;
- C. Provide oversight for the work of all Ministry Teams, committees, and organizations of the church in keeping with the stated purpose of the church;
- D. Appoint Officers, Lay Delegates, and Council Members at Large when vacancies occur; and
- E. Authorize leaders and members of each Ministry Team.

Section 2 The membership of the Church Council shall consist of

- A. The four (4) elected officers of the church, the immediate Past Moderator; two (2) Lay Delegates; and two to five (2 – 5) Council Members at Large, one of whom will be the Chair of the Finance and Property Ministry Team.
- C. The Senior Minister of the church, who shall have voice but no vote and
- D. A representative of the youth, who shall have voice and no vote.

Section 3 Operation of the Church Council

- A. The leaders of the Ministry Teams shall provide communication between the Council and their respective Teams.
- B. The Council shall appoint a Personnel Committee, consisting of the moderator, the immediate past moderator, the vice moderator, and up to four (4) members-at-large. The Committee will elect a chair from among the Committee members. The responsibilities of this Committee shall be to support the senior minister as needed in matters related to employees of the church. The Personnel Committee will also be accessible to employees to mediate/resolve issues with the Senior Minister. The Personnel Committee will facilitate the annual review of the Senior Minister.

- C. The Council shall appoint a Nominating Committee, whose primary responsibility is to work with the Church Council to nominate officers, delegates and members of the Council for the church's consideration at its annual meeting. The Nominating Committee shall work with the Church Council and Ministry Teams to recruit leaders and members for each Ministry Team.
- E. The Council shall appoint a Stewardship Committee who will work with the Senior Minister. The primary responsibility of this Committee is to coordinate and implement a strategy for generating financial pledge commitments from the congregation annually and to promote education about stewardship throughout the year.
- F. The Council shall recommend a proposed annual budget to the congregation.
- G. The Council shall approve the members of the Pastoral Relations Committee based on recommendations of the Senior Minister. Members of the Pastoral Relations Committee shall not be employees of the church or elected members of the council. The Pastoral Relations Committee is a standing committee that seeks to support and maintain an open and healthy relationship between the pastor and members of the congregation. The committee serve in two primary ways: as an advisory group to the pastor and as a support for the pastor's leadership. As an advisory group, the committee shares ideas, dreams, hopes, expectations and concerns of the congregation with the pastor. As a support for the pastor, the committee interprets roles, functions, and needs of the pastor to the congregation.
- H. The Council shall appoint other such special committees as may be needed to accomplish its work. These committees shall be responsible directly to the Council.

ARTICLE V Ministry Teams

- Section 1 Subject to the will of the Congregation and its authority delegated to the Church Council, responsibility for the regular life and work of the Church shall be divided among the Ministry Teams as described in Section 3 of this Article.
- Section 2 With the exception of the Finance and Property Ministry Team, each Ministry Team is responsible for selecting its own leader. This should be done in coordination with the Nominating Committee. The leader of each Ministry Team shall be responsible for the organization of each respective Ministry Team, and assembling committees or groups as may be necessary to carry out its work.

Section 3 Responsibilities of the Ministry Teams:

- A. The Worship and Celebration Ministry Team, in conjunction with the Senior Minister, shall be concerned with all matters related to worship of the church. This includes, but is not limited to, worship volunteers (e.g. ushers, greeters, liturgists), music, arts/dance, sanctuary decorations/paraments, seasonal worship, and new worship experiences.
- B. The Congregational Life Ministry Team shall be concerned with all matters related to the life of the Congregation. This includes, but is not limited to, fellowship and various forms of congregational care.
- C. The Spiritual Growth and Education Ministry Team shall be concerned with all matters related to the education and promotion of spiritual growth for all ages
- D. The Mission and Outreach Ministry Team shall be concerned with all matters related to missions and outreach of the church. This includes, but is not limited to, local and global missions and outreach to our community.
- E. The “JAM” Team (Justice and Action Ministry Team) shall be concerned with matters and ministries related to peace and justice. This includes, but is not limited to, education and outreach regarding environmental, economic, cultural and social justice concerns.
- F. The Finance/Property Ministry Team shall be responsible for all matters related to the finances of the church and to property owned by the church. This includes, but is not limited to, financial policies and procedures; oversight of endowments, memorials and special funds; periodic audits; and preparation of an annual budget for Church Council review. This also includes, but is not limited to maintenance of the building and grounds, including landscaping, building use, and management of rentals. The membership of the Finance/Property Ministry Team shall include the church treasurer and also a team chairperson, both of whom are to be elected at the annual meeting.

Section 4 Composition of the Ministry Teams

- A. Due to its fiduciary nature, the Finance and Property Ministry Team shall have two elected members as noted in 3 F above. Working with the Nominating Committee, the team will find other persons to serve on the team.
- B. All other Ministry Teams will select a team leader and work with the Nominating Committee to find persons to serve on the team.

- C. To serve as a Ministry Team Leader, a person must be an active member of the church as defined in the Constitution.

ARTICLE VI Delegates

Section 1 Members

- A. The Congregation shall elect lay delegates to the Western Association and the Rocky Mountain Conference of the UCC, subject to the Constitution and Bylaws of the Western Association and Rocky Mountain Conference.
- B. Lay delegates shall serve on the Church Council.
- C. To be elected as a lay delegate, a person must be an active member of the church as defined in the Constitution.

Section 2 Duties

- A. The responsibilities of lay delegates shall be:
 - 1. To represent FCCUCC at the Annual Meeting of the Western Association, and the Annual Meeting of the Rocky Mountain Conference of the United Church of Christ;
 - 2. To report to the Congregation significant news and events in the Association and Conference, particularly as learned at the Annual Meetings; and
 - 3. To serve on special assignments which are requested by the Church Council.

ARTICLE VII Elections, Terms, Vacancies

Section 1 Election: At the Annual Meeting in May of each year, the active members of the church shall elect the Officers of the Church, Lay Delegates, and Council Members at Large, one of whom will be the Chair of the Finance and Property Ministry Team.

Section 2 Terms

- A. All officers of the Church shall serve for one (1) year, and they may be re-elected to office provided that none shall serve in the same office for more than six (6) consecutive years except by special request of the Church Council.
- B. Lay delegates shall serve for a term of one year with no more than three consecutive terms.
- C. Council Members at Large shall serve 1 year terms and may serve only three (3) consecutive terms, unless an exception is approved by the Church Council.

- D. All Officers and Church Council members shall hold office until their successors are elected or appointed.
- E. No person shall serve in more than one elected position at the same time, unless an exception is approved by the Church Council.
- F. Six (6) months or more in office shall be considered as one year for purposes of determining terms.
- G. At its Annual Meeting in May, the membership shall be asked to confirm in office those appointed by the Church Council to complete unexpired terms.

ARTICLE VIII Amendments

Proposed amendments to the Constitution and Bylaws shall first be submitted in writing to the Church Council. The Council shall consider such amendments no later than two Council meetings following the date of submission, and shall respond to the submitter no later than one month following the Council meeting in which the item was considered.

If by a majority vote of the members present and voting, the Church Council deems the proposal to be consistent with the mission and goals of First Congregational Church, written notice of the proposed amendment shall be communicated to all active members, along with the recommendation of the Council and the proposed time and place of the congregational meeting, at least one full week prior to the meeting, and shall be announced from the pulpit the Sunday preceding the meeting.

ARTICLE IX Parliamentary Authority

The rules contained in the most current edition of Robert's Rules of Order shall govern in all cases to which they are applicable and in which they are consistent with the Constitution and Bylaws of this Church.

First Congregational Church
Balance Sheet
As of December 31, 2020

	Dec 31, 20
ASSETS	
Current Assets	
Checking/Savings	
10100 · BofCO Operating Ckgn Acct	21,945.34
10200 · BofCO Restricted Accts Fund	80,588.39
10260 · Cornerstone Fund	20,986.41
10300 · UCF Bldg Reserve Investment	11,118.59
10400 · UCF Endowment Fund	311,089.58
10500 · UCF Restricted Acct Investment	13,670.61
Total Checking/Savings	459,398.92
Total Current Assets	459,398.92
Fixed Assets	
15000 · Church Bldg & Property	3,688,000.00
Total Fixed Assets	3,688,000.00
TOTAL ASSETS	4,147,398.92
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Credit Cards	557.57
Other Current Liabilities	
OPERATING ACCOUNT LIABILITIES	1,758.10
RESTRICTED ACCOUNT LIABILITIES	
21500 · DEPOSITS HELD (Restricted Acct)	100.00
22000 · CHURCH INDEPENDENT Accts	2,223.00
23100 · FINANCIAL & PROPERTY TEAM	
23110 · Landscape & Beautification	152.43
23120 · Audio Visual Account	235.90
23130 · Undesignated Memorials-Gifts	3,290.00
23140 · Designated Memorials-Gifts	1,401.36
23145 · HOLMGREN LECTURESHIP	19,942.23
23160 · Columbarium Fund	2,850.00
23180 · Royalty Income (Utah Gas)	1,315.06
23182 · Building Reserve-Transfer UCF	615.34
23190 · PrePaid Pledges (for next year)	2,900.00
Total 23100 · FINANCIAL & PROPERTY TEAM	32,702.32
23200 · SPIRITUAL GROWTH-EDUC. TEAM	3,290.71
23300 · WORSHIP & CELEBRATION TEAM	1,614.11
23400 · MISSION-JAM TEAMS	1,608.02
23500 · PASTORAL ACCOUNTS	
23530 · Sr Min Benevolences Reserve	207.05
23550 · Sabbatical Reserve (church exp)	3,000.00
Total 23500 · PASTORAL ACCOUNTS	3,207.05
23600 · MISC (IN-OUT) ACCTS.	-100.85

4:45 PM
01/09/21
Cash Basis

First Congregational Church
Balance Sheet
As of December 31, 2020

	<u>Dec 31, 20</u>
23700 · Unrestricted Reserves	56,930.44
Total RESTRICTED ACCOUNT LIABILITIES	<u>101,574.80</u>
Total Other Current Liabilities	<u>103,332.90</u>
Total Current Liabilities	<u>103,890.47</u>
Total Liabilities	103,890.47
Equity	
30000 · Opening Bal Equity	5,438.75
30100 · Unrestricted Net Assets	319,830.55
30300 · Church Property Value	3,688,000.00
Net Income	30,239.15
Total Equity	<u>4,043,508.45</u>
TOTAL LIABILITIES & EQUITY	<u><u>4,147,398.92</u></u>

First Congregational Church, UCC, Grand Junction, CO
2020 Budget Actual
2021 Approved Budget

	2020 Budget	2020 Actual	2021 Budget
OPERATING INCOME			
Pledges	161,000	165,709	146,582
Offerings & Donations	20,000	31,520	20,000
Main Building Use Income	5,750	915	2,875
Miscellaneous Income	500	1,833	500
CE Building Income	24,000	22,804	22,000
Endowment Income	350	391	3,200
Restricted Income as Expensed	4,000	2,954	1,330
Budgeted Reserves	20,017	0	31,933
Passive Income-grocery, Amazon	700	1,084	1,200
TOTAL OPERATING INCOME	236,317	227,210	229,620
EXPENSES			
Building/Grounds Maintenance	7,700	8,414	7,700
Utilities			
Water, Sewer, Trash	4,500	6,003	6,000
Gas & Electric	15,000	12,358	13,000
Telephone/Internet	2,000	900	1,000
Total Utilities	21,500	19,261	20,000
Office & Supplies			
Office Supplies	1,600	1,375	1,200
Building Supplies	3,000	763	1,500
Copying	3,600	3,834	3,600
Information Technology	3,000	2,516	3,000
AV Equipment Grant	0	1,264	0
Postage & Delivery	500	491	600
Advertising and Promotion	500	0	3,000
Total Office & Supplies	12,200	10,243	12,900
Professional, Bank & Legal			
Property Tax	1,900	1,887	1,900
Background Checks	120	0	120
Bank & Payroll Fees	800	717	800
Total Professional, Bank & Legal	2,820	2,604	2,820

First Congregational Church, UCC, Grand Junction, CO
2020 Budget Actual
2021 Approved Budget

	2020 Budget	2020 Actual	2021 Budget
Insurance			
General Insurance	8,000	7,691	8,000
Health Insurance-Senior Minister		Included in Sr Min Pkg	
Life & Disability - Senior Minister		"	
Pension-Senior Minister		"	
Workers Compensation	1,000	883	1,000
Total Insurance	<u>9,000</u>	<u>8,574</u>	<u>9,000</u>
Worship & Celebration Team			
Music Equipment & Maintenance	350	0	350
Copyrights (music & video)	450	536	550
Worship & Special Services	300	519	300
Choral Music	400	82	200
Handbell Music	200	119	100
Special Musicians	250	0	250
Total Worship & Celebration Team	<u>1,950</u>	<u>1,256</u>	<u>1,750</u>
Spiritual Growth & Ed Team			
Adult Programs	250	134	500
Nursery Supplies	50	0	50
Children K-5 Supplies	600	430	600
Youth Supplies	750	118	500
Total Spiritual Growth & Ed Team	<u>1,650</u>	<u>682</u>	<u>1,650</u>
Congregational Life Team	750	209	750
Mission Team	2,000	2,000	2,000
Justice Action Ministry Team	600	69	600
UCC Partners			
OCWM-Our Church's Wider Mission	8,500	8,500	8,500
UCC Conference - Per Capita	1,900	1,536	1,500
Western Assn. Dues	800	640	625
Total UCC Partners	<u>11,200</u>	<u>10,676</u>	<u>10,625</u>
Council Expenses			
Delegate Conf. Expenses	1,000	0	250
Church Growth	250	176	0
Pastoral Search		0	2,000
Other Council Expense	0	300	0
Total Council Expenses	<u>1,250</u>	<u>476</u>	<u>2,250</u>

First Congregational Church, UCC, Grand Junction, CO
2020 Budget Actual
2021 Approved Budget

	2020 Budget	2020 Actual	2021 Budget
Conference & Travel			
Senior Minister Conf. Expenses		Included in Sr Min package	
Senior Minister Mileage		"	
Total Conference & Travel			
Continuing Ed & Prof Exp			
Senior Minister Contin Education		Included in Sr Min package	
Senior Minister Profess Exp		"	
Staff & Lay Leader Training	250	0	250
Sabbatical Reserve	1,000	1,000	1,000
Sr. Minister Benevolences	600	600	600
Total Continuing Ed & Prof Exp	<u>1,850</u>	<u>1,600</u>	<u>1,850</u>
INTERIM Sr Minister Compensation	86,000	86,000	43,000 *
NEW Sr Minister Compensation			46,467 *
Payroll - All Others			
Youth Leader	3,182	0	0
CE Director	7,426	7,691	7,522
Office Administrator	22,349	25,744	22,639
Facilities Manager	14,311	14,950	14,496
Choir & Handbell Director	7,650	5,100	3,951
Organists	8,859	7,780	8,568
Nursery Attendant	2,500	1,067	936
Total Payroll - All Others	<u>66,277</u>	<u>62,332</u>	<u>58,112</u>
Payroll FICA	5,070	4,773	4,446
Contract Employment			
Substitute Organist	0	200	0
Pulpit Supply	1,500	1,050	1,200
Prof. Bookkeeping Service	3,000	2,345	2,500
Total Contract Employment	<u>4,500</u>	<u>3,595</u>	<u>3,700</u>
TOTAL EXPENSES	<u>236,317</u>	<u>222,764</u>	<u>229,620</u>
NET INCOME	<u>0</u>	<u>4,446</u>	<u>0</u>

* Interim and senior minister total packages for 6 months each (Sr min. is estimate)

FIRST CONGREGATIONAL UCC

ANNUAL PROGRAM MEETING

MAY 2019



SENIOR MINISTER'S REPORT

Rev. Jeffrey Dodson

"You are the light of the world. A city built on a hill cannot be hid. No one after lighting a lamp puts it under the bushel basket, but on the lampstand, and it gives light to all in the house. In the same way, let your light shine before others, so that they may see your good works and give glory to your [God] in heaven."

—Matthew 5:14-16



Greetings members and friends of First Congregational UCC,

As I reflect on the ministry and mission of our church for the past year, I think of all the times our faith community has been a beacon of light for the Grand Valley. Our good works are presented in the reports you will find in our 2019 Annual Report, and they reveal the big and small moments of our ministry together during the past 12 months.

The mission of the United Church of Christ is to love all, welcome all, and seek justice for all. We only do this work by letting our light shine for all. As Jesus reminds us, no one lights a lamp and then hides it under a basket. The purpose of that light would be foolishly hidden from a world stumbling in darkness. Make no mistake, there have been dark times recently in the world, and we are in need of light as much today as at any other time in our history.

I say this not to be gloomy, but to remind us that our faith voices are needed. YOUR voice is needed. The extravagant welcome of God is needed in a world that turns people away. The generous love and kindness of community is needed in a world that is short on compassion and quick to judge. The still speaking God is needed to speak wisdom and love to those who believe that God has stopped loving them.

I believe that our faith offers us more joy and light. This is the theme of the Rocky Mountain Conference's Annual Celebration, hosted right here in Grand Junction this year: "Embracing the Spirit of Joy and Light." The General Synod of the United Church of Christ gathers every 2 years, and this year in Milwaukee the theme will be "Shine: Let Your Light Shine Before Others."

We will welcome Rev. Dr. John Dominic Crossan to speak at our Holmgren Lectureship on June 8-9, 2019, which falls on the same weekend we welcome pastors and lay delegates from around the Rocky Mountain Conference UCC. Dr. Crossan is Professor Emeritus of Religious Studies at DePaul University in Chicago, Illinois. His presentation will help us think about joy and light, and will tie into his newly published book, *Resurrecting Easter: How the West Lost and the East Kept the Original Easter Vision*. Throughout this past year, we have been preparing for Dr. Crossan's arrival by reading and engaging his works, such as forming book studies. During Advent we read Crossan and Marcus Borg's book *The First Christmas* and in Lent we read *The Last Week*. We hosted a mini-retreat and watched several videos about Dr. Crossan's work as the leading historical Jesus scholar in the world. He has helped us to see that even in looking at the historical Jesus, there is still yet more light and truth to break forth from God's holy word.

So this whole letting your light shine trope is very timely, and very relevant. What are the ways in which our church has let our light shine? I'll let you take a look at the reports that follow, but I also wanted to give you a taste of what has brought me both joy and light in these days.

Our church has partnered with other local congregations to put together several wonderful offerings for the community. This ecumenical partnership in Grand Junction is the result of hard work and collaboration between the members and leadership of each of our churches.

Throughout Lent, five different congregations hosted a Wednesday night Lenten Soup and Worship offering: American Lutheran, Crossroads United Methodist, Shepherd of the Valley Lutheran, St. Matthew's Episcopal, and of course First Congregational UCC. This continued with a joint community Good Friday service hosted at Shepherd of the Valley. Our congregations also started and are building up a new college ministry. This is a new and unique campus ministry because all five of these churches are welcoming and affirming of LGBTQ students. A joint confirmation program was also held with our ecumenical group, and we continue to plan and dream how we can build a stronger ecumenical ministry in Grand Junction.

My joy was sending our youth group, 6 teens and 1 adult, to Hawaii to share joy and light with the people of Hawaii and over 400 teens from the Western Region of the United Church of Christ. Our youth came back transformed by the workshops, speakers, and service projects they participated in during their trip. Oh yeah, and they also had a trip to the beach, which was a highlight for many of the youth. I am proud of this congregation's support in helping send these youth to Hawaii, and letting them experience the love of God and the love of our faith community in real and tangible ways. Their lives have been changed because of you.

Meanwhile, our congregation engage learning and faith in new and exciting ways this past year. Our programs last year included an Earth and Sky Camp with the Unitarian Universalists of the Grand Valley, with five of our youth attending. We hosted Grand Valley Peace and Justice for their summer Resource Fair with nearly 200 people coming to receive direct services related to homelessness and poverty. A youth group from Crested Butte came to help, and served lunch to the homeless in the park.

Our summer sermon series addressed topics of theology from God and Jesus to Creation and the Church. Worshippers were invited to write theology questions and submit them to be included in the sermon for those Sundays. We helped with the Spirit of the Valley 5k/1k fun run to benefit Veterans Adaptive Sports on the Western Slope.

Our fall sermon series explored A Just World for All and we began a part of worship called I Love to Tell the Story with members of the church signing up each Sunday to share a story about how God has affected their lives. We started a new adult education forum called EdTalk which meets one or more Sundays each month. In October we hosted the Veteran's Administration Stand Down event, which also saw nearly 200 unduplicated persons helped. In October we kicked off of our 2019 Stewardship campaign: What Will We Bring? And we saw greater member participation in making a pledge, helping us to get closer of our goal of 100% of members in the church pledging.

In November we had a Thanksgiving Day Potluck with the Unitarian Universalists, and recognized World AIDS Day in worship on November 25. In December we celebrated the season of Advent with the theme Longing for Jesus: A Season of Spirituals. We hosted our first children's Christmas Pageant in a number of years. We trained three new Pastoral Care Team members, hosted discussions on ballot initiatives, the Grand Junction Community Center, and an Inclusivity Proclamation which was affirmed and passed by the city council of Grand Junction in February.

Our spring sermon series was Good News and we explored how the gospel is good news for all people. In Lent we used the theme of The Last Week to guide our worship, focusing on each day of Jesus' final week in Jerusalem. This Easter season we are using John Dominic Crossan's Resurrecting Easter to help us re-imagine resurrection for our community.

Our congregation has seen a number of staff departures, and we have also welcomed additional new staff members to the team. Our Facilities Manager Carolyn Van Matre left in May 2018. Rick Smith was hired during the summer. Marie Koontz served as interim Christian Education Director, followed by Quinn Shea, and then by Ashley Dodson. Unfortunately we have not yet been able to hire a settled Education Director, even as we look to stabilize our growing children and family ministries at the church. We hired three nursery attendants: Quinn Shea, Hayden Smith, and Sophia Parker.

We welcomed 3 new members in 2018 since our Annual Meeting last May – Carl and Judy Jones, and Sally Shell. We had 4 Baptisms, 3 for Parker, Benjamin, and Jacob Himes (with proud grandfather Frank O'Brien at their sides), and 1 for Carol Oglesby, 1 Wedding, and 9 Funerals for members and 1 Funeral for a friend of the church. Those who died in the last year include Lyle Mueller, Jayne Carie, Jack Merwin, Joe Graham, Rick Moore, Ruth Edfast, Heather Holly, Mildred Gobbo, Frank O'Brien, and Judy Lauer. Several members moved away and have transferred their membership, and we wish them God's grace and blessings.

Our congregation continues to be a light of love and joy for the Grand Valley. We are a beacon of hope for many people, and I am glad to know that we have passionate and talented people working hard to set our light upon a hill for all people to see. I am grateful for yet another year of serving alongside you, and I am hopeful for the future of this congregation. Let us continue to let our light shine, in big and small ways, and embrace joy in all that we do.

Yours in Christ,
Rev. Jeffrey Dodson

First Congregational Church-UCC
Congregational Meeting, May 20, 2018

Moderator Heidi Hess called the meeting to order at 11:15 a.m. and called for a quorum determination. The quorum was met.

Rev. Dodson led the congregation in prayer.

Brian Mahoney moved and Karen Caton seconded that the minutes of the December 2017 meeting be approved. The motion passed.

The outgoing officers were introduced and the slate of new officers was presented.

Question period.

The following slate of officers was presented for vote.

Mark Long, Moderator

Karen Caton, Vice Moderator

Carolyn Ramsey, Clerk

Martha Jones, Treasurer

Karen Caton and Joan Levy, Lay Delegates

The call for a vote was made, and the slate was elected with one nay vote and one abstention.

The meeting was adjourned at 11:45.

Carolyn Ramsey, Clerk

- Call to order and Confirmation of Quorum *Mark Long, Moderator*
- Prayer *Rev. Jeffrey Dodson*
- Approval of Minutes
- Presentation Regarding Slate of Officers and Introduction of new Council Members
- Question Period – Council and Reports
- Vote Upon Council Members
- Open Mic
- Adjourn

PROPOSED OFFICERS & COUNCIL MEMBERS

2019-2020

MODERATOR – Mark Long	Second one-year term
VICE MODERATOR – Karen Caton	Second one-year term
CLERK - Michael Petri	First one-year term
TREASURER - Martha Jones	Third one-year term
LAY DELEGATE – Mark Long	Third one-year term
LAY DELEGATE - Joan Levy	Second one-year term
PROPERTY & FINANCE CHAIR – Cindy Haas	First one-year term
AT LARGE – Dana Brosig	First one-year term
AT LARGE – Ken Puhler	First one-year term
AT LARGE – Carolyn Ramsey	First one-year term

All council members are elected to one-year terms and may be re-elected yearly until term-limited. Officers may serve up to six successive one-year terms; the property and finance chair, lay delegates and at large positions up to three successive one-year terms.

Greetings to all, and thank you for being a part of the church family here at First Congregational!

It's been a busy year of development and setting the foundation to better serve not only you as members, but bringing the message of love and helping to the wider community. Certainly, there have been some hiccups but your Council members have done a job to be proud of.

I've learned so much during the year that has helped me be a better leader and steward of the many treasures that have been bestowed on First Congregational Church, from the Constitution and Bylaws to the Policies and Procedures to establish best practices that my predecessors have so carefully and prayerfully crafted.

The stewardship campaign this year was changed somewhat from earlier years based on the changing demographic of our congregation which proved to be quite successful. Because of your dedication to the mission and commitment of your church, programming is being expanded and teams are better able to carry out their various missions. More importantly, we have expanded the scope of stewardship to include not only funds, but dedication to social and ecological stewardship of our society and our earth. In that vein, we are exploring utilizing solar technology to not only reduce our carbon footprint, but the potential to reduce our energy costs so that more of your gifts may be used to expand our other missions for the betterment of society.

I am so optimistic that the coming year will see further building of programs, missions and outreach and our budget is, thanks to all of you, in better shape than many churches in and around our community.

We are moving across the threshold in focusing on more planning and implementation of projects and purposes that speak to the feedback we've received and the new representative template adopted in December will hopefully allow for better communication between not only Council to Teams, but Team to Team so stay tuned and involved over the next year and let's walk this path together in love and joy!...and thank you from the bottom of my heart for your support. Your Church Council and I couldn't do it without you!!!

The Finance and Property Team has 5 members; Brian Mahoney as Chmn., Cindy Haas, Dave Hoefler, Julie Krueger, and new member Michael Petri. Other regular attendees are Martha Jones as Treasurer, Mark Long and Jeffrey. We have the luxury of having an excellent Maintenance Engineer in Rick Smith. He is a conscientious experienced employee who does a great job handling the many issues in our buildings. It's wonderful to have a competent person who cares.

We had one expensive concern this past year, six new Coolers replacing the old rusted semi-functioning ones on the CE Bldg and over the offices. Avalanche Cooling performed the installation last Fall. We have a bid to replace the wrinkled carpet at the entry near the office. Jeffrey is working with the installer to remove and replace the section. Excel energy did an energy audit and we've adopted the energy suggestions which we could implement ourselves. Thanks to Dave Hoefler for his leadership.

Financially, we had a very good year. Pledges were paid as promised and the influx of new members helped solidify our income. We had generally a pretty mild winter which helped. This year winter was colder, but we've managed to hang in there with Utility costs. Our leases are in place for the CE Bldg. earning us some \$26,000 in rental income, less 2200 in Property tax the State requires us to pay for that rented space. It's worth the effort. The roof over the offices and gathering space is 2 years old with a 15 year Guarantee, and Kruger roofing handles any leaks. Kruger also installed new shingles on the South half of the CE building roof which solved our leak problems over there. Our finances are in solid shape so far in 2019. We are grateful for the yeoman effort Martha has made to keep finances accurate and transparent.

We have a schedule of Usage charges should anyone want to rent space in the Main Bldg. Beth has that schedule and rental agreements. That's all Folks !

BP Mahoney, Chmn.

MINISTRY TEAMS

*Not elected or affirmed at Annual Meeting per current bylaws, but subject to Council oversight
Ex-Officio Members [Mod, VMod and Senior Pastor] not included in listings.*

This listing is presented for informational purpose and is not subject to vote.

PROPERTY & FINANCE

Cindy Haas, Chair
Brian Mahoney
Martha Jones
David Hoefler
Julie Krueger
Michael Petri

CONGREGATIONAL LIFE [has no chair]

Carolyn Holmgren
Chris Coolidge
Gail Gordon
Carol Oglesby
Ken Puhler
Sharyl Peterson

WORSHIP & CELEBRATION

Carolyn Ramsey, Chair
Martha Jones
Pam Gregory
Beth Rakestraw

MISSION & OUTREACH

Sally Shell, Chair
Ellen Bradley
Julie Krueger
Kathy Viglianco
Allan Weinand
Katelynn Marth

JUSTICE ACTION MINISTRY

Mary Sealing
Ken Puhler

“COMMUNICATIONS TEAM”

Beth Rakestraw
Bob Peterson

“SPIRITUAL FORMATION & EDUCATION”

ADDITIONAL “UNCLASSIFIED” MINISTRY TEAMS

Bereavement –Shirley Kodis, Carolyn Ramsey
Shepherds –Carolyn Holmgren
Pastoral Care –Andrea Leak, Carolyn Holmgren

Women’s Coffee
Men’s Coffee

Prayer Shawl –Lila Woodward

Office Angels –Office Admin, Beth Rakestraw
Vicki Brickey
Chris Coolidge
Joanne Drake
Gail Gordon
Shirley Kodis
Gail Mosher
Carol Oglesby
Michael Petri
Dorothy Segrest

Counters –Treasurer, Martha Jones
Gail Gordon
Cindy Haas
Mark Long
Michael Petri

Pastoral Relations Team Members:

Gail Gordon,
Carolyn Holmgren,
Ken Puhler,
Dorothy Segrest
*recommended by senior minister, approved by
council*