

INTRODUCING THE NEW LOCAL CHURCH PROFILE



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

Rachel Hackenberg

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Union Congregational Church
Crested Butte, Colorado

Associate Pastor

Rocky Mountain Conference, Western Association

May 5, 2022

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*“God is able to provide you with every blessing, so that
having all sufficiency in all things at all times,
you may abound in every good work.”
(2 Corinthians 9:8)*

INSTRUCTIONS

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

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

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

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and 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.



1a. LISTING INFORMATION

Church name: **Union Congregational Church, United Church of Christ**

Street address: **403 Maroon Ave. Crested Butte, CO 81224**

Supplemental web links: **ucccrestedbutte.org**

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

Conference: **Rocky Mountain**

Association: **Western**

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

Rev. Erin Gilmore, Associate Conference Minister

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 called to a place of deepening and broadening impact in the Gunnison Valley, which will attract a growing congregation diverse in many ways. We will get there by delivering a mix of ever-evolving programs and ministry led by a capable and energetic staff, plus a committed corps of volunteer congregants. In order to get there, we need a pastoral team with clear individual objectives and flexible action plans that blend together to support the overall WHY of our church and congregants. Along the way, we must address several key issues, each led by a Council Member: Staffing, Programming and Worship, Cash Flow Modeling (10 Year Plan), Marketing, Demographics, Housing, Capital Projects, and our WHY (active visioning). We are hiring a new associate minister

to supplement our current staff of a sr. minister of 30 years and associate minister of 18 years to coordinate and implement new programming and worship styles, which we hope will reach and inspire the younger generations.

Photographs:

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





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

We value the natural beauty, the wilderness areas, the abundant wildlife and the year-round recreational opportunities. The dramatic seasonal changes attract a breed of hearty outdoor enthusiasts who cherish the historic mining town heritage, while embracing the evolution of Crested Butte into a contemporary ski town and summer vacation destination with quality schools, world-class orthopedics, accessible airport service, vibrant non-profit organizations and sports amenities for all ages. The small town life offers a community that cares about each other in a way that doesn't happen in bigger towns.

Current size of membership:

150

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

Spanish would be helpful for mission and outreach, but is not necessary.

Position Title:

Associate Minister

Position Duration

At-will position

Settled

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)

-Leading Youth Group ministry, activities, planning, programming and pastoral care

-Community Outreach to Families, participation in activities with them such as sports events, arts, service and educational trips, celebrations, community service projects, etc.

-Leading Young Adult ministry, activities, planning, programming and pastoral care

-Contemporary Worship components

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 a youth-oriented, spiritually committed and enthusiastic innovator to help us evolve into a more 21st century, multi-generational church with programming that reaches beyond traditional styles and embraces digital era culture.

1c. COMPENSATION AND SUPPORT

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

Up to \$48,000, depending on professional qualifications and the terms of the pastoral housing arrangements.

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*)?

In the event the Church has not obtained an offsite parsonage for the new associate minister, a housing allowance will be provided.

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

We would like to assist the new minister in being able to obtain housing in Crested Butte, Mt. Crested Butte, or Crested Butte South.

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

To be discussed in line with program objectives.

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

The Western Association hosts clergy cluster gatherings twice per year. The Rocky Mountain Conference provides a robust pallet of professional development and support programs and events dispersed throughout the year in our three state region in addition to gathering regularly at our conference camp and retreat facility at La Foret in the Black Forest near Colorado Springs.

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

The minister's call is expected to be full-time. If the candidate has bi-vocational aspirations, seeing as though there are two other ministers on staff, their schedule could be flexible enough to accommodate some other compatible vocation, especially if it enhances their ministerial obligations such as extending their contact with families in the community.

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 the new associate minister creating and leading new ministries that connect to families with children/teens and with young professionals in our mountain town culture which is becoming increasingly technological. Someone who is excited about developing new ways to reach the unchurched will help us widen the spectrum of lives that we are able to touch. Finding new ways to engage our congregation and community in Whole Earth, Just Peace and Open and Affirming principles will enable us to unite more people in our mission of “Faith in Action.” Deepening the faith lives of our existing members and outreach to new members will go hand-in-hand as we explore new ways to learn, worship, grow, pray, serve, play and share our faith lives together.

The new associate minister will be part of a ministerial team that includes a clergy couple. We affirm the need and essential value of open and intentionally three-way communication with them and the church council. In the interest of clarity in communications and boundaries of ministerial responsibilities, the church council, with the moderator representing it, will be the supervising entity for the new associate minister.

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

Our vision is for the new associate minister to initiate new relationships in the broader community with the goal of connecting those people to our current congregation and pastors, in order to deepen and widen everyone’s faith journey. Ways in which this might happen are: fresh ideas for faith formation; hosting family/youth activities outside of the church; using technology and social media more effectively; engaging congregants in serving broader needs in the community; creative marketing of our radical hospitality.

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

We invite candidates to put forward the cultural and other attributes that they would hope to bring to our congregation and the Crested Butte 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.

We have listed these in order of priority:

1. Working together for justice and mercy

- a. Drawing on the ministry of Jesus Christ to confront injustice and oppression.
- b. Practicing the radical hospitality of God.
- c. Understanding community context and navigating change with a community.
- d. Engaging in mission and outreach.

2. Building transformational leadership skills

- a. Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.
- b. Strategically creating the future of God's Church.
- c. Working collaboratively with intercultural awareness and sensitivity.
- d. Encouraging leadership development of self and others through continuing education and lifelong learning.

3. Caring for all creation

- e. Nurturing care and compassion for God's creation.
- f. Providing hope and healing to a hurting world.
- g. Practicing self-care and life balance.

3. Exhibiting a spiritual foundation and ongoing spiritual practice

- a. Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship
- b. Praying actively and nurturing spiritual practices.
- c. Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.
- d. Continuing discernment of one's call in community

WHO IS GOD CALLING US TO BECOME?

Love the Lord your God with all your heart, and with all your soul, and with all your
 (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

God is calling us to be a loving, healing, welcoming and unifying family of disciples who take seriously the challenges of our day to “love our neighbors as ourselves.” As the hands and feet of Christ, who loves all people and invites us to be the embodiment of that love in a culture where the love of self, animosity toward the “other,” and fear have become tools for self-righteousness, division and marginalization of people, we are called to be bridge builders, comforters, healers, and advocates for those who need to experience the unconditional love of God through us. By exploring new ways of being church, we will seek to reach those who have yet to experience the power of the Holy Spirit to equip and move our community toward a shared calling to grow in our faith lives and express that growth through faith in action both within and beyond our congregation. We can live into this calling, by recentering our personal and collective faith in God, and then move outwards from there.

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?

UCC has been a part of the Crested Butte community since 1882. During our 140 years, we have been present for the valley in many different ways (ie: community church during local/national tragedies; home to AA; founding and housing a preschool; meeting center for non-profits; worship services for hundreds of folks who call CB their second home; etc.) God is now calling us in a new direction. We sense this “tugging,” but are not yet crystal clear on what this new way of being church will look like. We are very excited to bring in a new minister to help us develop this vision.

A few experiments we have tried are:

- We started a community-wide book group, reading about spiritual matters and/or current events. This has drawn in a few people who didn't know about our church prior.**
- We have been reaching out more intentionally to the Hispanic immigrant community. Most of our efforts have been financial support, but we have also had opportunities to work alongside and visit directly and get to know some of the families.**
- Family night and children's church.**
- We also have been redoubling our efforts to be a grounding and unifying presence in a resort community that can feel fractured at times.**

WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS

SUPPORT

CONGREGATIONAL DEMOGRAPHICS

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 committed to “Faith in Action.” Our logo of footprints leaving the church entrance symbolizes that we are inspired by Christ and equipped by the Holy Spirit to go out and do the work of loving our neighbor as ourselves. That includes working to build the Heavenly Realm on Earth with justice, peace and the integrity of creation, and bringing the growth of our spiritual lives through worship, prayer, study and practice to serve our family of faith and beyond.

Describe several strengths or positive qualities of your congregation.

We are open and affirming, known for being active in the lives of people beyond our membership, a source of help and comfort for the extended community, with a “community church” reputation. Our congregants have been very supportive of missions in Guatemala, Haiti, Afghanistan, Uganda, Alamosa, locally and elsewhere showing that they value serving the “least of these” as central to their calling as disciples. Our congregants are intelligent and educated people. Many of them are friends outside of church. They are comfortable with each other. Now the congregation feels called to reinvest to become more impactful and therefore, more attended by a wider group of local residents, both full and part-time. Though attendance has diminished during the Covid pandemic and through defection, moving away, death, etc, we hear a clear calling from

God to feed the existing flock and focus on being relevant to the broader community, especially the younger generations and the non-churched.

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 takes place in our sanctuary and occasionally outside in the summer and is based around the scripture lesson for the day. The liturgy is a fairly traditional, simplified structure but theologically more progressive, with inclusive language and less formal in its delivery. The strengths of worship have been expressed as: relevant and stimulating sermons; professional quality music; a more casual and interactive leadership style; and a welcoming atmosphere in which the sharing of the peace can go on indefinitely! We have been live-streaming for nearly 10 years, so that technology is not new to us.

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?

Our education with children/youth has declined over the past few years. We need someone with a new vision to rejuvenate our programs. Our education with adults has been “ok.” We have a few ongoing study/faith groups, but I think we need some more options with FLAIR to be added! :) We need more small group ministries, such as: women’s groups, retreats for all ages, parent support groups, etc. One example of a faith formation program that has been successful over the years is a Lenten study. People seem to like that they can commit to 4-6 weeks, and then take a break before trying something else.

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

- 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/No]

The church is governed by a single Church Council that varies in size from 7 to 12 members. Subcommittees that include non-council members have been formed for ongoing and short term needs such as searches, finance, capital projects, endowment, fellowship, caregiving, sabbatical, etc. Council meetings are 2 hours monthly. When immediate action is required, the pastors convene the executive council or conference with the whole council by phone, video or email. Crisis or disasters are usually responded to by the Sr. Pastor who can call upon any council or church members for assistance.

We have been a long term center for the community and seek to renew and strengthen those ties. At this point in time, our vision is to find connection and common ground in our faith lives inside the church, and then use that energy/spark to share God’s love outside the church.

3b. 11-YEAR REPORT

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

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

| | | |
|--|------------|---|
| | | <i>Is this number an estimate? (check if yes)</i> |
| Number of active members: | 75 | yes |
| Number of active non-members: | 25 | yes |
| Total of church participants (sum of the numbers above): | 100 | yes |

Percentage of total participants who have been in the church:

| | | |
|--|--|--|
| | | |
|--|--|--|

| | | |
|----------------------------------|-----------|-----|
| More than 10 years: | 60 | yes |
| Less than 10, more than 5 years: | 30 | yes |
| Less than 5 years: | 10 | 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> |
| 3 | 10 | 3 | 3 | 8 | 10 | 20 | 25 | 30 | yes |

Percentage of adults in various household types:

| | | |
|----------------------------------|------------|---|
| | | <i>Is this number an estimate? (check if yes)</i> |
| Single adults under 35: | 0% | yes |
| Households with minors: | 5% | yes |
| Single adults age 35-65: | 5% | yes |
| Joint households with no minors: | 60% | yes |
| Single adults over 65: | 30% | yes |

Education level of adult participants by percentage:

| | | |
|-------------------------|-----------|---|
| | | <i>Is this number an estimate? (check if yes)</i> |
| High school: | 99 | yes |
| College: | 85 | yes |
| Graduate School: | 30 | yes |
| Specialty Training: | 20 | yes |
| Other (please specify): | | |

Percentage of adults in various employment types:

| | | |
|--------------------------|-----------|---|
| | | <i>Is this number an estimate? (check if yes)</i> |
| Adults who are employed: | 40 | yes |

| | | |
|------------------------------------|-----------|-----|
| Adults who are retired: | 55 | yes |
| Adults who are not fully employed: | 5 | yes |

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

Many of the adults work in service based occupations that support the resort economy. Their occupations include; property managers, fishing guides, chefs, ski area employees, real estate brokers, retailers, school teachers, counselors, and home builders. As with other mountain ski town populations, there are a significant number of telecommuters.

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?

Diversity: faith background, economic status, age, gender, race, political persuasion, full time/part-time, owner/renter, education background, occupation, etc.

Crested Butte is not very racially diverse. It is mostly a white and fairly affluent vacation and recreation destination resort community. The congregation finds its diversity in its faith backgrounds, of which, only about 10 percent include UCC or Congregational origins, the remaining majority are an even mix of protestant and former catholic origins, and a significant number were unchurched or unaffiliated. There is a large range of economic status within the congregation and community at large, about 40 percent are part-time residents and we have many retired members who are very active in the church and community. One unifying component of our community and congregation is the culture of outdoor recreation and preservation. Skiing and snowboarding, hiking, mt. biking, fishing, whitewater sports, hunting, touch the lives of most everyone here where the winters produce 300 inches of snow and the summers offer hundreds of miles of wildflower adorned trails amid 13,000 ft. peaks. It is a very outdoorsy place where the love of God’s magnificent creation pervades and is a major focus of their values and spirituality.

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

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 | 40 | ministers |
| Baptisms (<i>number last year</i>) | 8 | ministers |
| Children's Groups or Classes | | |
| Christmas Eve and Easter Worship | 300-700 | ministers, musicians, congregants |
| Church-wide Meals | 20-150 | church council, congregants |
| Choirs and Music Groups | 15 | musicians, handbell choir |
| Church-based Bible Study | 12 | Sr. Minister |
| Communion (<i>served how often?</i>) | 30-60 | once a month |
| Community Meals | | starting soon! |
| Confirmation (<i>number confirmed last year</i>) | average 6 | ministers and congregant sponsors |
| Drama or Dance Program | | |
| Funerals (<i>number last year</i>) | 6 | Sr. Minister |
| Intergenerational Groups | 10 | Assoc. Minister (periodic mission trips) |
| Outdoor Worship | 40-80 | once a year |
| Prayer or Meditation Groups | | |
| Public Advocacy Work | 10 | minister, congregants |
| Retreats | 10 | ministers |
| Theology or Bible Programs in the Community | | |
| Weddings (<i>number last year</i>) | 20 | Sr. Minister |
| Worship (time slot: Sun, 9am) | 40 average, 100 summer | ministers, musicians |

| | | |
|-------------------------------|------|-----------|
| Worship (time slot: _____) | | |
| Young Adult Groups or Classes | | |
| Youth Groups or Classes | 8-10 | ministers |
| Other | | |

Additional comments:

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

| Name | Three- or Four-Way Covenant? (3 or 4 or No) | | Ministry Setting | Type of Ministry Role | Retired? (Y or N) |
|-----------------------|--|--|------------------|-----------------------|----------------------|
| Rev. David Eggebratan | No | | | 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: **Participant**

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 |
|------------------|----------------|---|--------------------------|--|
| Rev. Tim Clark | Yes | Full-time | Council | 30 yrs |
| Rev. Kelly Clark | | Half-time | Council | 18 yrs |
| Mary Chandler | Office Manager | Part-time | Sr. Minister and Council | 5 yrs |

Alicia Belgiovone Music Director Salaried Sr. Minister 4 yrs

REFLECTION

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

We are serving the population we have pretty darn well...with excellent worship, a variety of small groups, pastoral care, many opportunities for service work, and our ministers’ presence in the community.

3e. CHURCH FINANCES

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

| Source | Amount |
|---|------------------|
| Annual Offerings and Pledged Giving | \$245,000 |
| Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>) | \$0 |
| 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 | \$46,179 |
| Grants | \$0 |
| Rentals of Church Building | \$7,872 |
| Rentals of Church preschool building | \$46,000 |
| Support from Related Organizations (<i>e.g. Women’s Group</i>) | \$ |
| Transfers from Special Accounts | \$ |
| Other (specify): weddings | \$1,175 |
| Other (specify):PPP loan (forgiven) | \$36,932 |
| TOTAL | \$383,158 |

Current annual expenses (dollars budgeted for most recent fiscal year): \$287,093

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? 41%

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%)* ?

What is the church’s current indebtedness?

Total amount of loan debt: 0

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.

None currently

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

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

If a capital campaign is underway or anticipated, describe:

Capital campaigns are being researched and discussed to fund housing for future ministerial staff and physical plant improvements. These are intended to prevent or replenish draws on the building and ministry endowments.

| 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? \$470,717

Are funds drawn as needed, regularly, or under certain circumstances? Only for specific, approved projects

What is the percentage rate of draw (last year, compared to 5 years ago)? 0

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: None

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

Please comment on the above calculations or estimates:

Other Assets:

Reserves (savings): \$511,209

Investments (other than endowment): \$0

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: Church building plus preschool building

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

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

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 largest shifts and endeavors over the past 25 years have been the construction of our preschool building across the street from the church and the historical renovation of the church building itself. Both of those projects were fully funded by capital campaigns. More recently, mission projects in Guatemala, Haiti, Afghanistan and locally have been the focus of the larger projects beyond the budget. Caring for the least and the last instead of ourselves remains what the congregation feels a passionate call to pursue. To that end, as a "mission driven church," in any given year, \$30,000 to \$50,000 may be raised and spent for those in need beyond the annual operating budget of under just \$300,000.

Right now may be the biggest shift in priorities in the history of the UCC Crested Butte. The basic strategy is to invest our reserves in bold and brave rejuvenation because not doing so would continue the decline in participation that we have seen in recent years. Coming out of the COVID-19 pandemic and its dampening effect on congregational participation presents an opportunity to respond to local needs in new ways and with a new member of the pastoral leadership team.

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.

Starting a preschool in the church and then completing a successful capital campaign to build Paradise Preschool was a large successful effort for a church of our size. Hiring a second ordained minister 18 years ago was another. The formation of a 5 octave handbell choir has blessed our worship and music ministry significantly. We were grateful to receive the Lily foundation church renewal grant in 2013 which funded a sabbatical to Guatemala for both clergy and resulted in an ongoing mission partnership with the non-profit Porch de Salomon. Another unique component of our church identity is the ongoing sister church relationship that we maintain with the St. Michael's congregation (EKU) in Spremberg, Germany. It has included annual joint worship services, alternating visits by member delegations, baptisms, confirmation celebrations and weddings.

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

In 2021 the church embarked upon a visioning process that invited members to explore the WHY of their faith, church involvement and affiliation. Many members experienced a dive into the roots and values of their faith lives that they may not have examined or expressed before. It was an invigorating experience for many. The time and passion invested in that process gave birth to this search for an additional associate minister.

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?)

Our congregation has been fairly blessed with very little conflict among members and/or staff. The two times that we experienced some "rockiness" was when the church became an O&A congregation; and currently, we have felt the boat rocking a bit over the last few years due to the overall shifting in our culture. As we have moved in a more progressive direction, some congregants have left and some have become more involved. Policies and protocols have not been called for in conflict resolution to date.

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

| Staff member's name | Years of service | UCC Standing (Y/N) |
|---------------------|------------------|--------------------|
| Rev. Tim Clark | 30 | Yes |
| Rev. Kelly Clark | 18 | Yes |
| | | |
| | | |

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

WHO IS OUR NEIGHBOR?

“Love your neighbor as yourself.” (Matthew 22:39 NRSV)

VISION

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?

Service outreach is an area where this church shines! We have Open and Affirming, Whole Earth and Habitat for Humanity covenants. We also have been very active with engagement in local giving (both of money and time) to individuals and non-profits in the valley. (ie: domestic violence advocacy; mental health awareness; poverty needs; developmentally disabled adults; immigrants rights; etc).

And one thing we do extremely well is regional and international outreach! We have long standing partnerships with the groups listed below (which includes: yearly giving and almost yearly trips with medical/building teams.) These relationships have proven to be invaluable in raising awareness for the great need in our world, and it has also built closer relationships amongst our congregants.

- Porch de Salomon, Guatemala
- Casa Milagro, Guatemala
- Beyond Borders, Haiti
- Spremburg Church, Germany
- Sahar, Afghanistan
- LaPuente Home, Alamosa, CO

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

At least one of the ministers and one congregant participates in the Association and Conference yearly meetings. Our senior minister, Rev. Tim Clark has also often served in various leadership roles in the Western Association and is its current Moderator. Both ministers have been Rocky Mountain Conference camp directors for 10 years, members of the Conference Minister Search Committee, and delegates to General Synod in the past. Rev. Kelly Jo Clark has also been very involved with the RMC youth camping program, regional and national youth events, both serving in leadership roles and bringing youth to attend.

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 checked="" type="checkbox"/> Just Peace |
| <input checked="" type="checkbox"/> Creation Justice | <input checked="" 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 checked="" type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations: |
| <input checked="" type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input type="checkbox"/> None |

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

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

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 is, “Faith in Action.” When we feed the hungry, house the homeless, comfort the suffering, extend the extravagant welcome of Christ, love our neighbor as ourselves, and grow our faith through study and worship, we live out our calling as disciples.

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?

Sr. Minister: (full time, Rev. Tim Clark)

Preaching Sermons

Worship and Liturgy Formation (scripture, hymns, call to worship, unison prayer, coordination with musicians, producing bulletin, etc.)

Pastoral Counseling, Care and Visitation

Weddings, Baptisms, Celebrations of Life, Dedications, Blessings

Adult Education Programs (Bible study, sermon discussions, Lenten series)

Men’s Ministry (bi-weekly discussion-based support group, annual retreat)

Associate Minister (25 to 30 hrs. Rev. Kelly Jo Clark)

(could go to 20 hrs. with youth responsibilities dropping out)

Pulpit Supply

Creative Worship Contribution (worship and liturgy formation)

Women’s Ministry (discussion and support groups, annual retreat)

Adult Education Programs

Mission Committee Coordination and Leadership

Service and Mission trips

Pastoral Care and Visitation

Associate Minister (new):

Periodic Pulpit Supply

Youth Group leadership and programming

Young Adult ministry, programming and pastoral care

Alternative Contemporary Worship Planning and Leadership

Small Group Ministry, off-site and home group programming
 Community Outreach to Families, participation in activities with them
 such as sports, arts, trips, celebrations, community service projects, etc.
 Meeting the younger generations in their social context
 Social Media Content Generation

4b. MISSION InSite

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

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 demographics in age categories are weighted heavily toward the older/retired folks in our town. Our other demographics (economics, race, ability, gender) are in line with the community.

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

Our community has seen an unprecedented rise in young telecommuter families with younger children. This is highly shaping our ministry and it is what has led to this current search.

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

We are thought of as the "community church" in town. (The only other churches in town are a Catholic church, Episcopal church and a Southern Baptist church.) We are known as the church to come to for important life rituals or for difficult faith questions/pastoral care. We have also hosted important community events, such as: prayer vigils for mass shootings; hosting non-Christian speakers on important topics; etc. Rev. Tim Clark is also known for adding a level of spirituality to many of the outdoor sporting events around town through blessing and invocations!

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

Sensing the presence of the Holy Spirit

Welcoming Congregation

Stimulating and Relevant Sermons

Quality Music

Mission Focus

Progressive Theology

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

Kim Walter /Former Church Council Member / Crested Butte

Kim Walter is an Illinois native, having also lived and worked in Minnesota, Colorado and New Mexico. She is a retired marketing executive, from General Mills, a food manufacturing company based in MN. Kim and her husband, Neal, are avid downhill skiers who lived fulltime in Crested Butte, from 2006-2019. Kim volunteered for UCC on Council, Stewardship and Finance committees, Choir, and various Special Project committees, such as Pastor Sabbaticals.

UCC is a long-standing and active serving member of the Crested Butte Community. Their vision and mission are well established. UCC welcomes everyone through their doors. Relatable and creative sermons, accompanied by very talented musical programs, are cornerstones of UCC. UCC also has provided an alternative youth program to "Young Life", and communion education for all faiths. The UCC Christmas candle-light service is an important and "sold-out" annual tradition for Locals, Part-time Locals and Tourists in our community.

The overall words that best describe the current UCC congregation are: curious, athletic, aging, well-educated, and fairly traditional in their lifestyle and faith practices/beliefs.

The biggest challenge for UCC is to grow a younger demographic and more involved community of faith for full-time/part-time residents, including (mostly) weekend vacationers. An energetic, optimistic, idea-filled experimenter, who utilizes today's technologies/languages/music, and will appropriately assign congregant tasks; engage/train others to lead; and more broadly reach into the evolving CB community, in a focused and strategic manner, will find success in Crested Butte and in UCC.

The UCC Women's Book Group was my point of entry into UCC and I am grateful for every member I have met. The trust they placed in me, as we walked our journeys of faith/learning/hope/renewal was irreplaceable. The same can be said for the many personal and helpful insights both Pastors Tim and Kelly Jo Clark have shared over the years. Storytelling is an important "value" overall, in Crested Butte, and a tool both Pastors use effectively, in very different ways.

kimwalter1@msn.com

(970) 275-2313

REFERENCE 2

Rev. Ian Wrisley / Minister of Gunnison Congregational UCC / Crested Butte

I've been acquainted with Union Congregational Church for about seventeen years. Although my family and I have worshipped with Union for a number of years, my primary point of contact is through youth ministry. Our children attended youth group and summer camps with the church and were confirmed there, and i've chaperoned a number of youth service trips and helped with a couple of OWL classes and been a confirmation mentor. I've known Tim and Kelly Jo for a long time, and admire the very different kind of leadership they each bring to their work.

One of Union's biggest strengths is that is a community church in the best sense of the term. Confirmation is one example of that. Parents, some of whom have not seen the inside of a church in many years, encourage their kids to attend confirmation in order to understand Christianity, faith, themselves in the world, and community.

Union feels safe to people on the fringes of Christian faith. Again, youth ministry makes that most obvious. My son has been an agnostic since i can remember, but he loved youth group, confirmation, and MADD Camp at LaForet, led by Union's pastor Kelly Jo. He also participated in other youth groups and camps. He sometimes tells me that he went to the other groups for fun and games, but he always felt a depth of experience at Union events that he didn't find

elsewhere.

I think that sense of being for the community is seen best on Christmas Eve. A lot of churches do Christmas Eve well, but Union is able to create a sense of family even when each of their three services is overflowing. There's a sense of transcendence that is due in part to the simple beauty of the sanctuary, the intention of the planning, and the invitation toward justice offered in the homily. In addition to bringing a deep generosity of spirit as a senior pastor, Tim has a strong sense of environmental justice, and i'd like to see Union adopt some of that, as well. I think the church could be a community leader in creative ways of combatting climate change, both on the local level and through the connections so many people have in Crested Butte to the corridors of power. It would be nice to see that passion and positioning be leveraged.

**Rev. Ian Wrisley
Box 1716 CB, CO 81224
ianwrisley@gmail.com
970-209-9301**

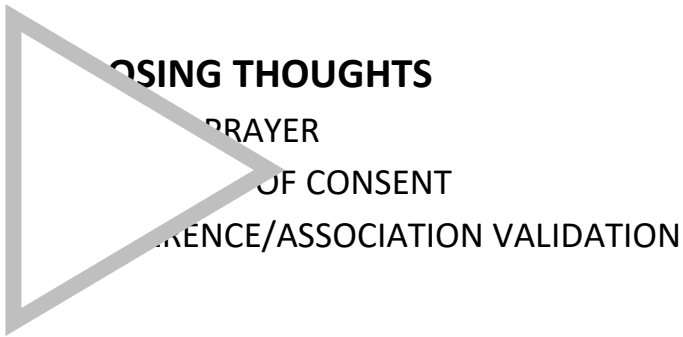
PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.



CLOSING THOUGHTS

PRAYER

OF CONSENT

REFERENCE/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:

A story from Annie Dillard's *A Pilgrim at Tinker Creek*

When I was six or seven years old, growing up in Pittsburgh, I used to take a precious penny of my own and hide it for someone else to find. It was a curious compulsion; sadly, I've never been seized by it since. For some reason, I always "hid" the penny along the same stretch of sidewalk up the street. I would cradle it at the roots of a sycamore, say, or in a hole left by a chipped-off piece of sidewalk. Then I would take a piece of chalk, and, starting at either end of the block, draw huge arrows leading up to the penny from both directions.

After I learned to write I labeled the arrows: SURPRISE AHEAD or MONEY THIS WAY. I was greatly excited, during all this arrow-drawing, at the thought of the first lucky passer-by who would receive in this way, regardless of merit, a free gift from the universe. But I never lurked about. I would go straight home and not give the matter another thought, until, some months later, I would be gripped again by the impulse to hide another penny.

The world is fairly studded and strewn with pennies cast broadside from a generous hand. But — and this is the point — who gets excited by a mere penny?

It is dire poverty indeed when a person is so malnourished and fatigued that they won't stoop to pick up a penny. But if you cultivate a healthy poverty and simplicity, so that finding a penny will literally make your day, then, since the world is in fact planted in pennies, you have with your poverty bought a lifetime of days. It is that simple.

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 ministerial staff, search committee and church council generated the profile.

2. Additional comments for interpreting the profile:

Signed:

Rev. Timothy Q. Clark 5/4/2022 Senior Minister

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: 303-984-9118

Date: May 5, 2022



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

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



Church#: 690200

Assoc: 694 **Schedule:** 0 Union Congregational Church Crested Butte CO 81224

| YEAR | MEMBERS | AVG WEEKLY ATTENDANCE | CHR ED/ FAITH FORM | CONFIRMATION | CONFESSION | TRANSFER OR REAFFIRM | DEATHS OR TRANS OUT | OTHER LOSSES | NET MEMBS ADDS-REMOVED |
|------|---------|-----------------------|--------------------|--------------|------------|----------------------|---------------------|--------------|------------------------|
| 2011 | 221 | 110 | 50 | 0 | 7 | 0 | 0 | 0 | 7 |
| 2012 | 230 | 110 | 40 | 9 | 0 | 0 | 0 | 0 | 9 |
| 2013 | 239 | 90 | 0 | 9 | 0 | 2 | 2 | 0 | 9 |
| 2014 | 239 | 90 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2015 | 234 | 80 | 16 | 0 | 10 | 2 | 2 | 15 | -5 |
| 2016 | 184 | 70 | 18 | 5 | 0 | 8 | 23 | 40 | -50 |
| 2017 | 177 | 75 | 24 | 0 | 3 | 0 | 2 | 8 | -7 |
| 2018 | 181 | 75 | 45 | 7 | 3 | 0 | 6 | 0 | 4 |
| 2019 | 177 | 75 | 35 | 0 | 0 | 2 | 6 | 0 | -4 |
| 2020 | 177 | 75 | 35 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2021 | 175 | 75 | 35 | 0 | 0 | 4 | 6 | 0 | -2 |

| 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 |
|------|------------------|------------------|---------------|----------------------|------------|-------------|---------------|------------------------|--------------|-----------------------|
| 2011 | \$242,000 | \$0 | \$4,000 | \$3,499 | \$7,499 | \$1,463 | \$8,962 | 1.65 | \$250,962 | \$215,960 |
| 2012 | \$249,334 | \$0 | \$4,000 | \$4,838 | \$8,838 | \$0 | \$8,838 | 1.60 | \$258,172 | \$230,771 |
| 2013 | \$256,911 | \$0 | \$4,000 | \$2,759 | \$6,759 | \$0 | \$6,759 | 1.56 | \$263,670 | \$277,758 |
| 2014 | \$256,911 | \$0 | \$4,650 | \$2,140 | \$6,790 | \$0 | \$6,790 | 1.81 | \$263,701 | \$0 |
| 2015 | \$201,170 | \$0 | \$0 | \$1,160 | \$1,160 | \$22,642 | \$23,802 | 0.00 | \$224,972 | \$219,000 |
| 2016 | \$219,000 | \$0 | \$8,000 | \$2,796 | \$10,796 | \$0 | \$10,796 | 3.65 | \$229,796 | \$224,000 |
| 2017 | \$226,000 | \$0 | \$4,000 | \$5,017 | \$9,017 | \$60,000 | \$69,017 | 1.77 | \$295,017 | \$219,000 |
| 2018 | \$274,165 | \$0 | \$4,000 | \$1,292 | \$5,292 | \$0 | \$5,292 | 1.46 | \$279,457 | \$233,124 |
| 2019 | \$286,281 | \$0 | \$4,000 | \$75 | \$4,075 | \$0 | \$4,075 | 1.40 | \$290,356 | \$254,653 |
| 2020 | \$286,281 | \$0 | \$4,000 | \$0 | \$4,000 | \$0 | \$4,000 | 1.40 | \$290,281 | \$0 |
| 2021 | \$290,703 | \$0 | \$4,000 | \$0 | \$4,000 | \$0 | \$4,000 | 1.38 | \$294,703 | \$245,007 |

| % CHANGE | MEMBERS | AVG WEEKLY ATTENDANCE | CHR ED/ FAITH FORM | TOTAL ADDITIONS | TOTAL REMOVALS | CURR LOCAL EXPENSES | TOTAL OCWM | TOTAL EXPENDITURE |
|-----------|---------|-----------------------|--------------------|-----------------|----------------|---------------------|------------|-------------------|
| 2016-2021 | -4.89 | 7.14 | 94.44 | -69.23 | -90.48 | 32.74 | -62.95 | 28.25 |
| 2011-2021 | -20.81 | -31.82 | -30.00 | -42.86 | 0.00 | 20.13 | -46.66 | 17.43 |

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.

The QuickInsite Report

Prepared for: Rocky Mountain Conference, UCC
Study area: 2.5 mi Around 403 Maroon Avenue, Crested Butte, Colorado 81224, United States

Base State: CO
Current Year Estimate: 2021
5 Year Projection: 2026
10 Year Forecast: 2031
Date: 3/25/2022
Semi-Annual Projection: Summer

About the QuickInsite Report

The QuickInsite report is designed to provide a quick look at a geography defined by a user. It provides an initial impression of a study area through a set of 12 demographic variables, the top 10 Mosaic Segments and 5 Religious Beliefs and Practices derived from the Simmons National Consumer research data.

NOTE: Not all of the demographic variables available in the MI System are found in this report. The FullInsite or ExecutiveInsite Reports will give a more comprehensive view of an area's demographics and ViewPoint a fuller view of its beliefs and practices.

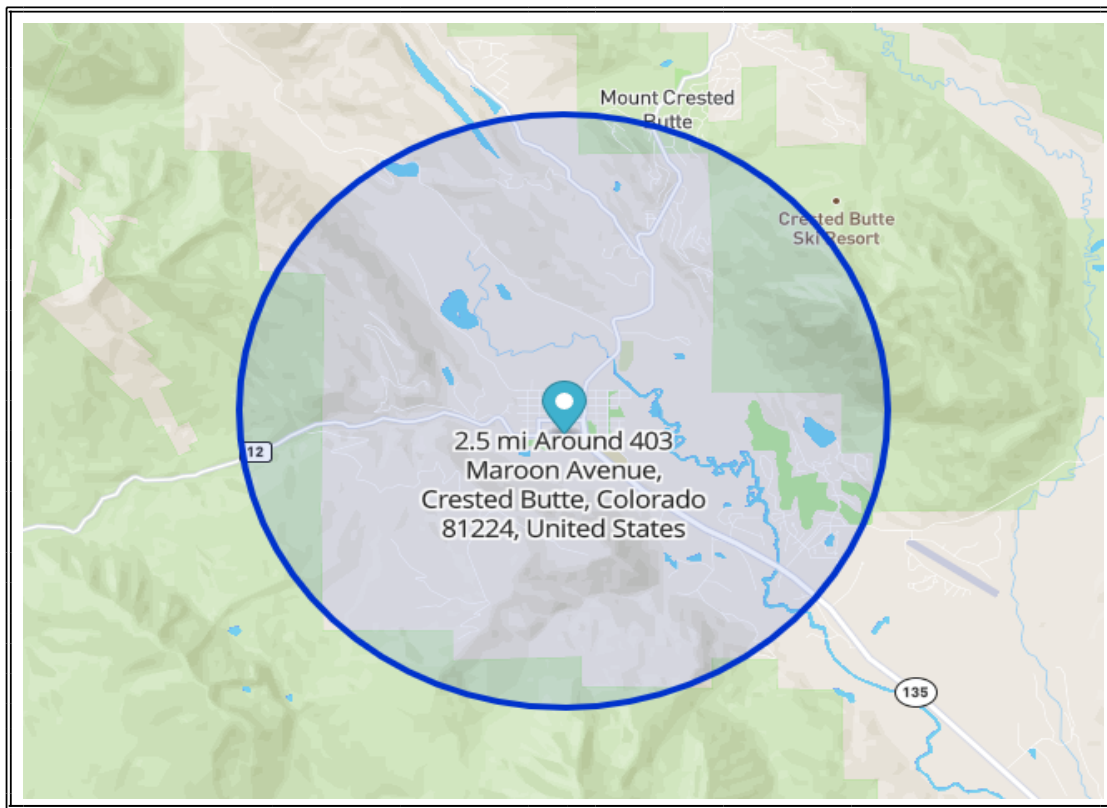
Two Sections

Two reports are provided on the following pages.

- The StoryView Report presents 9 demographic indicators of your study area.
- The ThemeView Report presents greater detail about those 10 indicators but organized around themes.

For more information on interpreting the various data on this report, please refer to the Supporting Information on the final page.

THE STUDY AREA



More Information

Please refer to the last page of the report for additional notes and interpretation aides in reading the report.

StoryView

Significant Demographic Indicators of the Study Area's Story

| | | | | | | |
|----------|--|----------------------------|--------------------------|-----------------------|------------------------|-----------------------------|
| 1 | Population Change In the 10 year future, how is this area expected to change? <small>(See Population and Families Theme)</small> | Significant Decline | Moderate Decline | Little Change | Moderate Growth | Significant Growth |
| 2 | School Age Change In the 10 year future, how is the population of school age children in this area expected to change? <small>(See Age Theme)</small> | Significant Decline | Moderate Decline | Little Change | Moderate Increase | Significant Increase |
| 3 | Families with Children Compared to the state, are families with children more or less likely to live in two parent households? <small>(See Population and Families Theme)</small> | Significantly Less | Somewhat Less | About the Same | Somewhat More | Significantly More |
| 4 | Adult Educational Attainment For this area, what is the general level of education of the adults 25 and older? <small>(See Education and Career Status Theme)</small> | Very Low | Low | Mixed | High | Very High |
| 5 | Community Diversity Index How diverse is the racial/ethnic mix of this area? <small>(See Community Diversity Theme)</small> | Very Homogeneous | Homogeneous | Moderately Diverse | Very Diverse | Extremely Diverse |
| 6 | Median Family Income How does the median family income compare to the state for this area? <small>(See Financial Resources Theme)</small> | Significantly Less | Somewhat Less | About the Same | Somewhat Greater | Significantly Greater |
| 7 | Poverty Compared to the state, is the number of families in poverty above or below the state average? <small>(See Financial Resources Theme)</small> | Significantly Below | Somewhat Below | About the Same | Somewhat Above | Significantly Above |
| 8 | Blue to White Collar Occupations On a continuum between blue collar and white collar occupations, where does this area fall? <small>(See Education and Career Status Theme)</small> | Very Blue Collar | Somewhat Blue | Closely Split | Somewhat White | Very White Collar |
| 9 | Largest Racial/Ethnic Group In this area, which racial/ethnic group is the largest percentage of the population? <small>(See Community Diversity Theme)</small> | Asian (NH) | Black/Afri American (NH) | White (NH) | Hispanic or Latino | Pac Is/Amer Ind/Other |

ThemeView

Demographic Descriptions of the Study Area

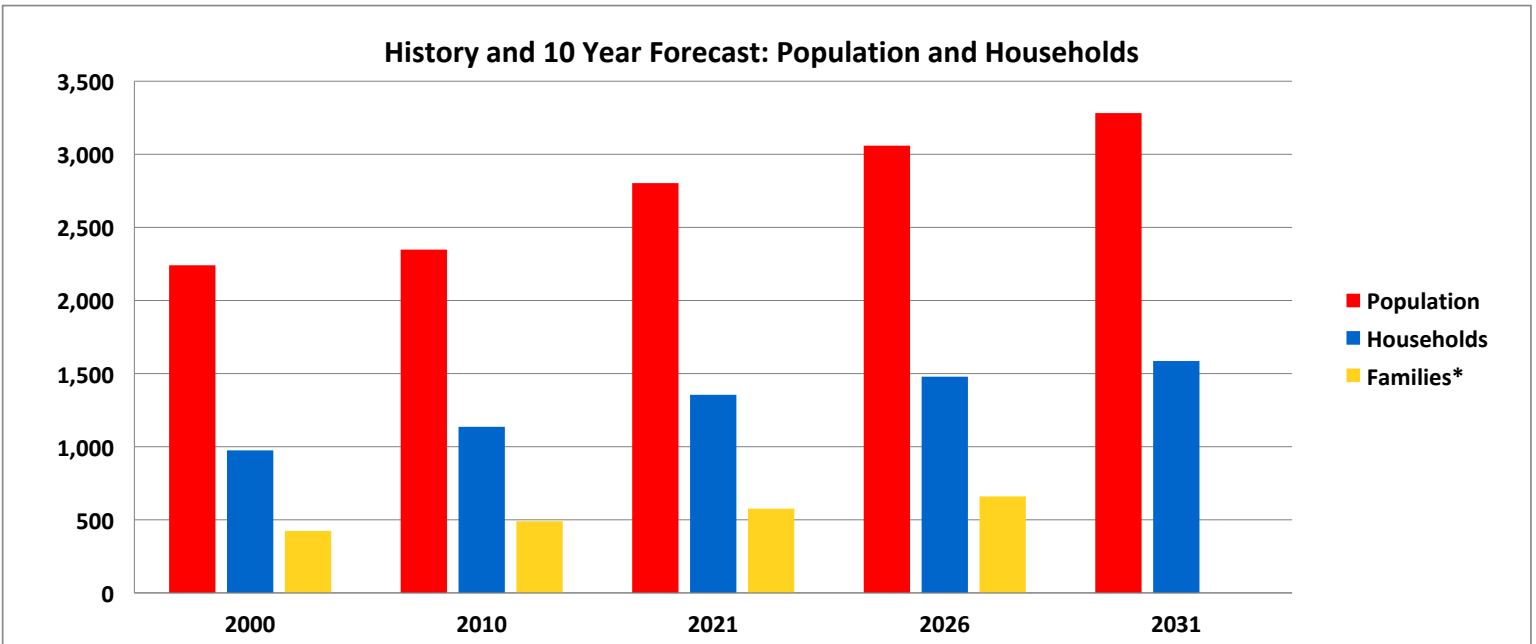
Study area: 2.5 mi Around 403 Maroon Avenue, Crested Butte, Colorado 81224, United States

Date: 3/25/2022

Population and Households Theme

Population is the most basic demographic characteristic. It indicates how many persons reside within an area and how that total changes over time. In addition, future population is forecasted looking out 10 years.

Population and Household History with 5 and 10 Year Projected Change

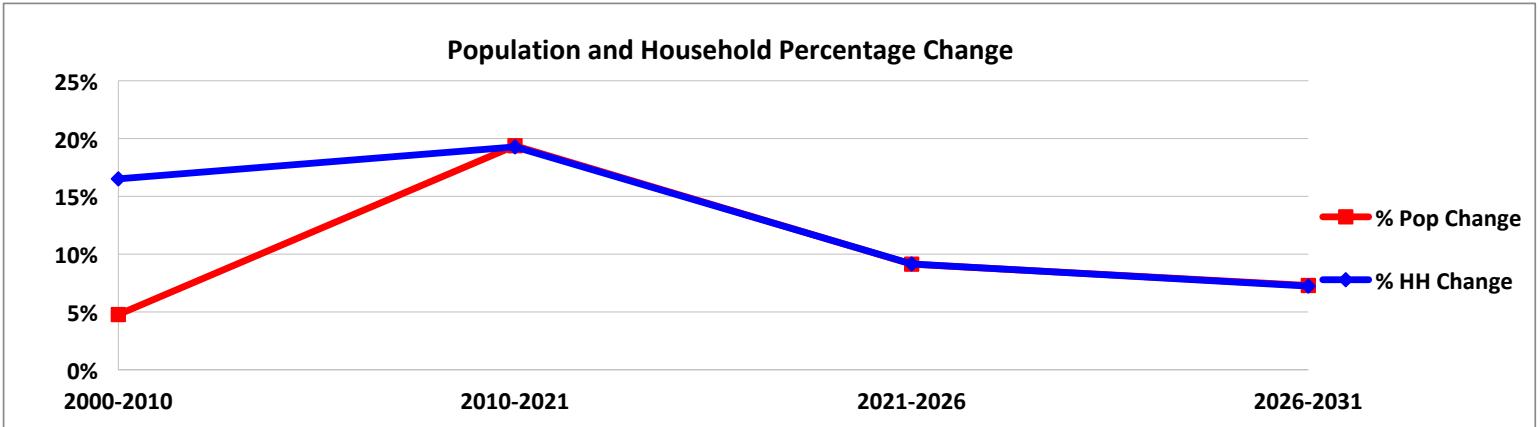


NOTE: Family Household data is not projected out 10 years.

| Population, Households & Families | | | | | |
|-----------------------------------|-------|--------|-------|-------|-------|
| | 2000 | 2010 | 2021 | 2026 | 2031 |
| Population | 2,241 | 2,348 | 2,803 | 3,059 | 3,282 |
| Population Change | | 107 | 455 | 256 | 223 |
| Percent Change | | 4.8% | 19.4% | 9.1% | 7.3% |
| Households | 975 | 1,136 | 1,355 | 1,479 | 1,586 |
| Households Change | | 161 | 219 | 124 | 107 |
| Percent Change | | 16.5% | 19.3% | 9.2% | 7.2% |
| Population / Households | 2.30 | 2.07 | 2.07 | 2.07 | 2.07 |
| Population / Households Change | | -0.23 | 0.00 | -0.00 | 0.00 |
| Percent Change | | -10.1% | 0.1% | 0.0% | 0.1% |
| Family Households | 424 | 490 | 576 | 660 | |
| Family Households Change | | 66 | 86 | 84 | |
| Percent Change | | 15.6% | 17.6% | 14.6% | |

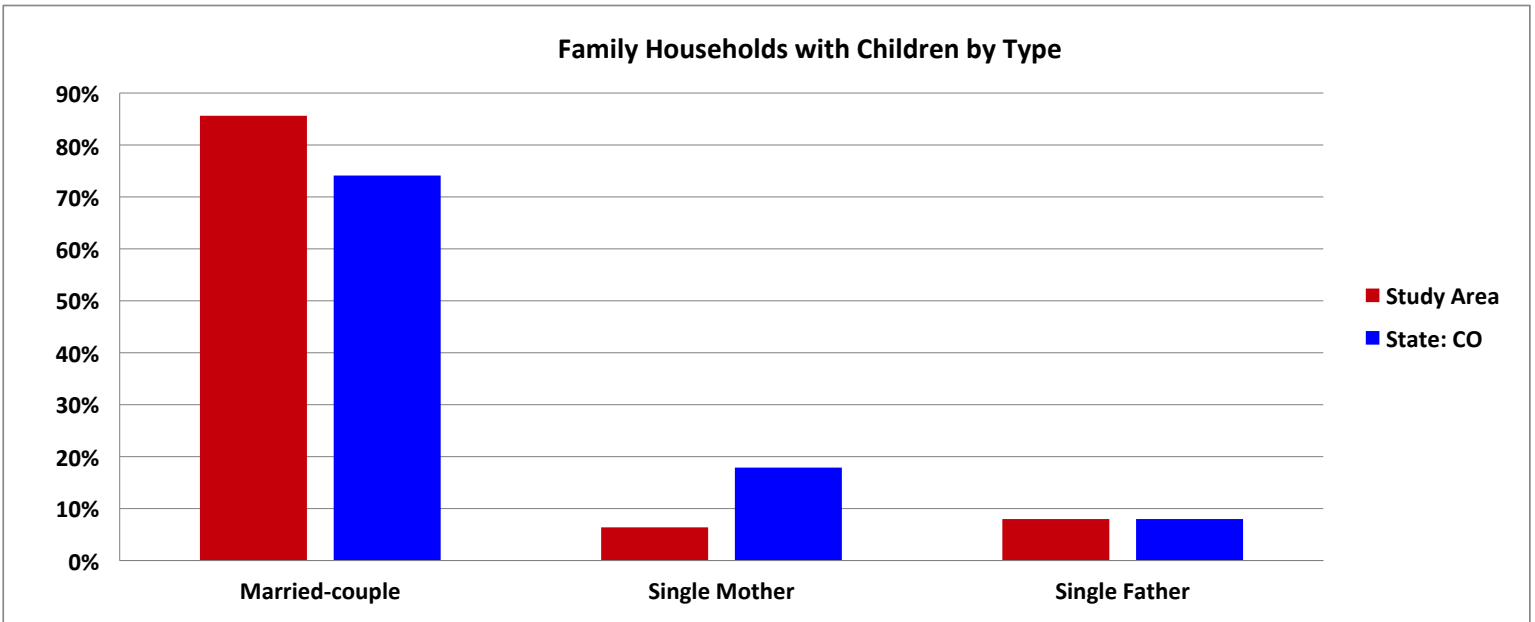
Population and Households Theme

Population and Household History with 5 and 10 Year Projected Percentage Change



Family Households

Family households with children are changing. The traditional married couple structure is evolving into many different family expressions in which children are being raised. These data provide an insight into the family structures within the study area and then compares them to the state.



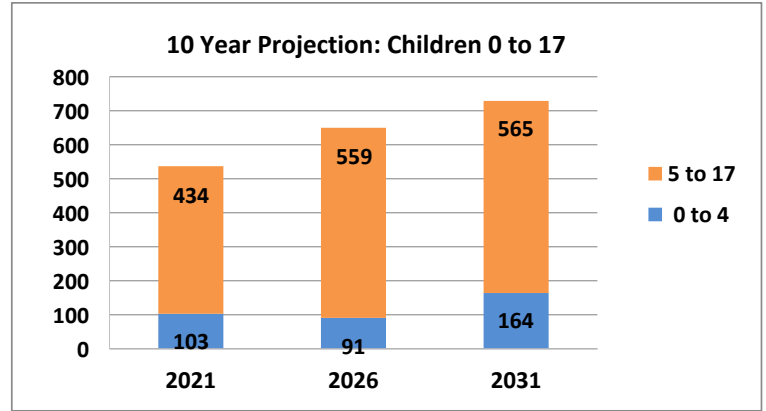
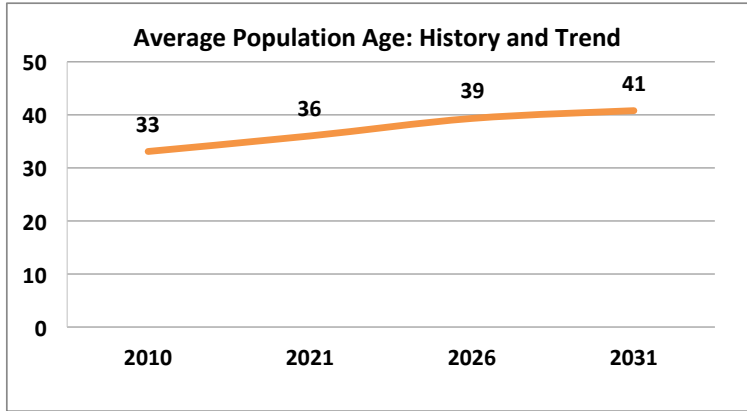
This table presents both the history and projections for family structures in the study area. Take note of the change column to discern how these family structures have changed and are projected to change in the future.

| Households with Children | Actual Hhlds by Year | | | 2010 to 2026 Change | Percent of all Hhlds by Year | | | 2010 to 2026 % Change |
|--------------------------|----------------------|------------|------------|---------------------|------------------------------|---------------|---------------|-----------------------|
| | 2010 | 2021 | 2026 | | 2010% | 2021% | 2026% | |
| Family: Married-couple | 187 | 268 | 315 | 128 | 76.3% | 85.6% | 85.8% | 9.5% |
| Family: Single Mother | 35 | 20 | 22 | -13 | 14.3% | 6.4% | 6.0% | -8.3% |
| Family: Single Father | 23 | 25 | 30 | 7 | 9.4% | 8.0% | 8.2% | -1.2% |
| Total: | 245 | 313 | 367 | 122 | 100.0% | 100.0% | 100.0% | |

Age Theme

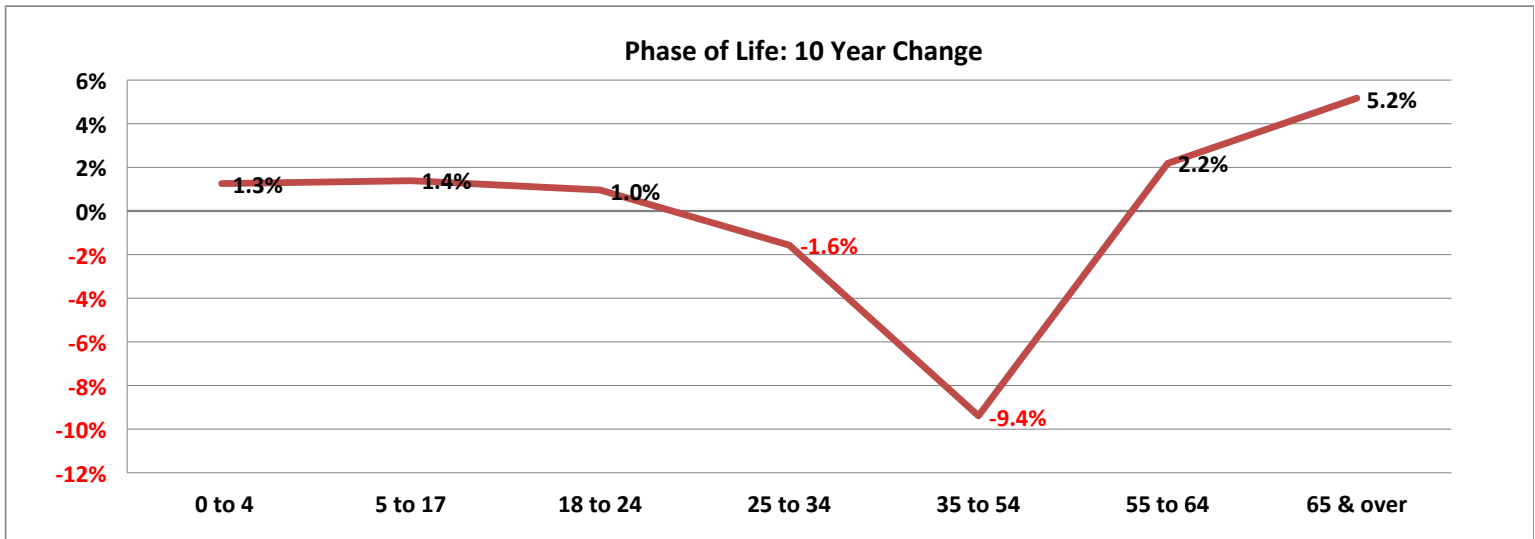
10 Year Average Age and Children 0 to 17 Trends

The age history and forecast reflect changes in a community. For example, two demographic trends currently in play are the aging of the Baby Boom generation and the decline in live births in the late 20th and 21st centuries.



Phase of Life

The Phase of Life 10 Year Change graph highlights life phases that will increase or decrease as a percentage of the total population in the forecasted 10 year future.



Phase of Life presents how a community changes and people age through their various life phases.

| Phase of Life | Actual Population by Year & Phase | | | | Percent of Pop by Year & Phase | | | |
|---------------------------------------|-----------------------------------|--------------|--------------|--------------|--------------------------------|---------------|---------------|---------------|
| | 2010 | 2021 | 2026 | 2031 | 2010% | 2021% | 2026% | 2031% |
| Before Formal Schooling: 0 to 4 | 108 | 103 | 91 | 164 | 4.6% | 3.8% | 3.1% | 5.1% |
| Required Formal Schooling: 5 to 17 | 279 | 434 | 559 | 565 | 11.9% | 16.1% | 18.9% | 17.5% |
| College/Career Starts: 18 to 24 | 219 | 156 | 172 | 218 | 9.3% | 5.8% | 5.8% | 6.8% |
| Singles & Young Families: 25 to 34 | 531 | 265 | 202 | 267 | 22.6% | 9.8% | 6.8% | 8.3% |
| Families & Empty Nesters: 35 to 54 | 783 | 993 | 1,002 | 887 | 33.3% | 36.9% | 33.8% | 27.5% |
| Enrichment Yrs Singles/Cpls: 55 to 64 | 298 | 350 | 418 | 490 | 12.7% | 13.0% | 14.1% | 15.2% |
| Retirement Opportunities: 65 & over | 131 | 393 | 519 | 638 | 5.6% | 14.6% | 17.5% | 19.8% |
| Total: | 2,349 | 2,694 | 2,963 | 3,229 | 100.0% | 100.0% | 100.0% | 100.0% |

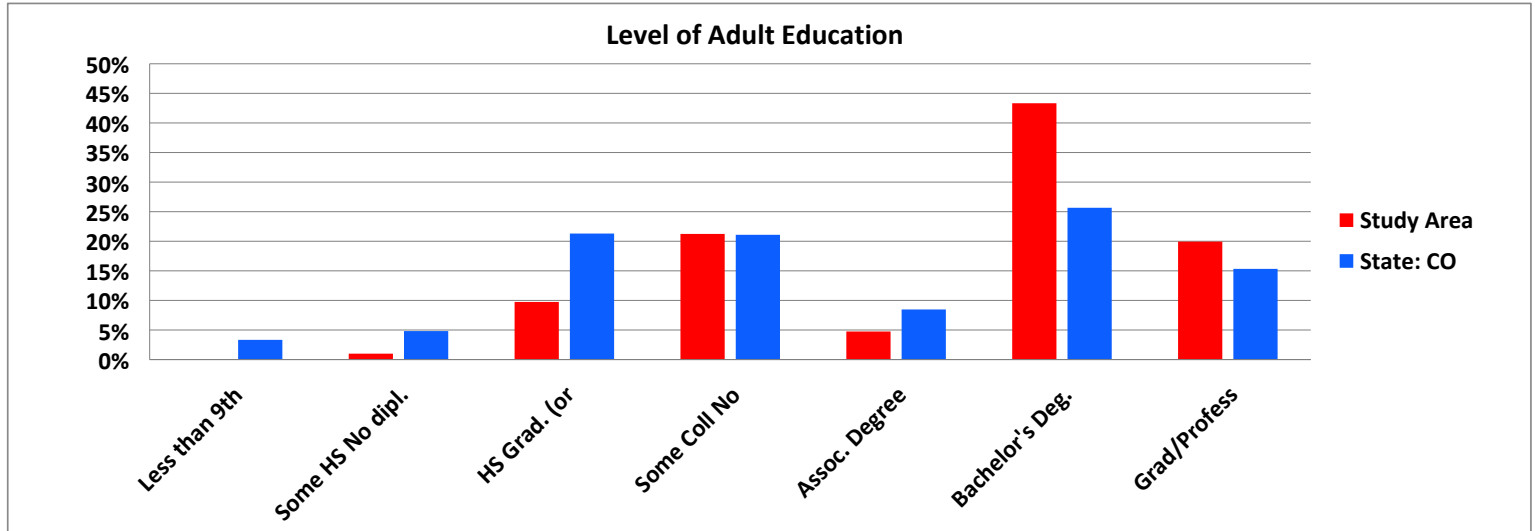
Education and Career Status Theme

The Education/Career Status theme portrays the level of education and the career types by the categories of Blue Collar and White Collar in the study area.

Adult Educational Attainment

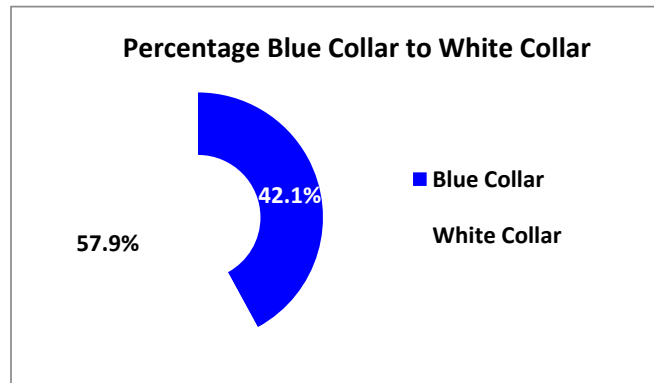
The following graphs array the adult population 25 years of age and older within the study area by their level of education completed.

Adult Educational Attainment Compared to the State of CO



| Education Level of Adults 18 Years and Older | Actual Hhlds by Year | | 2021 to 2026 Change | Percent of all Hhlds by Year | | 2021 to 2026 % Change |
|--|----------------------|--------------|---------------------|------------------------------|---------------|-----------------------|
| | 2021 | 2026 | | 2021% | 2026% | |
| Less than 9th Grade | 0 | 1 | 1 | 0.0% | 0.0% | 0.0% |
| Some High School, No diploma | 20 | 24 | 4 | 1.0% | 1.1% | 0.1% |
| High School Graduate (or GED) | 195 | 194 | -1 | 9.7% | 9.1% | -0.7% |
| Some College, No degree | 425 | 480 | 55 | 21.2% | 22.4% | 1.2% |
| Associate Degree | 95 | 103 | 8 | 4.7% | 4.8% | 0.1% |
| Bachelor's Degree | 867 | 902 | 35 | 43.3% | 42.1% | -1.2% |
| Graduate or Professional school degree | 399 | 438 | 39 | 19.9% | 20.4% | 0.5% |
| Total: | 2,001 | 2,142 | 141 | 100.0% | 100.0% | |

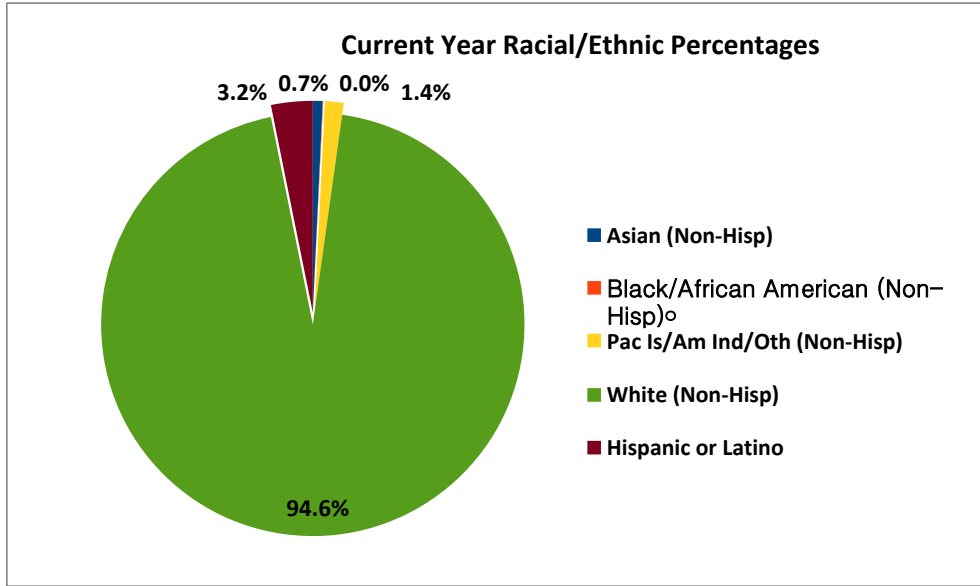
Career Types: Blue Collar and White Collar



Community Diversity Theme

The diversity of a community is shaped by the racial/ethnicity of the people who reside in it as well as people's age, income and education.

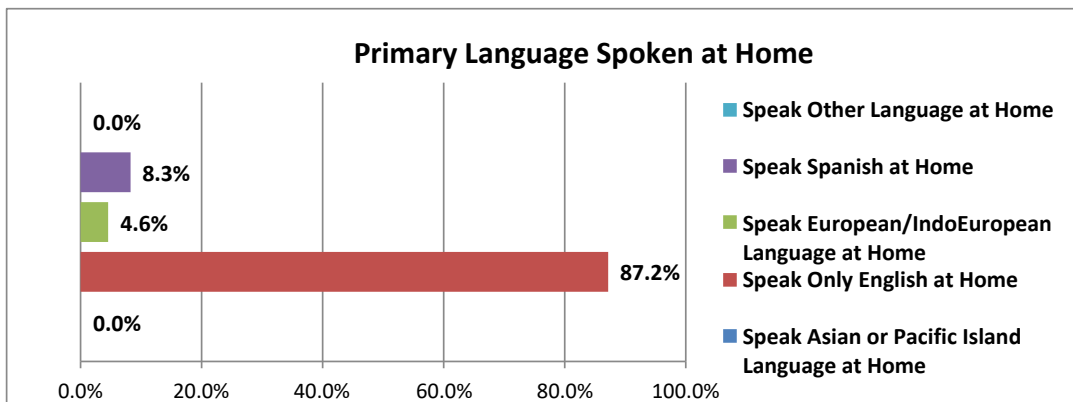
Study Area Racial and Ethnic Diversity



NOTE: Race and ethnicity breakouts are based upon Census Bureau categories. Only those groups for which the Bureau provides extended detail can be reported.

Race and Ethnic History and Trends

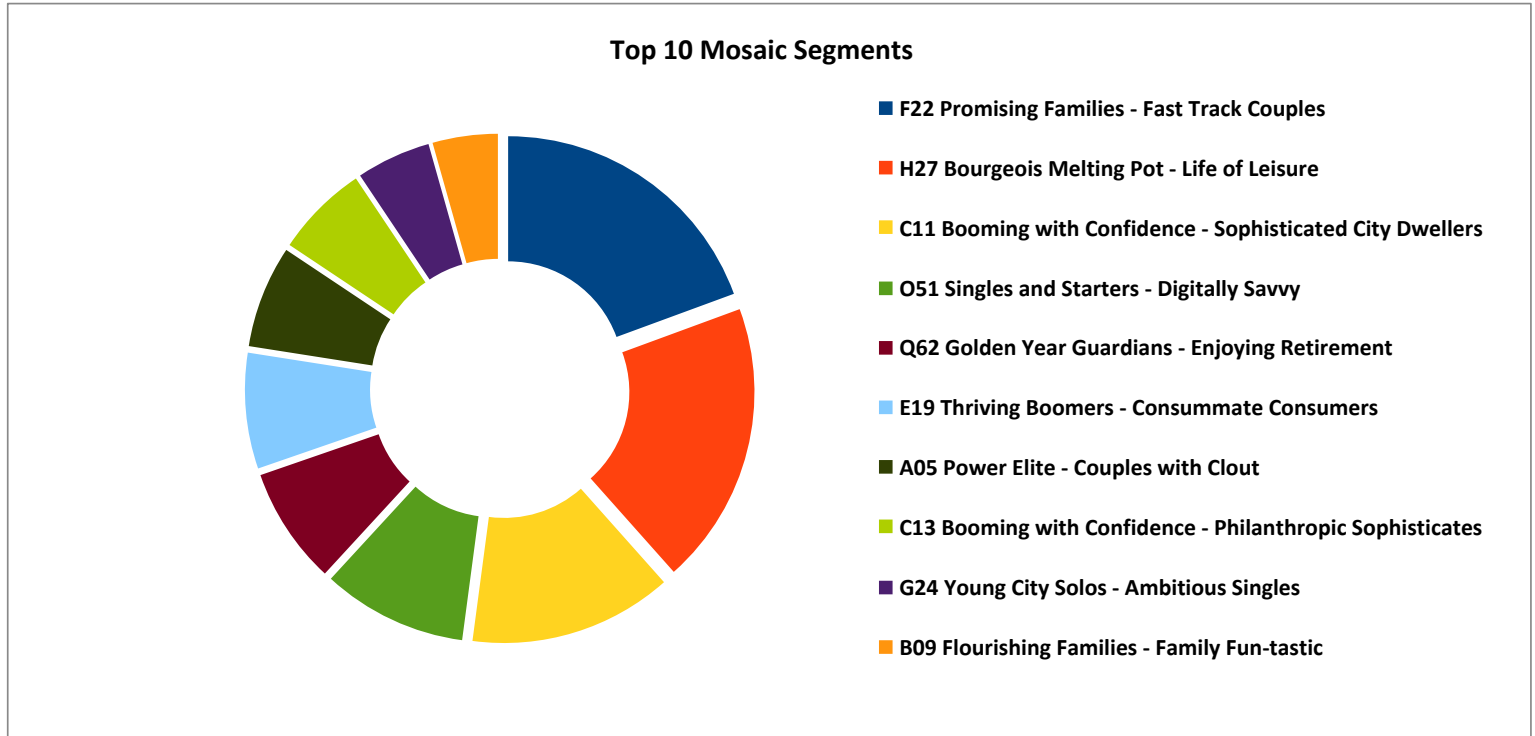
| Racial/Ethnicity by Year | Actual Population by Year | | | 2010 to 2026 Change | Percent of all Pop by Year | | | 2010 to 2026 % Change |
|-----------------------------------|---------------------------|--------------|--------------|---------------------|----------------------------|---------------|---------------|-----------------------|
| | 2010 | 2021 | 2026 | | 2010% | 2021% | 2026% | |
| Asian (Non-Hisp) | 27 | 21 | 22 | -5 | 1.2% | 0.7% | 0.7% | -0.4% |
| Black/African American (Non-Hisp) | 1 | 1 | 1 | 0 | 0.0% | 0.0% | 0.0% | 0.0% |
| White (Non-Hisp) | 2,206 | 2,651 | 2,898 | 692 | 94.0% | 94.6% | 94.7% | 0.7% |
| Hispanic or Latino | 86 | 89 | 97 | 11 | 3.7% | 3.2% | 3.2% | -0.5% |
| Pac Is/Am Ind/Oth (Non-Hisp) | 27 | 40 | 41 | 14 | 1.2% | 1.4% | 1.3% | 0.2% |
| Total: | 2,347 | 2,802 | 3,059 | 712 | 100.0% | 100.0% | 100.0% | |



Community Diversity Theme

Mosaic Lifestyle Segmentation Types

Mosaic Lifestyle Types provides insight into the behaviors, attitudes and preferences of the households within the Study Area. The result is a fuller multidimensional understanding of a community, neighborhood, zip code or other geography.



| Mosaic | Study Area | | State | | Comparative Index |
|---|--------------|-------|----------------|------|-------------------|
| F22 Promising Families - Fast Track Couples | 217 | 16.0% | 120,653 | 5.3% | 305 |
| H27 Bourgeois Melting Pot - Life of Leisure | 213 | 15.7% | 35,913 | 1.6% | 1005 |
| C11 Booming with Confidence - Sophisticated City Dwellers | 153 | 11.3% | 85,054 | 3.7% | 305 |
| O51 Singles and Starters - Digitally Savvy | 109 | 8.0% | 114,421 | 5.0% | 161 |
| Q62 Golden Year Guardians - Enjoying Retirement | 88 | 6.5% | 45,304 | 2.0% | 329 |
| E19 Thriving Boomers - Consummate Consumers | 87 | 6.4% | 47,422 | 2.1% | 311 |
| A05 Power Elite - Couples with Clout | 77 | 5.7% | 44,353 | 1.9% | 294 |
| C13 Booming with Confidence - Philanthropic Sophisticates | 70 | 5.2% | 119,822 | 5.2% | 99 |
| G24 Young City Solos - Ambitious Singles | 56 | 4.1% | 52,016 | 2.3% | 182 |
| B09 Flourishing Families - Family Fun-tastic | 49 | 3.6% | 28,819 | 1.3% | 288 |
| | 1,119 | | 693,777 | | |

Learn about your Mosaic Households

To access Mosaic Portrait data click on:

[Mosaic USA E-Handbook by Experian](#) (To open in a new Tab hold Control key when you click on the link)

Handbook includes Mosaic Overview and two graphic pages for each of the 19 Groups and 71 Segments.

[How to Read and Understand a Mosaic Portrait - Video](#)

[Understanding Mosaic Portraits for Mission Planning - Video](#)

Faith based clients: To access the Mosaic application guide click on:

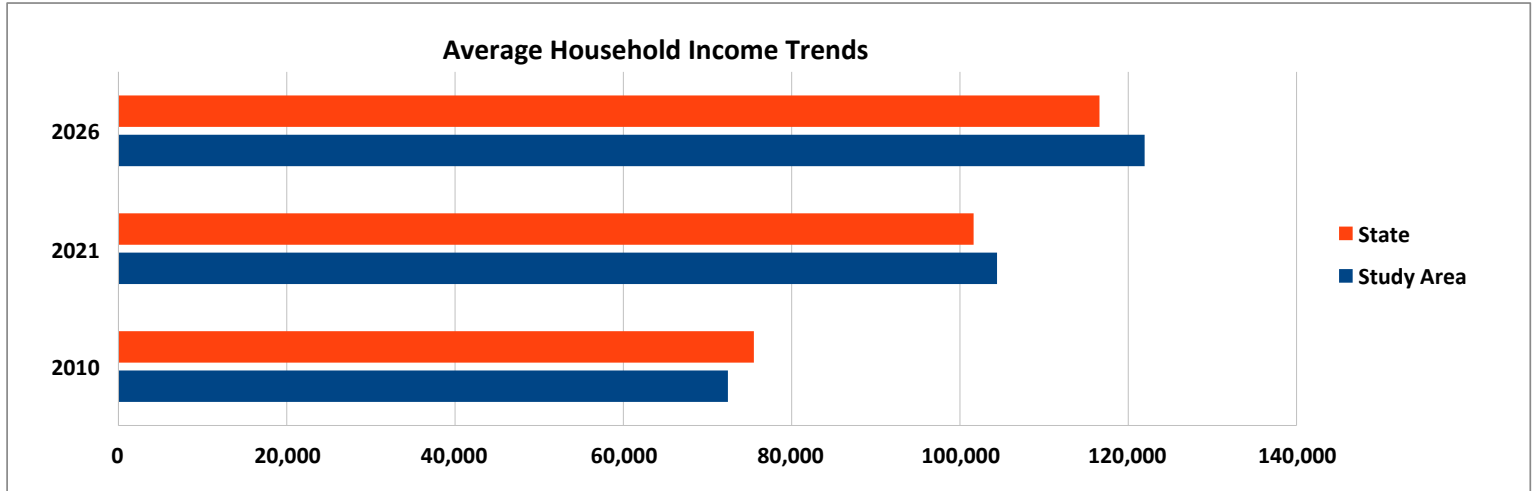
[Mission Impact Mosaic Application Guide by Bandy](#) (To open in a new Tab hold Control key when you click on the link)

Sources: US Census Bureau, Synergos Technologies Inc., Experian, DecisionInsite/MissionInsite

Financial Resources Theme

Financial resources available is an indicator of community opportunity or distress. Three variables are presented in this category: 1) Household Income, 2) Family Income and 3) Poverty.

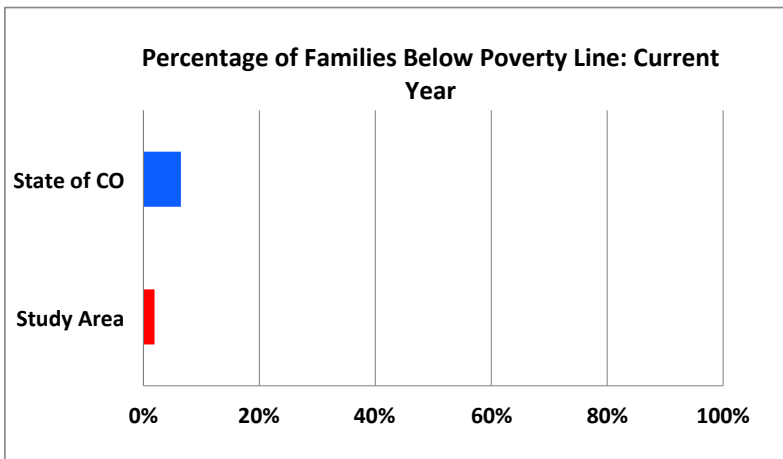
Household Income



Income Trends: Households and Families

| | 2010 | 2021 | 2026 | 2010 to 2026 Change |
|--------------------------|--------|---------|---------|---------------------|
| Average Household Income | 72,424 | 104,406 | 121,945 | 49,520 |
| Median Household Income | 55,821 | 80,752 | 96,874 | 41,053 |
| Per Capita Income | 35,040 | 50,471 | 58,959 | 23,919 |
| Median Family Income | | 107,575 | 106,290 | 1,285 |

Poverty



| Poverty Level | Pop | Area % Pop | CO % Pop |
|---------------------|------------|---------------|---------------|
| Above poverty level | 565 | 98.1% | 93.5% |
| Below poverty level | 11 | 1.9% | 6.5% |
| Total | 576 | 100.0% | 100.0% |

Supporting Information

Correlating the StoryView and DetailView Reports

The Detail View Report presents the important demographic detail behind the Demographic Indicators found on the QuickView page. It is organized around six themes.

| DetailView Themes | StoryView Number | DetailView Themes | StoryView Number |
|--------------------------------------|------------------|------------------------|------------------|
| 1. Population, Households & Families | 1 & 3 | 4. Community Diversity | 5 & 9 |
| 2. Age | 2 | 5. Financial Resources | 6 & 7 |
| 3. Education/Career Status | 4 & 8 | | |

Interpreting the Report

The QuickInsight report is formatted to help you interpret data at a glance.

Change over time: Several trend tables have a column indicating a change over time. Generally these tables begin with the last census, include the current year estimate, a five year projection and if available, a 10 year forecast. The data in each cell represents a percentage change up or down.

Color Coding: Both the "Change over Time" and "Comparative Indexes" columns are color coded to easily spot any change and the direction of that change.

| | | | |
|---------|------------|--------|------------|
| Change: | Increasing | Stable | Declining |
| Index: | Above Ave | Ave | Below Ave. |

Variable Definitions

Full variable definitions can be found in the MI Demographic Reference Guide. Download it free from the Help/Documents menu located on the map screen of your study area on the MissionInsight website.

[Download QuickInsight Worksheet \(To open in a new Tab hold Control key when you click on the link\)](#)

Indexes: Some variables will have a column called "Comparative Index." An index is an easy way to compare a study area with a larger area. For this report, all comparisons are with the state or states within which the study area falls. The indexes can be interpreted as follows.

- Indexes of 100 mean the study area variable is the same as its base area.
- Indexes greater than 100 mean the study area variable is above the base area. The higher the number, the greater it is above the base.
- Indexes less than 100 mean the study area variable is below the base area. The lower the number, the greater it is below the base.

Support

If you need support with this report, please email MissionInsight at misupport@missioninsight.com.