



The Pinedale Community United Church of Christ
In Pinedale, Wyoming

Seeks a:

A Full-time Pastor

to join us in worship, praise, service and ministry to our community

This position is currently open
as of January, 2021

*We are seeking to love and welcome all people
in worship, song, and community service.*

INFORMATION FOR NATIONAL DATABASE OF OPEN POSITIONS

Pinedale Community United Church of Christ

113 S. Maybell Ave.

Pinedale, WY 82941

<https://pinedalecommunityucc.org/>

Supplemental web links:

www.sublettewyo.com

www.pinedaleonline.com

www.visitpinedale.org



Rocky Mountain Conference Staff Contact Person:

Reverend Erin Gilmore

Associate Conference Minister Rocky Mountain Conference UCC

Phone: 303.984.9118

Email: erin@rmcucc.org

Summary Ministry Description:

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

We are seeking an enthusiastic, self-motivated, organized pastor who can help us continue to live into our identity in the community as "the church that is open to all," the place all people are truly welcome. We want leadership that has the capacity to navigate change and help us adapt in ways that will further help our congregation thrive. Though experience in small churches and communities might be helpful, what is more important to us than years of experience, is a willingness to come alongside our congregation, bringing fresh ideas, perspectives and inspiration. This will help us better serve the wider community and become the church God is calling us to be.



Current size of membership:

Members = 40

Friends = 15

Inactive members = 12

Average Attendance = 35

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

Nestled at the foot of the Wind River Mountains with a river running through it, Pinedale is a strikingly beautiful rural community sitting at a little over 7,000 feet. While we have experienced some growth with new small businesses, we are still a small-town (population just under 1,800) with a small-town feel. The people here look out for each other, but they also prefer to be as

independent as possible. We have a great library, large recreation center, active fine-arts programs, and unlimited year round outdoor recreational opportunities.

Position Title:

We are seeking a settled full-time pastor (i.e., resides in Pinedale) who will help discern the congregation's priorities.

Compensation Level:

Salary: \$52,000

The salary includes a housing allowance. We also have a parsonage available that can be used as a residence.

Benefits:

- In addition to the salary, the church will contribute 14% to the pastor's Pension fund.
- Depending on the needs and interest of the candidate, the salary and housing above can be redistributed to include an HSA, or contributions to a Health Plan.
- We do reimburse for mileage, provide for minister education; pay for attendance to conference annual meeting; and reimburse for miscellaneous minister expenses dealing with parishioners. Sabbatical time is scheduled.
 - These reimbursements are on top of the base salary/housing mentioned above.



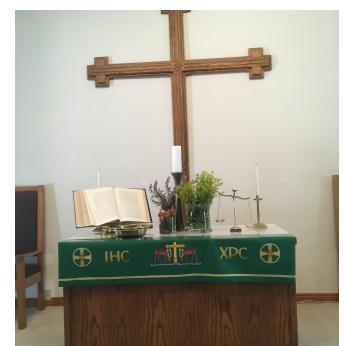
WHO ARE WE NOW?

1. **One to two paragraph description of who you are as a church. (i.e., what we most value, what our strengths are, what we enjoy doing together, what our worship is like, what we care about as a congregation.)**

One of our congregation's greatest strengths is our commitment to diversity of beliefs and people. We have a mostly centrist set of values and theologies, which differ from individual to individual but do not define how we interact with one another. We accept differing viewpoints without pressure on people to change their positions. The importance of this cannot be overstated: It provides us stability and cohesiveness as a congregation and, indeed, is a quality that is often mentioned in Pinedale as a core strength of our church.

We value being immersed in a loving, accepting community where we strive to avoid judgement and embrace our diversity. We seek community: the strength of all of us coming together in worship and supporting one another and seeking a better world.

We are active participants in our community. Though it is becoming more polarized, we seek to maintain warm relationships that transcend divides. We seek refuge in our community of faith. We want to "just be" in the presence of the divine and to listen quietly for the peace that passeth



understanding to surround and nurture us. And we love to worship through music and song!

2. Describe the mission and or purpose of your church:

The statement on our Facebook page: “We are seeking to love and welcome all people in worship, song, and community service” generally sums up our mission. Our purpose stated in our church’s constitution: “The avowed purpose of this church shall be to worship God, to preach the gospel of Jesus Christ, and to celebrate the Sacraments; to realize Christian fellowship and unity within this church and the Church Universal; to render loving service toward mankind; and to strive for righteousness, justice, and peace.”

Anecdotally, as the “community” church, we seek to find ways to serve in and around our local area. Our building has a reputation of being “open” to All for functions and events, and historically we have facilitated many funerals and weddings for those who do not have another “church family.” People feel welcome.



3. One to two paragraph summary of the church’s history.

The Pinedale Community UCC Church was the first organized religious group in town in 1904, meeting as a Sunday School in a borrowed building. By 1907 there were 11 members, and by 1910 a sanctuary was built one block off Main Street, where it remains today. The Congregationalist shared this space with several other denominations. Later a community hall was attached and a parsonage added to the property. The hall was used by many as a banquet room, basketball court, roller-skating rink, dance floor, meeting room and movie theater. Even the bell was used in the 30s to call firefighters and announce curfew for school-age children. In the 50s a kitchen, 2 meeting rooms and an office were added.

In 1961 the church officially affiliated with the United Church of Christ. In the 70s more renovations took place on both the hall and the parsonage. In 1995 the congregation built a brand new and larger sanctuary on the original foundation and in 1998 officially changed our name to Pinedale Community United Church of Christ. In 2004 we celebrated our 100th anniversary.

We continue to be a community center for Pinedale, helping to support The Pinedale Theatre Company, Community Choir, Thanksgiving Feasts, a Free Summer Lunch Program, and a Community Bak Pak Program. We also accommodate funerals and weddings for the unchurched. etc.

4. Statistical Summary:

a. Active Membership:

- i. approx. 26 active members and 15 regularly attending non-members

b. Total Reported Membership:

- i. 40 members
- ii. 15 friends

c. Sunday Morning average attendance:

- i. 35

d. Number of children and youth:

- i. Approx. 7 children



- e. Average Attendance by children and youth:
 - i. 4 children
- f. Members serving on Boards and Committees (not including ad hoc committees or small groups):
 - i. Church Council = 8
 - ii. Community Bak Pak Program = 4
 - iii. Summer Lunch Program = 1-2
 - iv. Women's Fellowship Group = *all women, 4 leaders who organize*
 - v. Pastoral Relations Team = 2-3
 - vi. Music Team = 4-5
 - vii. Endowment (Investment) Committee = 2-3
- g. Missions Giving, average over 5 years:
 - i. 7-8 % of budget
- h. Results of most recent stewardship campaign compared with previous year:
 - i. We do not conduct a stewardship campaign.
 - ii. Our offerings this past year, during the Covid pandemic were down about 10%. Typically they average \$60,000-\$65,000. 2020 offerings were approximately \$61,700.
- i. Any other interesting statistics:
 - i. [CLICK HERE](#) for the Treasurer's Report for 2020
 - ii. [CLICK HERE](#) for our 2021 proposed budget (*as presented for the Jan. 17, 2021 annual meeting*)
 - iii. [CLICK HERE](#) for the Pastor's Report for 2020 (*as included in the Jan. 17, 2021 annual meeting report packet*)

5. **Most UCC congregations tend to describe themselves as "diverse."** Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean to your context?

Indeed, we are mono-cultural and mono-racial. At this point in our history, embracing diversity means accepting varying lifestyles and acknowledging that we have a wide range of political points of view within our small congregation.

6. **Describe the structure of your church.**

The church council meets once a month with the church pastor to conduct official business. The pastor is in charge of the Sunday service and works with the music director to coordinate music. Our Godly Play program offers Sunday school to elementary school children and is overseen by a parent. For many years, we had a parent-run youth group, but we no longer have youth to participate. We hope the new pastor will help us recruit more families. Our pastor led a Bible study once a week. We have a church choir, led by the music director, and mission, women's fellowship, and building-use committees. Our congregation meets after Sunday worship in fellowship. Numerous members participate in volunteer activities in the community.

7. **What are the staff positions currently held at the church** (including the position you are seeking):

We do not have any other paid staff positions at our church other than the pastor.

WHO IS OUR NEIGHBOR?

1. 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?

- We sponsor a Free Summer Lunch Program for children with two other local churches.
- We sponsor a community Thanksgiving Dinner with two other churches.
- We sponsor a Community Bak Pak Program providing weekend food for kids in need.
- We make monthly contributions to our local Food Basket and to a mission in Africa that helps feed children.
- We provide practice space for the community-wide Christmas choir, in which some of our members participate, and for a community theater group, although neither met this year because of COVID.
- We contribute to community programs like buying diapers for families in need and gathering socks for needy families.
- We contribute to the UCC’s OCWM.
- Women’s Retreat (weekends) in collaboration with the Rock Springs and Green River women---3 different times

We invite questions from our pastoral candidates on the above congregational activities.

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

Though we are too far away geographically for many members to participate in UCC conference and association activities, we do send a delegate to meetings, and we have sponsored children for camp at LaForet. Our pastor was active in both the conference and association.

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

- a. Accessible to All (A2A)
- b. Creation Justice
- c. Economic Justice
- d. Faithful and Welcoming
- e. God is Still Speaking (GISS)
- f. Immigrant welcoming
- g. Inter-cultural/Multi-racial (I’M)
- h. Just Peace



- i. ___ Global Mission Church
- j. ___ Open and Affirming (ONA)
- k. ___ WISE Congregation for Mental Health
- l. ___ Other UCC designations
- m. ___ Other similar designations in affiliated denominations
- n. ___ None

Given our small, rural, and relatively isolated location in western Wyoming, we are removed from many of the conference (and national) programs such as the ones listed above. They simply are not relevant to our community. We connect more to the immediate needs of the surrounding towns (few and small), and the county at large. We coordinate with, participate in, and support local groups/organizations who are seeking to serve our local population.

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

This category is discussed in the questions above. Several of our members participated in a Stephen's Ministry program a few years ago, led by our local Episcopal priest.

5. MissionInSite: Comment on your congregation's Missioninsite report with data for your neighborhood(s) or area.

- a. Links to this demographic info include:

- i. [CLICK HERE](#) for the Eleven Year Church report
- ii. [CLICK HERE](#) for the ExecutiveInsite Pinedale report
- iii. [CLICK HERE](#) for the MinistriesInsitePriorities Pinedale report
- iv. [CLICK HERE](#) for the QuickInsite Pinedale report

- b. What trends and opportunities are shown?

These reports were drafted prior to the pandemic and several other economic factors (e.g., energy-sector downturn), yet our community is projected to be stable, even as it adjusts and adapts to the changing world. Several factors include:

- COVID
 - Short term, a healthy real-estate market as families and individuals seek non-urban locations and a desirable (clean) living environment, especially if they can work remotely or move their business to this area.
- ECONOMY
 - An uptick in regional and national interest in recreation and the value of open spaces and public land.

- The diversification of the economy as necessitated and championed at the state level, and the recruitment of and emergence of new industries to the state. Sublette County is a desirable location for many. The recent focus on improving digital infrastructure is a critical factor in anticipated growth. It is happening.

Other trends worth noting include:



- Generally speaking, our population is “aging,” projected to have increasing numbers of population 60+ as children are raised and leave the area and the parents remain.
- We are slightly above the state average in income and education levels.
- The Mosaic Profile (noted in the ExecutiveInsite report) notes lifestyle preferences and generational definitions. Our church family includes a number of “Boomers,” who are enjoying an active retirement. We also have a few of the still working “Gen Xers,” and a few “Millennials...” a group we would like to have more of.
- In the MissionInsite report, it is significant to note the “Top 15 Ministry or Program Recommendations Upon this Study Area,” since they are right in line (*as stated by our church members in the Congregational Survey*) with what people value and are striving to have for our very own Pinedale Community United Church of Christ.

- c. 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?

As stated previously, we are a small, homogenous community-- so our demographic is consistent throughout Sublette County. Though there is a growing number of Hispanic-Latino families in our community, they have gravitated to other worship communities.

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

NA

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

We hear that we are known for being “welcoming” to all, regardless of past church affiliations or socio-economic status. That we are known as the “community church.”

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

They say how friendly people were to them when they first came. That people reached out to talk with them and welcome them to worship/fellowship. That it felt “like home.”

WHO IS GOD CALLING US TO BECOME?

1. Who is God calling you to become as a congregation? What is God seeking to do in your particular context to add to share in the healing of the world?

To truly be the “Community Church,” where all are accepted just as they are. To be the place for those who are members and those who have no church. We want to be a refuge from the chaotic and negative parts of life by providing a safe place to come together in unity. We want to worship a loving God and to live that faith by acting in service to humankind.

We seek to have a church building that is open and welcoming for community groups to gather there often.

We are known as an open and affirming community of fellowship which is open-minded and accepting of all people no matter differing viewpoints and varying lifestyles.

As we continue to reach out and be of service to those in need in our community, we need to reach out especially to young families and youth. We want to grow our church.

And to do so, we will need the help of our new pastor to guide us and help us prioritize. As the “Community Church,” we are seeking wisdom, courage, faith and hope to flourish in the service of God far into the future.



2. Describe the ministry goals you envision your next minister co-collaboration with the congregation to achieve.
 - To help us GROW into a more generationally diverse community
 - Develop a Care Program where members visit members (& friends) to share prayer, food, or other assistance
 - Develop a range of “Sunday school” options, addressing the growing up of small children into middle- and high-school youth, including summer camp and youth group
 - Develop Adult study groups---at least a weekly Bible Study
3. Describe the challenges you are facing as a church and how you hope your pastor will work with you to meet those challenges.
 - COVID:
 - How to balance the need for safety while still meeting in-person with people. The pastor will need to be comfortable with all the variables that have become the new “normal.” We need a realistic yet relaxed and common-sense approach to the current health challenges that exist.
 - Technology:
 - The need to be comfortable facilitating the technical aspects of videoing worship to broadcast each week on facebook and on the church website. Though we are working to familiarize members of the congregation to ‘master’ this technology, the new pastor will need to be very supportive and comfortable helping create all the new possibilities that will come with enhanced technology

- Grow or Die
 - We believe that the Spirit is not yet finished with the Pinedale UCC! While we are an aging congregation and have lost many of our older members, we believe that we have much to offer our wider community and the multiple generations residing here. We want to engage in honest conversation about how we can expand our generational demographic and what will be required of us to do so.



WHO IS GOD CALLING TO MINISTER WITH US?

1. 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 the gifts, talents, skills and leadership style you are looking for in your next pastor. (You can also choose four areas of excellence from the Marks of Faithful and Effective Authorized Ministry to help guide the answer to this question.)

We are seeking a people-centered, caring individual who is spiritually grounded and biblically trained and knowledgeable to lead our congregation toward unity and stability. S/he must have strong skills in communication and organization. We are searching for someone who can be fully engaged with the congregants and physically accessible to all. One of the most important duties would be delivering insightful sermons in meaningful worship services that help to create a safe and holy place for all. Pastoral care, energy to help grow the membership, consistent physical presence in the facility, engagement in church activities, and working closely with the church board would also be expected. Because we pride ourselves on being a "community" church, we would like our pastor to be involved in some activities and organizations beyond our walls. Keeping us involved with other churches, attending community events and functions, aiding in mission as well as pursuing his/her own interests would be a great blessing.

2. 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)

→ LEADERSHIP

- ◆ Able to conceptualize a vision and guide others toward it by working collaboratively to create time-specific goals and objectives
- ◆ The ability to delegate effectively--involving others in their areas of strength and interest

→ **POSITIVITY** and the ability to promote **UNITY**

- ◆ The world provides us plenty of discouragement and divisiveness. We need to celebrate the joy in life and our faith, and come together in a spirit of transcendent unity.

→ **COMMUNICATION AND ACCESSIBILITY**

- ◆ Clear, consistent and timely communication among pastor, members, council and community
- ◆ Being predictably available and visibly present for ministry on a daily/ weekly basis

STATEMENT OF CONSENT:

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

As the committee charged with the responsibility for identifying and recommending a suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing 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? (*e.g., church council or consistory, transition team, etc.*)

Members of our Search Committee include:

- Jen Adam
- Karen Moulton
- Doug Linn
- Julie Konicek
- Julie "JJ" Huntley

Our Search Team appreciates data provided by our church clerk, Cheryl Eatinger, and our treasurer, Ken Konicek. We also appreciate receiving the MissionInSite reports for the Rocky Mountain Conference of the UCC.

Many members of our congregation completed a comprehensive survey addressing the questions of “Who Are We Now,” “Who is our Neighbor,” and “Who is God Calling Us to Be?” The cumulative input we received from this survey was most helpful in completing this profile. *A summary of our congregational survey is available upon request.*

2. Additional comments for interpreting the profile:

Please utilize the links inserted within sections of this profile.

They provide additional or more comprehensive information on the question at hand.

Also, if you have questions or need assistance in accessing information included in this profile, please email JJ Huntley at: juliejoneshuntley@gmail.com.

Signed:

Name/Title/Date: Julie Jones Huntley, Search Committee Chairperson,----February 8, 2021 (slightly edited in June 2021)

Julie Jones Huntley, February 8, 2021

Updated June 27, 2021---*JJH*

VALIDATION BY CONFERENCE/ASSOCIATION:

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

Staff comment:

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

Staff comment:

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

My signature below attests to the above three items.

Signature: 

Name/Title: **Erin Gilmore/Associate Conference Minister**

Email: **erin@rmcucc.org**

Phone: **720-738-8563**

Date: **6/29/2021**