

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

**Christ Congregational Church
Fort Morgan, Colorado**

Pastor

**Rocky Mountain Conference
Platte Valley Association**

[April 23, 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.

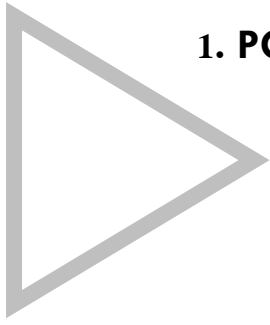
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. 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: **Christ Congregational Church**

Street address: **730 Ensign Street, Fort Morgan CO 80701**

Supplemental web links: <https://www.uccfm.org/>

<https://m.facebook.com/CCCFortMorgan/>

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

Conference:

Rocky Mountain Association/ Platte Valley Association

UCC Conference or Association Staff Contact Person:

Associate Minister: **Erin Gilmore**

Ph: 801.694.6300

Summary Ministry Description:

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

Our church wants to continue to provide outreach to those needing pastoral care, homebound or in the hospital. We wish to continue to build our family relationships and keep our youth involved in church. We would like to gain further guidance and knowledge of the Bible.

Photographs:



Our Church Building – Established 1907



Children's Time -Transfiguration Sunday



Faith 5K



Christmas Tea

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

We are a small but diverse community. This community comes together to support those in need through various charitable organizations and events. This community makes you feel like part of a large family.

Current size of membership:

158

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

None

Position Title: **Pastor**

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)

- Lead and preach in congregation's worship services**
- Administer church business and oversee the church services**
- Work with the congregation's governing body and its program committees**
- Oversee the preparation of worship bulletin and newsletter**
- Visit members who are hospitalized, homebound, and nursing facility residents**
- Conduct Funerals for members and friends of the congregation**
- Officiate at weddings for members and friends of the congregation**
- Provide counseling and make appropriate referrals**
- Teach confirmation/new member class for youths and adults**
- Maintain a collegial relationship with the area clergy association**
- Work hand in hand with Music Director on hymns and Praise music selections**
- Work in hand in hand with Christian Education Team to coordinate curriculum for Youth and Adult programs.**

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.)

1. **Biblically Grounded**
2. **Caring/Empathetic**
3. **Sociable**

1c. COMPENSATION AND SUPPORT

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

Salary and Housing Allowance to be determined by Rocky Mountain Conference Guidelines

Benefits (*choose one*):

Salary and benefits to include health insurance and retirement package

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*)?

Morgan County, Colorado

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

To be determined on current situation. Time frame for relocation to be determined.

Terms to be discussed.

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

Stipend for further education.

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

Rocky Mountain Conference

Platte Valley Association

Local Ministerial Alliance

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

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.

Our Ministry goals are to help provide biblically based sermons.

To provide leadership to help build our youth program.

To provide empathy and support to our members in crisis and illness.

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

Our vision for our minister is to make an impact beyond our walls by providing a message that provokes reflection of our purpose and provides guidance or leadership in expanding community goals.

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

-English

-Spanish could be beneficial in the community

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.

As we move forward into 2021 and beyond following a difficult year for our world, nation and community, we at Christ Congregational Church are very excited about the opportunity of welcoming a new Pastor to our Church.

While we have experienced wonderful guidance and direction from our previous Pastors, we acknowledge that someone new can and will be, beneficial for all of us.

Christ is at the heart and center of our church and it is this relationship that our church revolves around. We will look to our new Pastor to provide us with a spiritual vision and guidance in order to build on our relationships with Christ.

In relationship with our new Pastor, our Church Board and various committees within the church are committed to integrating theological reflection in teaching, preaching and ecclesial and community leadership.

Should the Pastor need support and assistance, the Pastoral Relationship Committee is designed to provide that support and be a liaison with the congregation when appropriate.

The Christian Education Team is charged with the mission of keeping our children interested and excited in learning about Jesus. We desire our Pastor to have a close relationship and a true partnership with the lay leadership of our church.

Our congregation truly gets excited and involved with lots of positive energy and enthusiastic leadership from the pastor. The new Pastor will be tasked with leading faith formation effectively across generations.

We pray that our new Pastor will guide us with confidence in his or her abilities, share and be open to new ideas and keep an open line of communication as together we listen to the needs of the body of Christ Congregational Church.

We ask for God's guidance and blessing during our search for a new Pastor!

Sincerely,

**Christ Congregational Church
Ministerial Search Committee**



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?

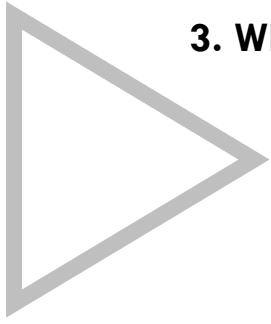
The purpose of Christ Congregational Church shall be threefold: Christ-Centered, Care and Community, as symbolized in the interconnected circles of the Trinity. All mission shall reflect the purpose of the church.



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?

Believing that we are still called to meet in community with our congregation, the church has met the goals of finding new ways to hold church services and events in the absence of in-person services, fundraising and charitable events. Exciting technology includes live streaming service have it available for later viewing. Joys and Concerns are later posted on Facebook. Outdoor services were held in various venues.



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?

We are a Christ Centered Church with a Traditional understanding of God in three persons, Father, Son and Holy Spirit. God speaks to us through the Holy Spirit by helping us interpret and understand the scriptures, revealing God to us. The Holy Spirit provides the cohesiveness and energy to do the ministry of the church.

Describe several strengths or positive qualities of your congregation.

Sociable

“Can do” attitude/ self sufficient

Supportive

Caring for the Community

Approachable

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?

Worship while held in various venues this past year, is typically held in our sanctuary.

We begin service with contemporary praise music that is uplifting, inspirational and enjoyed by the multigenerational congregation. We incorporate traditional hymns within the body of the service. We continue with a church choir and hand chimes. Twice a year we join with our sister church First Christian Disciples of Christ for Christmas and Easter Cantata’s.

Baptism: Family affair/ joyous and based around scripture, music, and fellowship.

Definition of good preaching: Biblically based, thought provoking, challenging and informative.

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?

**Sunday school and congregation are jointly studying *Color the Word Bible Study*.
Women's Bible Study – currently in hiatus due to Covid-19**

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?

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

3-4 per month

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

Emergency, Communicating, Bulletins

- 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

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#: 690450

Assoc: 682 **Schedule:** 0 Christ Congregational UCC Fort Morgan CO 80701

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2010	297	110	55	6	1	20	6	0	21
2011	311	103	80	7	0	17	9	1	14
2012	293	101	80	7	0	11	4	32	-18
2013	294	83	80	8	0	2	3	6	1
2014	281	80	86	3	0	2	8	10	-13
2015	273	70	30	4	0	0	7	5	-8
2016	266	70	29	0	0	0	4	3	-7
2017	175	70	30	0	1	0	5	87	-91
2018	182	75	23	9	0	0	2	0	7
2019	195	85	30	0	18	0	5	0	13
2020	185	50	8	0	0	0	10	0	-10

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
2010	\$121,600	\$0	\$1,449	\$4,431	\$5,880	\$0	\$5,880	1.19	\$127,480	\$0
2011	\$155,760	\$0	\$1,166	\$6,004	\$7,170	\$0	\$7,170	0.75	\$162,930	\$105,465
2012	\$155,760	\$0	\$1,000	\$2,955	\$3,955	\$0	\$3,955	0.64	\$159,715	\$0
2013	\$157,305	\$0	\$1,000	\$5,463	\$6,463	\$9,448	\$15,911	0.64	\$173,216	\$116,357
2014	\$117,488	\$0	\$1,200	\$5,739	\$6,939	\$0	\$6,939	1.02	\$124,427	\$121,423
2015	\$99,285	\$0	\$2,000	\$9,616	\$11,616	\$5,678	\$17,294	2.01	\$116,579	\$109,859
2016	\$126,700	\$0	\$1,000	\$1,367	\$2,367	\$6,700	\$9,067	0.79	\$135,767	\$113,300
2017	\$141,596	\$17,256	\$1,000	\$4,719	\$5,719	\$4,327	\$10,046	0.71	\$151,642	\$118,842
2018	\$135,135	\$0	\$1,417	\$2,921	\$4,338	\$5,207	\$9,545	1.05	\$144,680	\$120,333
2019	\$129,792	\$17,213	\$1,000	\$1,281	\$2,281	\$6,000	\$8,281	0.77	\$138,073	\$111,506
2020	\$129,792	\$0	\$500	\$1,745	\$2,245	\$0	\$2,245	0.39	\$132,037	\$100,000

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2015-2020	-32.23	-28.57	-73.33	-100.00	-16.67	30.73	-80.67	13.26
2010-2020	-37.71	-54.55	-85.45	-100.00	66.67	6.74	-61.82	3.57

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	158	
Number of active non-members:	25	YES
Total of church participants (sum of the numbers above):	183	YES

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	85%	YES
Less than 10, more than 5 years:	10%	YES
Less than 5 years:	5%	YES

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
10	5	18	17	8	14	29	19	32	YES

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	13%	YES
Households with minors:	27%	YES
Single adults age 35-65:	2%	YES
Joint households with no minors:	73%	YES
Single adults over 65:	5%	YES

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	36%	YES
College:	41%	YES
Graduate School:	11%	YES
Specialty Training:		Unknown
Other (please specify):	12%	Trades, Blue collar

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	76%	YES
Adults who are retired:	22%	YES
Adults who are not fully employed:	2%	YES

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

Teachers, Government Workers, Agricultural, Medical Fields, Self-employed, Trades, Sales, Retired, Emergency Workers, Farmers/Ranchers

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?

Monocultural

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:

No situation has arisen that has made us address this issue. All are welcome to our church family.

3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation. -Worship- Sanctuary: **These numbers are pre-Covid 19**

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	9	Women's Bible Study
Baptisms (<i>number last year</i>)	6	Pastor
Children's Groups or Classes	10 Average	Faith Formation
Christmas Eve and Easter Worship	88	Pastor and Music Director
Church-wide Meals	4	Prior COVID-19
Choirs and Music Groups	10 - 20	Chimes, Choir, New Choice, Cantata
Church-based Bible Study	1	
Communion (<i>served how often?</i>)	75 average	1 st Sunday of Month
Community Meals	0	
Confirmation (<i>number confirmed last year</i>)	0	
Drama or Dance Program	0	No
Funerals (<i>number last year</i>)	3	
Intergenerational Groups	0	No
Outdoor Worship	15	Due to COVID May-July
Prayer or Meditation Groups	0	Prayer Chain
Public Advocacy Work	0	None
Retreats	0	None
Theology or Bible Programs in the Community		Unknown

Weddings (<i>number last year</i>)	1	
Worship (time slot: <u> 9:45 </u>)		Music
Worship (time slot: <u> 10:00 </u>)		Worship
Young Adult Groups or Classes	0	
Youth Groups or Classes	0	
Other	20-30	Noodles

Additional comments:

Our church makes noodles as a fundraiser. Participants share a meal at conclusion of each event.

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). **0**

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Administrative Assistant	Church Board	Part Time	Pastor	3 or 4 Years
Janitor	Church Board	Part Time	Church Board	8 Years
Music	Church Board	Part Time	Pastor/Self	Lifetime

REFLECTION

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

We feel that this information reflects the cultural change within religious organizations. Many of those who were raised, confirmed, and attended church as children no longer make this a priority. We find that once those individuals have started families they do return to church.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$111,545.58
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$ 238.22
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$ 0
Fundraising Events	\$10,645.26
Gifts Designated for a Specific Purpose	\$
Grants	\$
Rentals of Church Building	\$

Rentals of Church Parsonage	\$
Support from Related Organizations (e.g. Women's Group)	\$
Transfers from Special Accounts	\$
Other (specify): Interest	\$3738.12
Other (specify):	\$
TOTAL	\$126,167.18

Current annual expenses (dollars budgeted for most recent fiscal year): **\$137,090.75**

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.

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

56%

Has the church ever failed to pay its financial obligations to a minister of the church?

NO

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

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

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

Support for OCWM is not budgeted by percentage. Funds are generated by our Kitchen Committee Donations and free will offerings.

What is the church's current indebtedness?

Total amount of loan debt: **0**

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

Year(s)	Purpose	Goal	Result	Impact
	Sound system	\$	\$	Greater than 10 years ago
2015	Windows Christian Ed Building	\$10,000	\$10,000	Money was raised without supplement from Capital Reserve

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? **\$1,238.22**

Are funds drawn as needed, regularly, or under certain circumstances? **No**

Other Assets

Reserves (savings): **\$95,167.50**

Investments (other than endowment): **\$ 170,467.83**

Does your church have a parsonage?

No

Describe all buildings owned by the church:

Church and Education Building

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

Both

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 information indicates that the majority of our income is expended in support of the Pastor, by providing competitive salary and housing allowance. Secondly, support of the community in its charities, services and organizations is of utmost importance to us in our service to others. Our budget is laid out by the executive committee, approved by the board and voted on by the congregation during our Annual meeting.

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. *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?*

1970 the Cesar Chavez Movement impacted our agriculture community. Christ Congregational Church once with a membership of 750 was split when membership was divided over the fair and ethical treatment of the migrant workers. The half of the congregation who did not support the movement established the Immanuel Evangelical Congregational Church.

100th Anniversary of Christ Congregational Church in 2007.

Summer Food Program for "Rising Up" with *In the Mud Grant* -2017 Using funds from the grant allowed us to provide meals for local homeless shelter and mission outreach for the community.

Playground built with *In the Mud Grant*- 2018 Using funds from this grant allowed us to provide a playground in an income restricted area.

Local community outreach support for "Rising Up" is ongoing

Faith 5k- yearly in its 6th year -German Heritage Meal- ongoing

"Golden Stars" Giving Tree- Annually during Christmas season

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

Pastor Tenure

Church closure due to COVID-19

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 conflict that happens between Pastor and Congregation or Congregants is taken to Pastoral Relations. It is handled with utmost privacy and discretion between the committee and the parties only.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Beth Gleason	4	Yes
Greg Larsen	6	Yes
James Reid	16	Yes- Retired
Arthur Orth	15 plus	Deceased

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

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

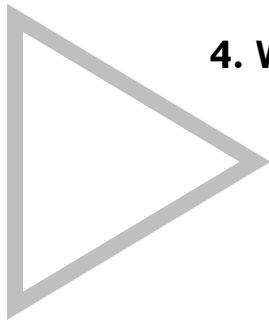
No

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?*

We financially and physically support with volunteer assistance to:

Christ Congregational Faith 5K, Morgan County Golden Stars, Rising Up, Morgan County Veteran Services, Gladiators Boxing Club, Kosman Corn Pick for Food Bank of the Rockies

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

Donations

Attendance at annual meetings, Investment Board, Endowment Fund

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 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 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 checked="" 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?

None at this Time

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

We participate in community activities with Morgan County Ministerial Alliance to include Holy Week activities. We have pulpit exchange with First Christian Church. We provide nursing home ministry that includes communion. We have a joint Cantata with members of Lutheran Church of Our Redeemer and First Christian Church.

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

It is the will of our Lord Jesus Christ that His disciples preach the gospel to the whole world (Mark 16:15, Matthew 28:18-20, Acts 1:8). Therefore, we have organized to be a mission outpost that seeks to connect all people to Jesus Christ through education, dynamic worship, service and fellowship.

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

We believe it would be beneficial for the new Pastor to continue in participating in the events above.

4b. MISSION InSite

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

While our community shows growth over the years, we remain a small community.

How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

Our church's internal demographics do not reflect our neighborhood.

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

Demographics of our community are not shaping our ministry. We continue to welcome any from the community that choose to attend.

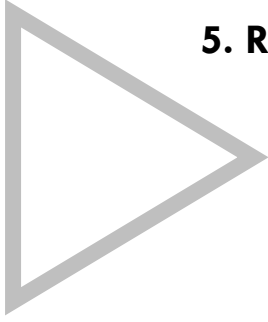
What do you hear when you talk to community leaders and ask them what your church is known for?

**We are known for being the “German Church” which is the heritage of the church.
The white church with the tall steeple and stained-glass windows.**

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

The newest people joining the church state they became involved because:

- 1. The New Choice Band, providing contemporary praise music prior to service.**
- 2. Women’s Bible Study**
- 3. Family oriented**



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

Pam Hernandez / Executive Director / Rising Up
(970-380-7379 / Pam@risingupmorgancounty.com / Community Partner)

REFERENCE 2

Shana Doughty/ Northern Colorado Ministry Leader / International Association for Refugees
(970.427.4140 / shanna@iafr.org/ partner in ministry)

REFERENCE 3

Rev. Michael Evans / Retired Clergy / United Church of Christ
(719.836.1741 / served as previous Interim Minister)

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.



March 15, 2021

To Whom it May Concern:

I have had the great joy of experiencing the hospitality and warmth of Christ Congregational Church both in my capacity as a ministry leader for International Association for Refugees and through pulpit supply. I was invited to meet with women in the church during the Christmas season to share about the importance of tea in Somali culture. Our time together served as an opportunity to explore the culture of many of our neighbors and discuss the importance of hospitality as a practice of our Christian faith. The women were welcoming and demonstrated cultural humility and curiosity in their questions. Some of the women joined us on a later date to visit a Somali café where they were able to hear directly from the café owner about Somali culture and her own story of life in Fort Morgan.

On the occasions that I have shared from the Scriptures as I filled pulpit supply, I have found the congregation to be open and receptive to understanding the text in its own historical and cultural context and the implications that then shape how we engage in loving God and loving our neighbors as ourselves. There have been a couple of times that I have shared a difficult message about humility and loving people who look, act, and believe differently than us. These messages came during divisive times in our country and community. Again, the overwhelming majority of Christ Congregational members were sincere in their desire to take the message into serious consideration both in acceptance of the content and how it might inform everyday life.

I have always felt welcomed and supported by Christ Congregational Church. I look forward to seeing the continual growth of this congregation as they commit themselves to discipleship that embraces the sacrificial love of Christ for them and as they extend that love to their neighbors of all nations. I am grateful for their presence in this community and look forward to continued ministry together.

Sincerely,

Shanna Doughty
Northern Colorado Ministry Leader
M.A. Justice & Mission (Denver Seminary)

To: Laurie Wunsch, Search Committee Chair

Christ Congregational Church

730 Ensign Street

Fort Morgan, Colorado 80701

From: Rev. Dr. Michael F. Evans

1126 Blacksmith Road

Hartsel, Colorado 80449

Re: Church Letter of Recommendation, March 1, 2021

Dear Mrs. Wunsch,

It is my privilege to share this letter of recommendation with you and the Search Committee as you seek a new pastor for your congregation. I served full time as the Interim Pastor of Christ Congregational Church from August 2014 through September 2015. My experience at that time was incredibly positive and I have remained in contact and communication with several members of the congregation up to and including the present moment. My latest direct contact with the congregation was in October 2020 when I returned to the church to lead a worship service and had the honor of baptizing three children of families with whom I had known during my tenure as Interim Pastor.

I found this congregation to be a caring, dedicated, loving, and faithful group of believers. The strengths of the congregation can be found in its long-term core group of leaders and dedicated members, true care and support of each other amid all circumstances, and willingness to embrace caring, strong, and patient pastoral leadership. Worship forms the very core of their values and identity. There is a vibrant and strong music ministry at the church. Pastoral care and quality preaching is especially important to the congregation.

I believe that areas of growth for the congregation includes increased outreach ministry to the community, intentional plans and implementation for numerical membership growth, expanded adult spiritual education and growth opportunities, and continued emphasis on children and youth ministries.

The congregation is theologically mainline traditional and could be considered more conservative in their faith and political values than the wider United Church of Christ. New pastoral leadership needs to be comfortable with this knowledge.

Sincerely,



Rev. Dr. Michael F. Evans

719-836-1741 (Home) 719-839-1513 (Cell)



February 3, 2021

To Whom it may concern:

My name is Pam Hernandez, Executive Director of Rising Up. To share a little about Rising Up our mission is to create innovative lasting solutions to fight homelessness, hunger and poverty in Morgan County. Rising Up is developing temporary and permanent solutions and programs that will help individuals and families rise up from homelessness and poverty and keep hunger at bay. We are the largest food pantry in Morgan County and the only warming center (shelter) in NE Colorado. We are not faith-based but we are faith-driven. With compassion and dignity, our success rate with Morgan County neighbors is huge- thanks to our community of givers.

Rising Up has been blessed by Christ Congregational Church over the years through the mission teams 5k Race. The funds are distributed to several non-profits in our community and we are fortunate to be on the receiving end of the funds. This is how the church gives yearly.

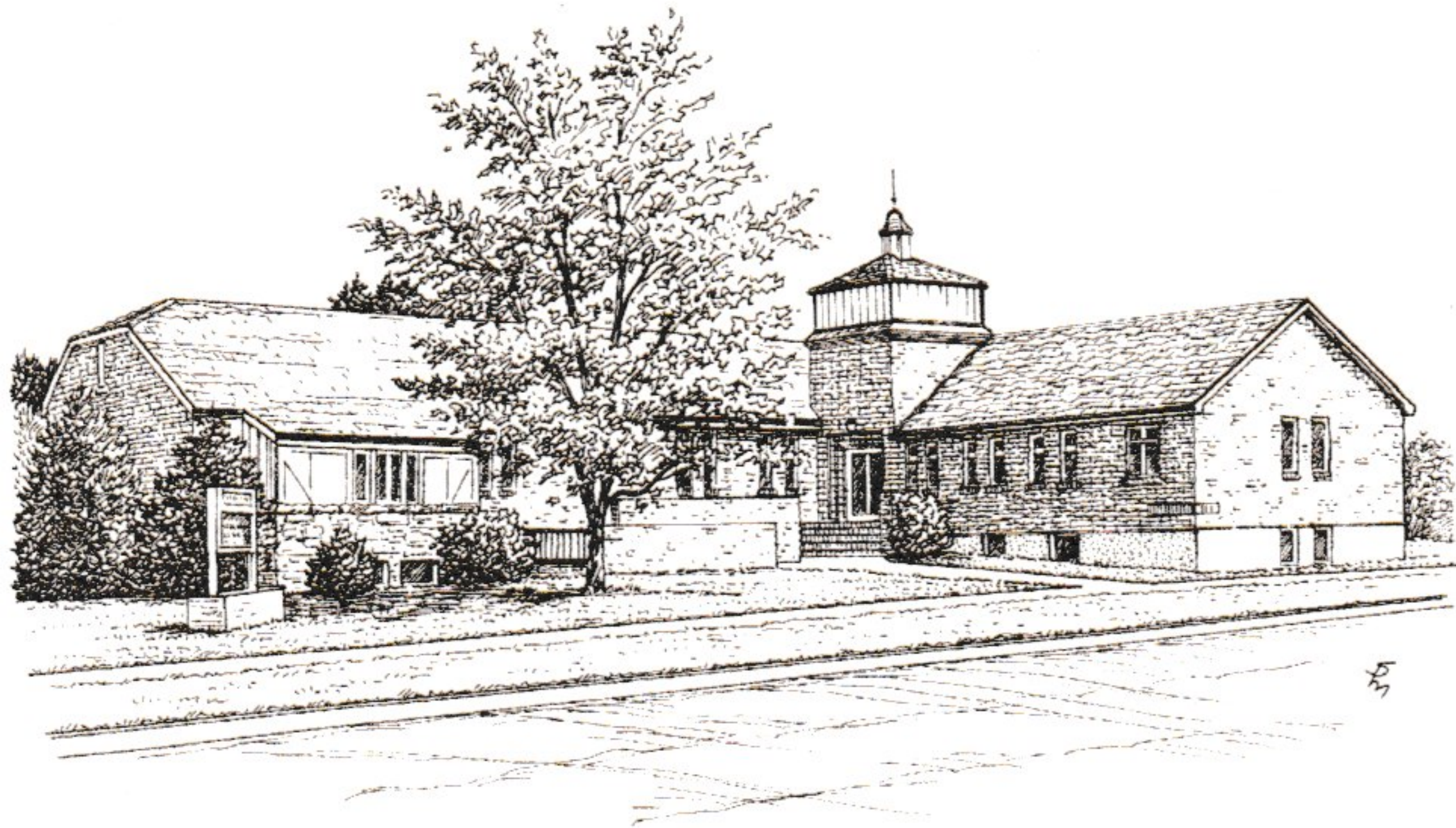
Thank you Christ Congregational!

Sincerely,

Pam Hernandez

Pam Hernandez

PO Box 385 Fort Morgan, Colorado 80701
970.370.8880 • risingupmorgancounty@gmail.com



First Christian Church

(Disciples of Christ)

225 West Bijou
Fort Morgan, CO 80701

(303) 867-6994

970

3/15/21

To Whom This May Concern:

My name is Sandra K Winn, and I am the Pastor at First Christian Church in Fort Morgan Colorado. When I was asked to write a Letter of Recommendation for Christ Congregational, I was pleased to do so.

UCC is our Sister Church, and (before Covid) we would have combined services two times a year. Christ Congregational is an incredibly welcoming church. They meet you where you are, and are more than happy to help those on their Spiritual Journey.

I have been blessed to be able to deliver the Sunday Message several times for their congregation. Their services have something for everyone. They are truly blessed with their music leader, and all of those that serve on the different committees.

The church has an active youth program. The youth that have grown up in the church have taken on larger responsibilities within the church. The members get together to make noodles, cabbage pockets and other various activities. The members view those who enter their doors as family. The thing I love the most about UCC is how they serve the community, by volunteering.

Employment as a Pastor at Christ Congregational would be a blessing for anyone who applies. I guarantee it is a church where a Pastor would have plenty of support.

If you have any questions, I can be reached at pastorsandrak@gmail.com, or my cell 970-380-8792.

God's Blessings,

Pastor Sandra K. Winn

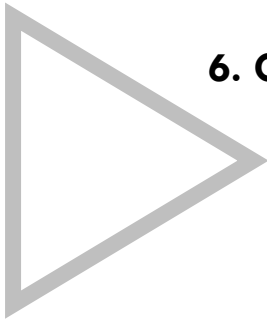


Sandra Winn, Pastor

225 W. Bijou Avenue • Fort Morgan, CO 80701
Church: 970-867-6994 • Cell: 970-380-8792

Email: winnandrak@gmail.com • Sunday Service: 9 a.m.

pastorsandrak



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:

“And I will give you shepherds after my own heart, who will feed you with knowledge and understanding.” Jeremiah 3:15

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.*)
Search Committee, Church Board, congregants
2. Additional comments for interpreting the profile:

Signed: *Laurie A Wunsch*

Name: Laurie A Wunsch

Search Committee Chair

Date:

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: April 23, 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