

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

*Douglas Congregational United Church of Christ
Douglas, Wyoming*

Full-Time Pastor

Rocky Mountain Conference, Platte Valley

[Validation Date]

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.

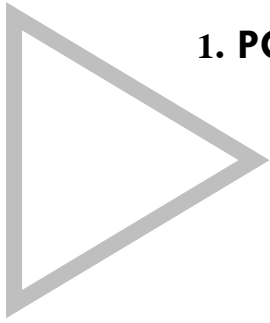
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years.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

Street address: *425 North 6th Street*

Supplemental web links: *www.douglascongregationalchurch.com*

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

Conference: *Rocky Mountain*

Association: *Platte Valley*

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

Erin Gilmore,

Associate Conference Ministry

720.738.8563

erin@rmcucc.org

Summary Ministry Description:

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

Our congregation is moving towards a more contemporary worship experience to accommodate our young families, encourage membership and active attendance and participation by younger families and future congregational growth. We would like to reinvigorate our music program including various types of instrumentation. Ultimately, we would like to grow into a more external outreach community ministry-oriented church serving the Douglas community in identified outreach services.

Photographs:

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





Natural Bridge Park Service—August 2021

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

We value our neighbors, good schools, first responders and our environment. Douglas is a good place to raise a family, with opportunity to enjoy the outdoors and the activities that come with a small community and still be in proximity to larger populated areas.

Current size of membership: 98

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

Position Title: *Lead 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, it meets the conference compensation guideline.

1b. SCOPE OF WORK

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

(40 hours weekly / 10-12 units)

- *preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.*
- *faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them*
- *leadership development by working with people in the church to create ministry and programs*
- *pastoral care in collaboration with lay people*
- *community engagement and leading the way for the church to be an ambassador of God's love*
- *weddings and funerals for participants in the worshipping community*
- *strategic planning for current and new directions in ministry*
- *attend meetings and give leadership as needed to church programs, in collaboration with lay leadership*
- *participate in wider church activities such as conference and association meetings*
- *administration responsibilities (unless delegated) such as email, website, church supply purchasing, more*
- *faithful financial development and stewardship*
- *responsibility for supervision of staff*
- *availability to wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations*
- *counseling, listening and referral*
- *study and prayer to increase faith and to improve skills so as to lead, teach, preach better*
- *energizing and deepening the spiritual connections and faith understandings of others in all they do*

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.)

With our small congregation, we want a pastor who is community oriented, sociable and organized.

1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): \$51,233

Benefits:

Additional Optional Benefits included.

There is also the added benefit that Wyoming has one of the lowest tax burdens in the States.

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*)?

Our church does not own a parsonage, and housing allowance is part of the pastoral compensation package. Housing availability should allow candidates to obtain adequate housing within the Douglas Community.

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

Douglas is a community of roughly 6500 people. Within the city limits of Douglas any commutes to the church property should not be more than 10-15 minutes long. If a resident of Converse County, outside the city limits, the commute would be longer. From Glenrock it would be approximately 30 minutes.

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

Performance bonuses and retention bonuses which will be negotiable.

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

A professional support system is available through the Rocky Mountain Conference, located in Denver Colorado.

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

If time or outside employment is desired by a candidate this would be negotiated with the Board of Trustees.

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.

- *Leadership- we have seen what a true leader can do and where they can take our church family and continuing with that guidance through a natural leader is a must.*
- *Vision- a clear vision for the future and how to navigate the difficult work where church is not a priority for many. Using a progressive vision to encourage people to make church a priority again.*
- *Continuing to grow our message and our ministry in a modern way with modern era messages and music.*

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

To collaborate with the community needs, resources, groups, and congregations in our area to have a more impactful presence throughout our community.

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

- *Progressive- we need to continue to move forward and navigate the changing landscape of worship and how all ages receive God.*
- *Leadership- Having a strong leader who will push our congregation to step out of the norm, put onus on ourselves to be better and strive to be the best church in our area.*
- *Modern- Continue to have an upbeat, modern service where the message is tied to scripture but centered around relatable, real-life moments that have deep and positive influence on those who receive the message.*
- *Family- Our church yearns for youth and an expanded youth and children's program. Continuing to have someone engaging with our children and inspiring them to see church as a family and fun area is key.*

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.

CARING FOR ALL CREATION

o Nurturing care and compassion for God's creation.

o Maintaining a basic understanding of mental health and wellness.

- o Practicing self-care and life balance.*
- o Providing hope and healing to a hurting world.*
- o Attending to one's own spiritual and pastoral care, including engagement in supervision as appropriate.*
- o Stewarding the resources of the Church.*

STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS

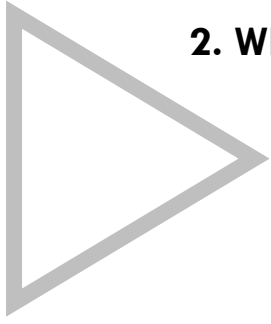
- o Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.*
- o Living in relationships of covenantal accountability with God and the Church.*
- o Exhibiting strong moral character and personal integrity.*
- o Respecting the dignity of all God's people.*
- o Understanding and ministering to stages of human development across the life span. o Demonstrating excellent communication skills.*

EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE

- o Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship.*
- o Praying actively and nurturing spiritual practices.*
- o Being called to ordained ministry by God and the Church.*
- o Continuing discernment of one's call-in community.*
- o Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.*
- o Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.*

WORKING TOGETHER FOR JUSTICE AND MERCY

- o Drawing on the ministry of Jesus Christ to confront injustice and oppression.*
- o Practicing the radical hospitality of God.*
- o Identifying and working to overcome explicit and implicit bias in the life of the Church.*
- o Understanding community context and navigating change with a community.*
- o Engaging in mission and outreach.*
- o Building relationships of mutual trust and interdependence.*



2. WHO IS GOD CALLING US TO BECOME?

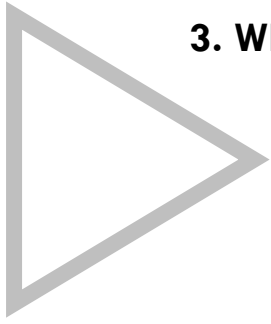
“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?
To explore and share Gods love within our community.

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?

Within the last year we have dealt with covid impacts to our worship community. We quickly developed, with the aid of our pastor and members, a Sunday service streaming option. We continued this for only 3 months, and then were back to in-person worship services by June 2020. We have a strategic planning committee as well. The overall purpose of this group was to aid in development of the best Sunday worship experience possible. We are growing our social media presence. We recently put on an outreach community Christmas concert featuring Skip Ewing.



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?

Our church’s stated mission is to share God’s love through worship and learning to everyone in our community. God’s purpose is carried out by us following the direction and teaching of his son, Jesus Christ. The Holy Spirit is, without question, guiding us as we follow the Lord’s path for us to find our new pastor. Our congregation is a wonderful, purposeful, and committed group in this holy mission.

Describe several strengths or positive qualities of your congregation.

Our church offers reasonable financial stability with no long-term debt. There is a stable “core” attendance. The church building is an attractive physical presence and is in good repair. There is a willing volunteer pool when things need to be done. Our congregation is a strong and resilient one, with a strong faith and resolve. One that “steps up to the plate” when times get tough. We have a growing, unwavering faith that can make it through the difficult times.

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?

Our Sunday morning worship services are at 10am. They are a blend of contemporary praise songs, hymns, and video’s mixed with traditional worship order. Sermons and messages might have audio visual inserts. This appeals to a wide range of age of congregants on any given Sunday.

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?

A Sunday school class occurs after the children’s sermon during our worship time Sunday mornings. It is not uncommon to have 10-12 k-6th graders present. Our church has been engaged and will continue with the “Immerse Bible Study Program”. A weekly discussion group which meet on Tuesdays to review Bible readings from the previous week. This has been a rewarding, faith building exercise for many in our congregation to read through the entire Bible.

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?
Approximately 8-10 hours 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?
During COVID, virtual service was created in one weeks’ time.
- 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)

Reports attached to the end of this file.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	<i>50</i>	<i>x</i>
Number of active non-members:	<i>6</i>	<i>x</i>

Total of church participants (sum of the numbers above):	56	x
--	----	---

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	40%	X
Less than 10, more than 5 years:	40%	X
Less than 5 years:	20%	X

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
9	7	1	5	5	2	4	18	5	x

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	10%	X
Households with minors:	15%	X
Single adults age 35-65:	10%	X
Joint households with no minors:	55%	X
Single adults over 65:	10%	x

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	5%	X
College:	30%	X
Graduate School:	20%	X
Specialty Training:	55%	X
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	50%	X
Adults who are retired:	30%	X
Adults who are not fully employed:	20%	X

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

Our congregation is made up of diverse backgrounds within our community. From ranchers/farmers to teachers, bankers, nurses, hospital employees, real estate agents, insurance agents and more. Our congregation also has a fair number of retirees from the work force that are able and willing volunteers for our church.

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?

Our congregation is a direct reflection of our community. Our congregation is made up of primarily European Anglo heritage membership, which reflects the demographics of East-Central Wyoming. Many of our members are originally from other places in the U.S.

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:

In the past year we have re-visited what it means to be a welcoming, accepting church through a strategic planning process. Without hesitation our congregation would welcome anyone regardless of background into our family of Christian faith and believers.

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	Who plans each of the listed gatherings? (<i>list any and all worship</i>

	people involved in attendance	<i>planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	18	<i>Pastor/ lay leader</i>
Baptisms (<i>number last year</i>)	1	<i>Pastor</i>
Children's Groups or Classes	12	<i>Lay Sunday school teacher</i>
Christmas Eve and Easter Worship	150/60	<i>Pastor</i>
Church-wide Meals	40	<i>Women's fellowship</i>
Choirs and Music Groups		
Church-based Bible Study	18	<i>Pastor/ lay leader</i>
Communion (<i>served how often?</i>)	40/ monthly	<i>Pastor</i>
Community Meals	700	<i>Church members</i>
Confirmation (<i>number confirmed last year</i>)	0	<i>Pastor</i>
Drama or Dance Program	0	
Funerals (<i>number last year</i>)	6	<i>Pastor</i>
Intergenerational Groups	0	
Outdoor Worship	25	<i>Pastor</i>
Prayer or Meditation Groups	0	
Public Advocacy Work	3	<i>Church members</i>
Retreats	0	
Theology or Bible Programs in the Community	0	
Weddings (<i>number last year</i>)	1	<i>Pastor</i>
Worship (time slot: 10:00 a.m.)	40	<i>Pastor</i>
Worship (time slot: _____)		
Young Adult Groups or Classes	0	
Youth Groups or Classes	0	

Other	0	
-------	---	--

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? <i>(3 or 4 or No)</i>	Ministry Setting	Type of Ministry Role	Retired? <i>(Y or N)</i>

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
<i>Office Church</i>	<i>Yes</i>	<i>Part-Time</i>	<i>B.O.T./Pastor</i>	<i>2 Years</i>

REFLECTION

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

We are striving to produce the most relevant, and faith stimulating worship service as possible with our given resources. We are also outreaching to our community with Christian fellowship and desire to expand those outreach opportunities within the community with our expanding capacities.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving (2021)	\$126,517.00
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$0.00
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$0.00
Fundraising Events	\$0.00
Gifts Designated for a Specific Purpose <i>*Memorial Fund*</i>	\$10,660.00
Grants	\$0.00
Rentals of Church Building	\$12,000.00
Rentals of Church Parsonage	\$0.00
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$0.00
Transfers from Special Accounts	\$
Other (specify):	\$
Other (specify):	\$
TOTAL	\$

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

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?

58%

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

No, it has never failed to pay a financial obligation to a minister of the church

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%)

0%, it is done as an open offering.

What is the church’s current indebtedness?

Total amount of loan debt: *\$0*

Reason for debt: *N/A*

Are capital and other payments current? *N/A*

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.

An account for the parking lot has been started in 2021. There is no set time frame for this project. The goal is \$100,000.

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

Year(s)	Purpose	Goal	Result	Impact
	<i>Parking lot repair</i>	<i>\$17,000-18,000</i>	<i>\$20,000</i>	<i>Re-sealing the parking lot</i>
		<i>\$</i>	<i>\$</i>	

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?

No, we do not

What is the market value of the assets?

\$0.00

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

N/A

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

N/A

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

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

Indefinite, at the current rate.

Please comment on the above calculations or estimates:

Left over funds are used to replenish whatever monies were removed.

Other Assets

Reserves (savings): \$

Investments (other than endowment): \$

Does your church have a parsonage?

No

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:
Available for minister residence: Y/N
Expected minister residence: Y/N
Condition of structure, systems and appliances
Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church:

The church building

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

None

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

The entire church building, except for the pulpit is wheelchair accessible.

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?

We had an initiative music program that was funded. Unfortunately, we were unable to find anyone to fill this position. The budget was \$10,000.

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.

- *Creating our mission statement*
- *Organization of the Strategic Planning Committee*
- *Entry-way facelift*
- *New floor in the kitchen*
- *Sunrise service on Easter at the golf course*
- *Natural Bridge service and fellowship*

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

It has been six years since our last pastoral search process. It is quite evident now that a change is occurring within our congregation. A transformation that is taking place. It is a

transformation of a building and developing of faith. A faith that is leading us closer and closer to God and knowing that he will protect and guide us in our developing future. Our giving has increased from the previous year, and the members and friends of our congregation are volunteering and leading every Sunday worship service as we proceed through our pastoral search process. This is increasing our faith, not by making us reliant upon ourselves, but more reliant upon our Heavenly Father’s guidance and direction.

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?)

Conflict within the recent past has been minimal and internal protocols are in place for the congregation to use to mitigate any conflict.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
<i>Todd Weber</i>	<i>6</i>	<i>Y</i>
<i>Joe Bair</i>	<i>4</i>	<i>Y</i>
<i>Carol Prochaska</i>	<i>4</i>	<i>Y</i>
<i>Martin Strom</i>	<i>4</i>	<i>Y</i>
<i>Meryl Lanker</i>	<i>10+</i>	<i>Y</i>

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

It is our experience that our congregation does best with ministerial leadership that can address relevant issues of the day without interjecting a particular political ideology. We have lost members due to political opinions given by previous pastors. By political we do not mean that we want our pastor to ignore the relevant issues of our day. We recognize and value leadership

that can make the Bible relevant to today's issues and does not ignore the political reality in which we live, for example the war in Ukraine. But we see a difference between reflecting on what it means to be faithful in the midst of today's world and forwarding one's own personal political affiliation and opinion. We will be glad to be in further conversation about this if helpful.

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

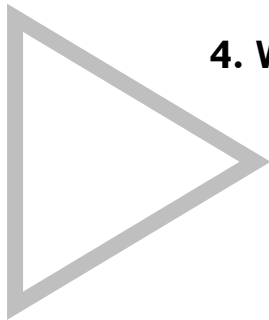
No

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?

One Great Hour of Sharing, The Church’s Wider Mission, Pastoral Aide collection, annual Mitten Tree at Christmas, monthly donations to local food pantry through Trinity Baptist Church, Skip Ewing Concert (Free to the community) and in non-COVID years, the Church Turkey Dinner.

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

With our pastor, our congregation and membership have participated in the Rocky Mountain Conference meetings, along with the Platte Valley Association.

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 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?

Under pastoral guidance and care, our congregation would be open to participate in wider missions.

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

In the past our church has been involved with the congregations of the Methodist church, and Episcopal church in which we took turns hosting Good Friday, and Ash Wednesday services within our community. The pastors of these churches would meet and discuss local church issues and outreach opportunity.

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 "to WELCOME people of our community to EXPLORE, and SHARE God's love with us." Our Immerse bible study group focuses on the study of God's word at weekly Bible sharing meeting which has engaged and enriched members, and nonmembers alike within our church sharing and exploring God's word. The podcast was developed by the previous pastor and has an average of 300 listeners from multiple countries.

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

The time our pastor spent on community outreach ministry was within the congregations' expectations for time management. Involvement with the Douglas Ecumenical congregational group, and community food/clothing banks were part of his time allocations.

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?

The demographics within our congregation would be very similar to the community of Douglas as a whole.

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

Community demographics have changed slowly in our geographic area. We have had some rapid periods of growth and decline of population within our community based upon energy sector booms and

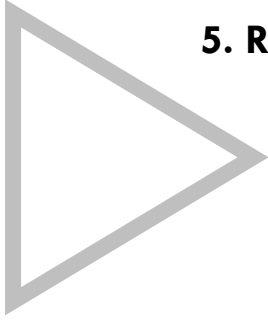
busts common to our area. We are and will remain a committed open, affirming, and accepting congregation to all newcomers to our area.

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

Our church is one of the oldest congregations in our community, and yet with a church building built in the 1980's has one of the most renown welcoming beautiful church sanctuaries as well. A warm welcoming building with a warm welcoming congregation. We are also known for hosting a Turkey Dinner each November where we serve approximately 700 people from our community.

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

Our previous pastor was certainly a draw to people within the community when they would come and engage with the Sunday message, and congregational fellowship. Now they will say that our faith, love, and hope are magnetic for Christian fellowship. Newcomers will say our church is welcoming, not overbearing, warm and accepting.



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

Jacki Pierce
(307.358.2647/ cadlan@juno.com / Friend of the church)
Reference attached

REFERENCE 2

Ron Casalenda
(307.351-1857/ topwop78@gmail.com / Friend of the church)
Reference attached

REFERENCE 3

Rev. Canon Bobbe Fitzhugh/ Canon for Mission, Outreach and Evangelism /
Episcopal Church in Wyoming
((307) 265-5200 / Friend of the Church)
Reference attached

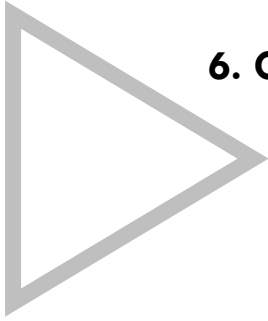
PROMPTS FOR REFERENCES

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.



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:

A Prayer:

Dear Lord, we ask for your intercession for our wonderful congregation here in beautiful Douglas Wyoming. We ask that you help us to find that loving, caring person to minister to our devoted, and compassionate congregation at the foot of the Rocky Mountains in your most beautiful creation. We humbly ask for your continued love, and guidance in this sacred mission. Amen.


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.*)
Moderator and transition team
2. Additional comments for interpreting the profile:

Signed:



Name / Title / Date:

Tim Schroeder

Moderator, Douglas Congregational Church

3/11/2022

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: 3/31/2022

**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

To Whom It May Concern:

January 14, 2022

From: Jackie Pierce

Friend of the United Church of Christ Congregational, Douglas, Wyoming

Telephone: 307-358-2647

E-mail: cadlan@juno.com

Some areas of strength in this church's ministry are:

- Caring and support for the congregation on a personal level
- Relative absence of internal conflict
- Willingness to try new things that are or might be attractive to younger families while still being aware of those in attendance who like more traditional church services.

Some areas for improvement in this church's ministry:

- Attracting new, younger members for the congregation so that a youth group or even young adult program could be started.

A significant experience I have had in this church's ministry is the feeling of community and family you get when you attend services. The formation of Bible Study based on the Immerse Bible Project has been a great influence on my growth in understanding the Bible. Also, when we were able to have the annual turkey dinner, the sense of providing a place to gather as a community to enjoy good food and company.

Describe some areas of strength in this Church's ministry

- The church's ministry is and continues to be the congregation itself.
- The members are welcoming, outgoing, and willing to help at any given time.
- Personal interaction with attendees whether regular members or guests
- True compassion for prayer list individuals
- Immerse Bible study-positive interactions with various members of the church in all age ranges

Describe some areas for improvement in this Church's ministry

- As a church we need to be willing and able to reach out into the community to let people know who we are and what we are about.
- As the congregation ages, it is vital to bring in younger members to help sustain the church.
- Increase the amount of "active members"

Describe a significant experience you have had with this Church's ministry

The experience that brought me to this church is over 30 years old, but it is the single most significant. My father-in-law passed away and his funeral was scheduled for a Friday morning. The minister that was prepared to do the services contacted family on Thursday morning and due to a family

emergency was unable to fulfill the obligation of officiating the service. My father-in-law was not a church going person, so we struggled as to what steps to take. We reached out to the minister of the Douglas United Congregational Church who accepted the responsibility of this challenge. After meeting with the family on Thursday, the services were held as scheduled. While listening to the eulogy, you would have thought that the minister (Tom Hall) had known my father-in-law for years! At the time I was not attending any church-I was born and raised a catholic and was “struggling” as to where I wanted to be. After that service I told myself that I would be attending DUCC. I have been there ever since.

Anything else you would like to share

This church and its members are some of the most loving individuals I have had the pleasure of knowing and I am proud to call it my Church Home.

Ron Casalenda

topwop78@gmail.com

307-351-1857



*The Episcopal Church
in Wyoming*

March 2022

Comments on Douglas Congregational United Church of Christ

I am the Rev. Canon Bobbe Fitzhugh and I am an ordained priest in the Episcopal Church in Wyoming. I have served in Christ Episcopal Church Douglas first as a lay leader and later as clergy for many years. During those years, I have had the pleasure of working with clergy and lay members of the CUCC in a variety of interfaith and ecumenical ways. (For the past 7 months I have been serving as a Missional Priest in Carbon County and have not been around my home community or home church as much as in the past. Thus said, these comments may not be as timely as others.)

I do have a lot of history with Douglas CUCC. My husband and I were married by the CUCC's Pastor Bob Nunn back in 1985 during a period of time when Christ Church had no priest. If I did not attend the Episcopal Church my second choice would be this church! I have developed close relationships with several of the pastors serving the church and count many members of the church as my good friends.

Describe some areas of strength in this church's ministry

When the church was located on 4th Street next to what is now City Hall, we shared Sunday Schools. As long as I remember the Methodist Church, the Congregational Church and the Episcopal Church partnered on common worship services for Thanksgiving, 4th of July and Holy Week. Sometimes this was expanded to include other liturgical churches in the community.

CUCC was one of the founding member churches of the Douglas Helping Hands Ministries, Inc., a faith-based "Mathew 25" sort of organization that reaches across many denominational lines. I believe the church is still involved in this community-wide ministry.

Not so much a ministry strength as a public relations strength, I have always felt that the Douglas CUCC has a community reputation of stability and "mainstream" acceptability – not too far to the fundamentalist or radical social justice side of the theological divide.

The church has a long legacy in the Douglas community and EVERYBODY has been to the annual Turkey Dinner!

Describe some areas for improvement in this church's ministry

In recent years the ecumenical common worship practice ceased because of "lack of interest" from the CUCC congregation (according to former Pastor Todd Weber). The Methodist Pastors

"FAITH ON THE NEW FRONTIER"

123 South Durbin • Casper, WY 82601
+1 (307) 265-5200 • episcopalwy.org

moved on and connections were lost. Since the arrival of Pastor Patricia Bell at the UMC and the ordination of now a total of three priests at the Episcopal Church, there is an intentional effort to once again join forces for these liturgical celebrations. It is hoped that we can once again become a trifacta of Liturgical-based faith communities.

The church is tucked away in a corner of the community. It is thus important that the church be outside the walls and doors of that building site and enhance its visible in the greater community. I feel that this visibility has been lacking in recent years and that the church may be resting on its laurels of the “old guard” that has been so faithful in sustaining it over the years.

With the name change several years ago from just the Congregational Church to the Douglas Congregational United Church of Christ, there may be some confusion about whether or not the doctrine and theological core values also changed.

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

I recently was asked to conduct a funeral for a community and church matriarch at the CUCC in the absence of Pastor Todd. I saw the church come together in service to Chloe’s family and, even though the Pastor was not around, lay leadership abounded in everything from music to technology to seating to candle-lighting to food.

Anything else you want to share.

As the Canon for Mission, Outreach and Evangelism for the Episcopal Church in Wyoming, I am well aware that most “attractional” churches are in decline. I suspect the CUCC denomination has similar trend lines to the Episcopal Church. We must find way to share the love of Christ with those who, for whatever reason, will never walk through our doors AND continue to serve the traditional established community we serve.

- Despite our best efforts, the Church is in decline
- Sunday mornings are not “sacred” time for many
- We are attracting the demographic that has always been coming in spite of a giant culture shift
- There has to be more to church than just keeping our doors open and doing things like we have always done them. Mainline congregations that are resistant to change – content with “the way we have always done things” – leads to congregational decline.

These times are not for the faint of heart! Best of luck!



The Rev. Canon Bobbe Fitzhugh

FAITH ON THE NEW FRONTIER

123 South Durbin • Casper, WY 82601
(307) 265-5200 • episcopalwy.org

DOUGLAS CONGREGATIONAL UCC 2022 Budget

Ordinary Income	Actual 2021 Jan - Dec	2021 Budget	2021 Actual Over Budget	2022 Budget
Income				
Pledges	\$97,641	\$98,690	-\$1,049	\$103,000
Contributions	\$25,928	\$10,000	\$15,928	\$10,000
Loose Offering	\$2,948	\$2,000	\$948	\$2,000
Interest Income - United Church Funds	reinvested	reinvested	reinvested	reinvested
Interest Income - Other	\$1,470	\$1,500	-\$30	\$1,500
CCBG Rent	\$8,200	\$0	\$8,200	\$12,000
Building Use & Misc.	\$4,200	\$3,600	\$600	\$0
Turkey Dinner	\$0	\$5,000	-\$5,000	\$5,000
Other Income	\$0	\$0	\$0	\$0
Total Income	\$140,387	\$120,790	\$19,597	\$133,500
Outreach	Actual 2021 Jan - Dec	2021 Budget	2021 Actual Over Budget	2022 Budget
Outreach Board Request	\$0	\$400	-\$400	\$400
RMC p/capita @ \$12 (99 in 2022)	\$1,188	\$1,200	-\$12	\$1,200
Platte Valley Assoc. @ \$1 (99 in 2022)	\$99	\$100	-\$1	\$100
RMC & Wyo Assoc. Delegates	\$0	\$300	-\$300	\$300
Total Outreach	\$1,287	\$2,000	-\$713	\$2,000
Professional Ministry	Actual 2021 Jan - Dec	2021 Budget	2021 Actual Over Budget	2022 Budget
Pastor's salary/Housing Allowance	\$60,208	\$60,208	\$0	\$51,233
Pension	\$7,980	\$8,705	-\$725	\$7,172
Selection Committee Funds	\$0	\$0	\$0	\$5,000
Life/Disability Benefit Insurance	\$814	\$900	-\$86	\$768
Pastor Reimbursible Business Expense (Car/Books/Library/Consult./Cont. Ed.)	\$2,999	\$3,000	-\$1	\$2,000
Total Professional Ministry	\$72,001	\$72,813	-\$812	\$66,173
Church Administration	Actual 2021 Jan - Dec	2021 Budget	2021 Actual Over Budget	2022 Budget
Church Business Manager	\$13,143	\$15,600	-\$2,457	\$17,700
Office Expenses	\$717	\$1,000	-\$283	\$1,000
Online Giving Fees	\$140	\$50	\$90	\$200
Telephone/Internet	\$1,606	\$1,800	-\$194	\$1,800
Copier/Equipment/Maintenance	\$2,003	\$2,000	\$3	\$1,000
Advertising/Website/Podcasts	\$1,157	\$1,000	\$157	\$1,200
Payroll Tax Expense	\$1,179	\$2,000	-\$821	\$2,000
Total Church Administration	\$19,946	\$23,450	-\$3,504	\$24,900
Church Worship & Fellowship	Actual 2021 Jan - Dec	2021 Budget	2021 Actual Over Budget	2022 Budget
Worship - Deacons	\$616	\$1,000	-\$384	\$1,000
Fellowship - Deacons	\$13	\$500	-\$487	\$500
Music/Organist	\$1,840	\$5,000	-\$3,160	\$5,000
Pulpit Supply	\$0	\$0	\$0	\$1,500
Church Worship & Fellowship - Other	\$138	\$200	-\$62	\$200
Total Church Worship & Fellowship	\$2,608	\$6,700	-\$4,092	\$8,200

Christian Education	Actual 2021 Jan - Dec	2021 Budget	2021 Actual Over Budget	2022 Budget
Sunday School & Nursery	\$10	\$500	-\$490	\$500
Adult Education (book & bible study)	\$68	\$500	-\$432	\$500
Confirmation Class	\$0	\$0	\$0	\$0
Gifts & Recognition	\$2,000	\$100	\$1,900	\$100
Youth Group Sr./Jr. High	\$0	\$100	-\$100	\$100
Total Christian Education	\$2,078	\$1,200	\$878	\$1,200

Building & Grounds	Actual 2021 Jan - Dec	2021 Budget	2021 Actual Over Budget	2022 Budget
Cleaning Supplies	\$623	\$300	\$323	\$500
Custodial Services	\$500	\$1,200	-\$700	\$1,200
Maintenance/Supplies/Repair/Snow	\$2,405	\$8,000	-\$5,595	\$8,000
Utilities - Electric	\$2,293	\$2,000	\$293	\$2,500
Utilities - Gas	\$2,326	\$2,000	\$326	\$3,000
Utilities - City	\$2,364	\$2,000	\$364	\$2,500
Building Insurance	\$7,784	\$8,000	-\$216	\$4,200
Piano & Organ Maintenance	\$105	\$350	-\$245	\$400
Total Building & Grounds	\$18,400	\$23,850	-\$5,450	\$22,300

2021/2022 Budget Totals	Actual 2021 Jan - Dec	2021 Budget	2021 Actual Over Budget	2022 Budget
Total Income	\$140,387	\$120,790	\$19,597	\$133,500
Total Expenses	\$116,320	\$130,013	-\$13,693	\$124,773
Net Income	\$24,067	-\$9,223	\$33,290	\$8,727

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



Church#: 693310

Assoc: 694 **Schedule:** 0 Douglas Congregational UCC Douglas WY 82633

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	171	62	14	0	8	6	7	19	-12
2011	161	63	22	0	2	4	4	12	-10
2012	154	55	40	0	0	4	7	4	-7
2013	136	38	27	0	0	0	5	11	-16
2014	136	38	27	0	0	0	0	0	0
2015	136	38	27	0	0	0	0	0	0
2016	111	55	0	7	0	7	11	28	-25
2017	111	51	20	0	0	0	0	0	0
2018	106	49	20	0	6	3	8	6	-5
2019	103	45	7	0	0	0	3	0	-3
2020	99	35	0	0	6	0	3	7	-4

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	\$123,043	\$0	\$3,000	\$5,953	\$8,953	\$1,062	\$10,015	2.44	\$133,058	\$110,701
2011	\$122,058	\$0	\$3,050	\$3,780	\$6,830	\$365	\$7,195	2.50	\$129,253	\$101,268
2012	\$126,165	\$0	\$2,000	\$5,712	\$7,712	\$0	\$7,712	1.59	\$133,877	\$93,174
2013	\$107,233	\$0	\$1,500	\$2,340	\$3,840	\$0	\$3,840	1.40	\$111,073	\$84,876
2014	\$107,233	\$0	\$765	\$1,323	\$2,088	\$0	\$2,088	0.71	\$109,321	\$0
2015	\$107,233	\$0	\$975	\$2,899	\$3,874	\$0	\$3,874	0.91	\$111,107	\$0
2016	\$110,956	\$0	\$500	\$1,287	\$1,787	\$0	\$1,787	0.45	\$112,743	\$18,797
2017	\$112,615	\$0	\$500	\$2,931	\$3,431	\$0	\$3,431	0.44	\$116,046	\$95,731
2018	\$108,058	\$0	\$0	\$2,876	\$2,876	\$0	\$2,876	0.00	\$110,934	\$75,860
2019	\$113,426	\$0	\$0	\$3,033	\$3,033	\$0	\$3,033	0.00	\$116,459	\$94,851
2020	\$102,809	\$0	\$0	\$519	\$519	\$0	\$519	0.00	\$103,328	\$119,345

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2015-2020	-27.21	-7.89	-100.00	0.00	0.00	-4.13	-86.60	-7.00
2010-2020	-42.11	-43.55	-100.00	-57.14	-61.54	-16.44	-94.20	-22.34

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 mi Around 405 North 6th Street, Douglas, Wyoming 82633, United States

Base State: WY
Current Year Estimate: 2021
5 Year Projection: 2026
10 Year Forecast: 2031
Date: 3/2/2022
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.

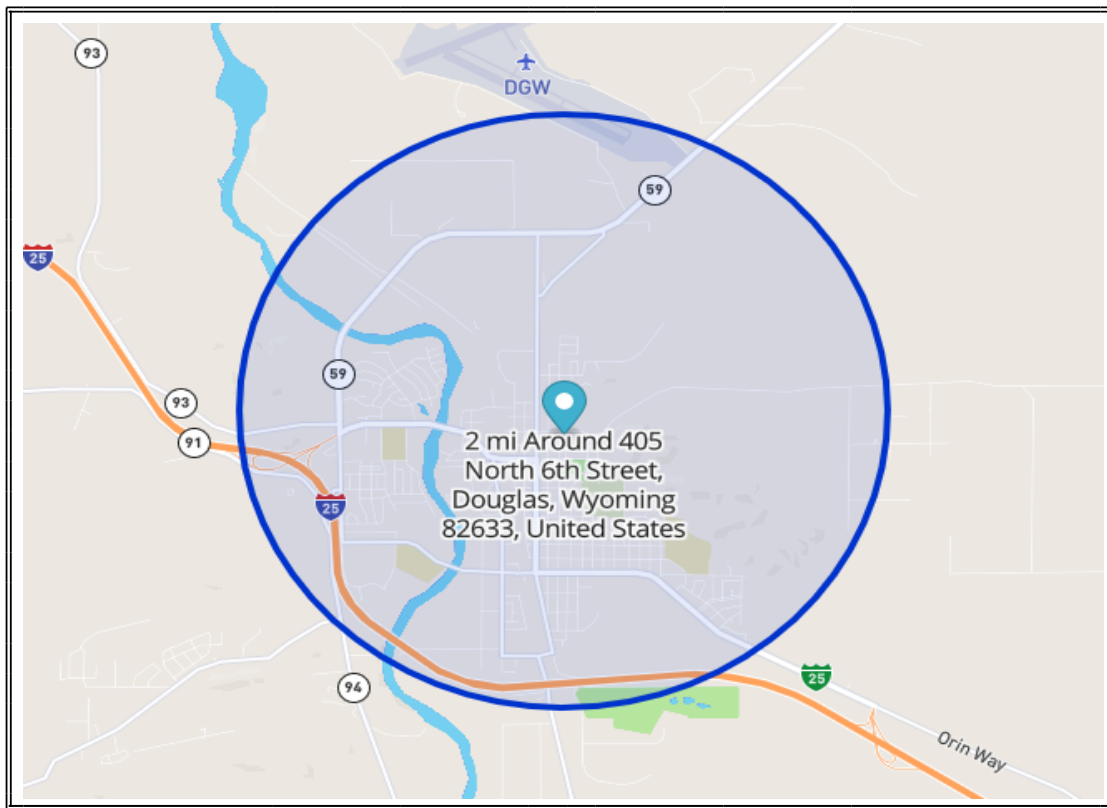
Two Sections

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

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

ThemeView

Demographic Descriptions of the Study Area

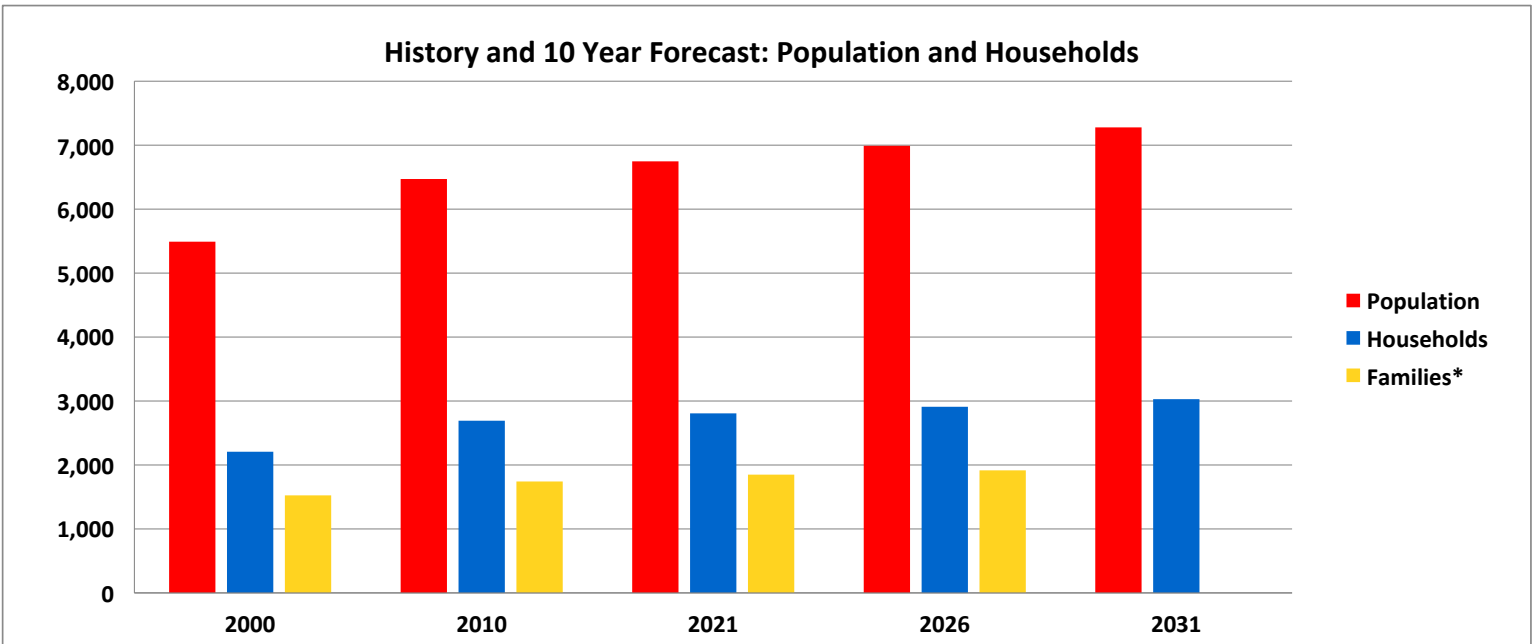
Study area: 2 mi Around 405 North 6th Street, Douglas, Wyoming 82633, United States

Date: 3/2/2022

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

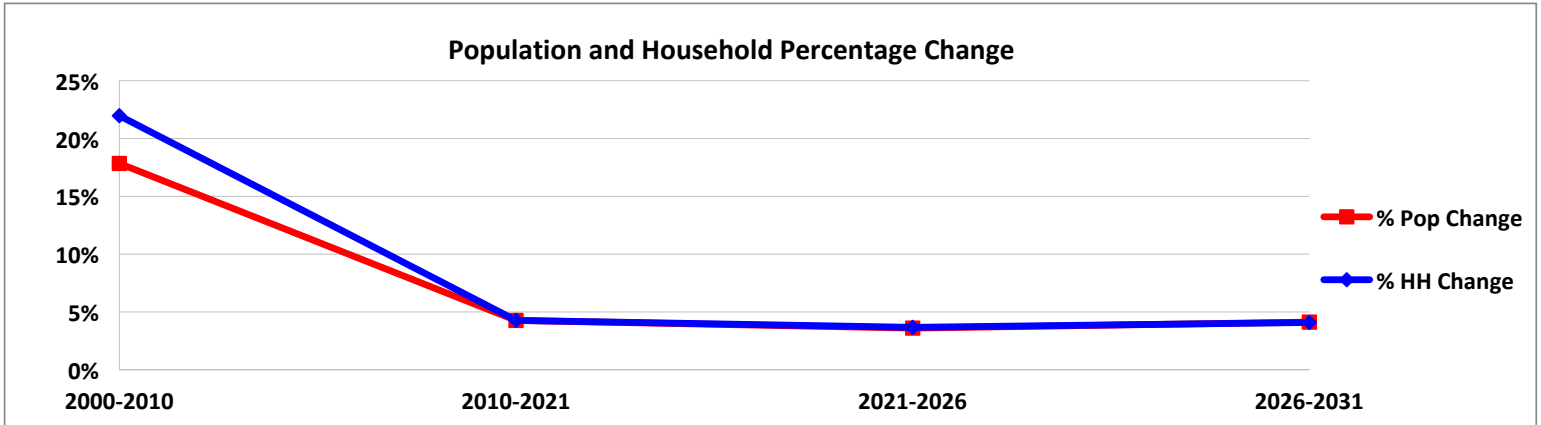


NOTE: Family Household data is not projected out 10 years.

Population, Households & Families					
	2000	2010	2021	2026	2031
Population	5,491	6,471	6,747	6,990	7,278
Population Change		980	276	243	288
Percent Change		17.8%	4.3%	3.6%	4.1%
Households	2,207	2,692	2,807	2,910	3,029
Households Change		485	115	103	119
Percent Change		22.0%	4.3%	3.7%	4.1%
Population / Households	2.49	2.40	2.40	2.40	2.40
Population / Households Change		-0.08	-0.00	-0.00	0.00
Percent Change		-3.4%	0.0%	-0.1%	0.0%
Family Households	1,525	1,742	1,849	1,916	
Family Households Change		217	107	67	
Percent Change		14.2%	6.1%	3.6%	

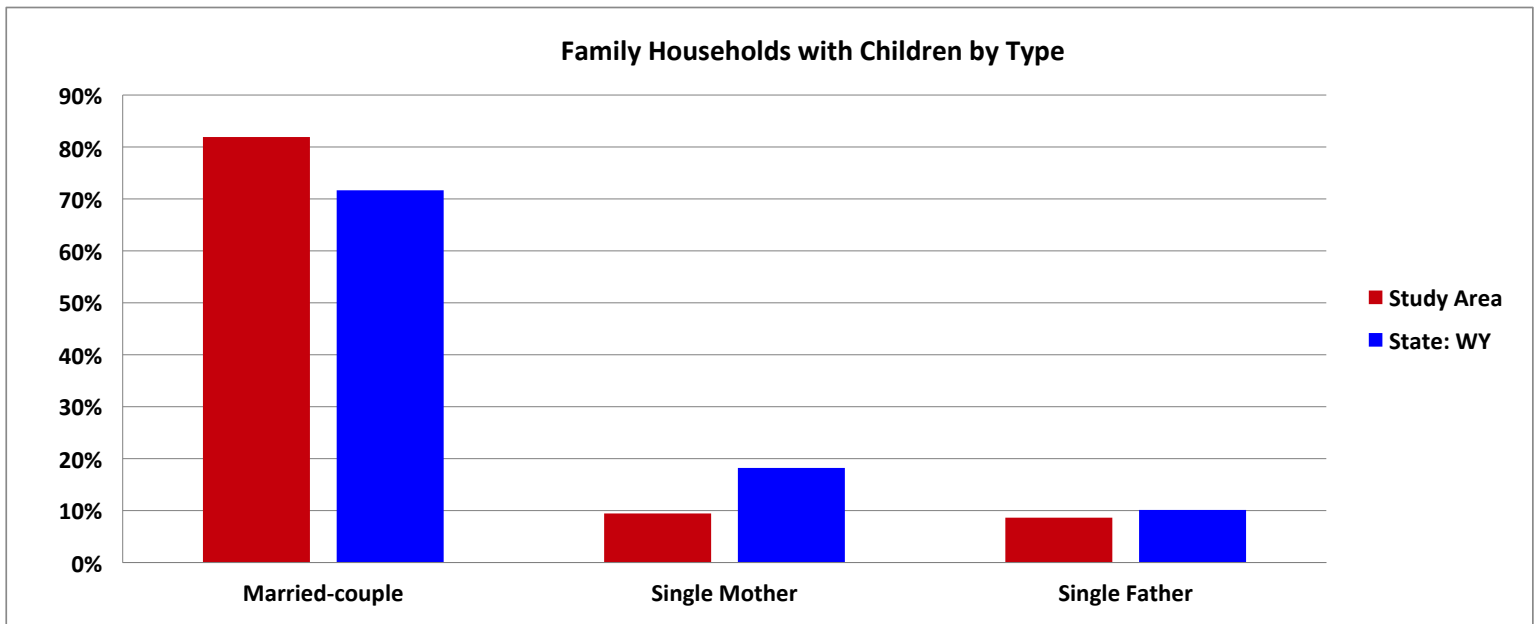
Population and Households Theme

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.



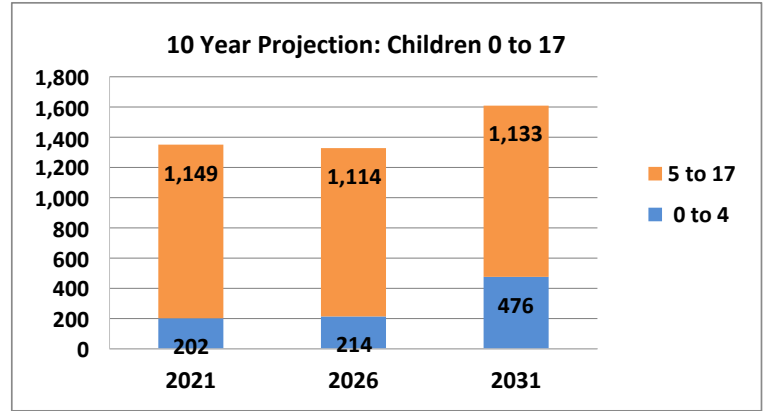
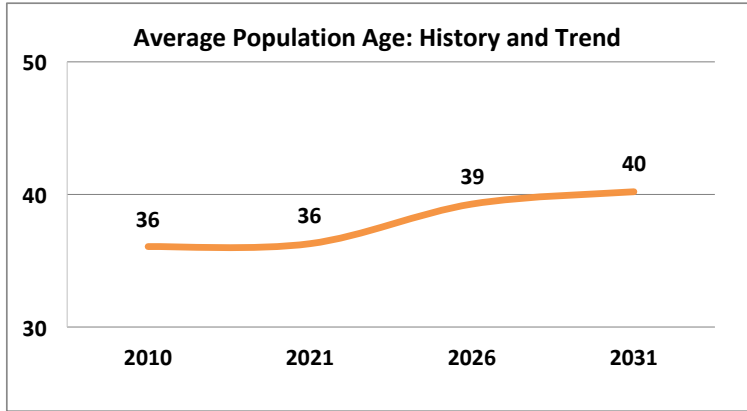
This table presents both the history and projections for family structures in the study area. Take note of the change column to discern how these family structures have changed and are projected to change in the future.

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	597	607	633	36	68.2%	81.9%	83.5%	15.3%
Family: Single Mother	184	70	60	-124	21.0%	9.4%	7.9%	-13.1%
Family: Single Father	94	64	65	-29	10.7%	8.6%	8.6%	-2.2%
Total:	875	741	758	-117	100.0%	100.0%	100.0%	

Age Theme

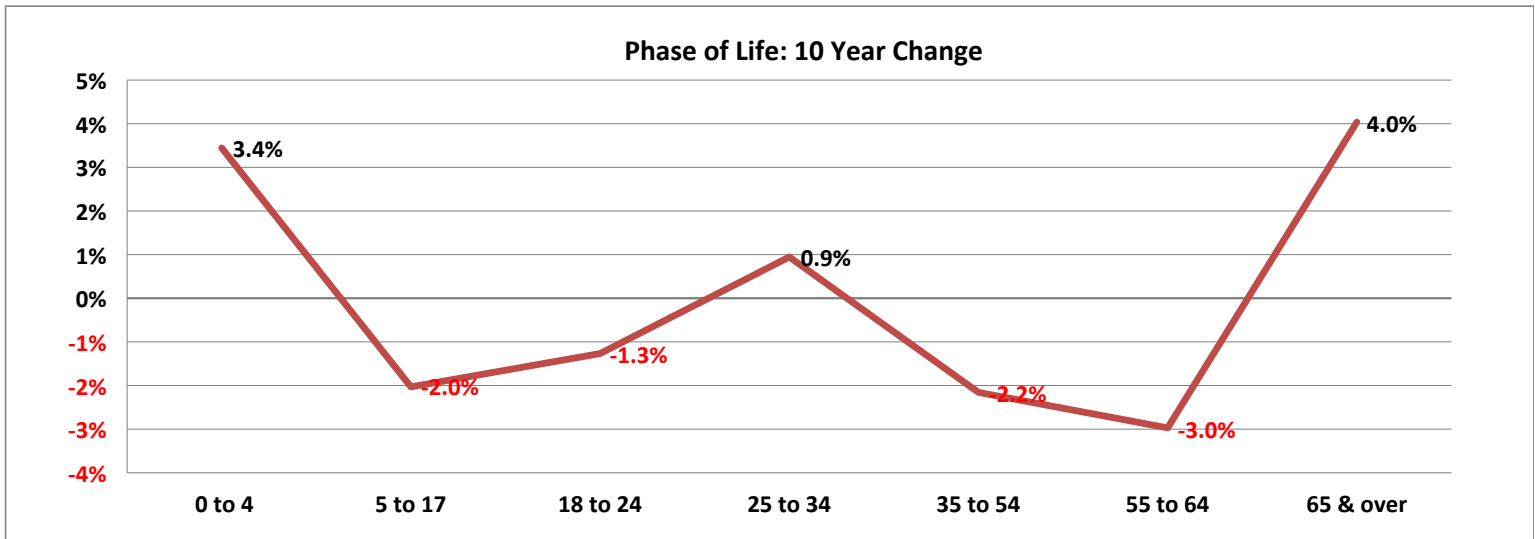
10 Year Average Age and Children 0 to 17 Trends

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	478	202	214	476	7.4%	3.1%	3.2%	6.5%
Required Formal Schooling: 5 to 17	1,248	1,149	1,114	1,133	19.3%	17.6%	16.5%	15.6%
College/Career Starts: 18 to 24	519	673	670	658	8.0%	10.3%	9.9%	9.0%
Singles & Young Families: 25 to 34	871	811	939	973	13.5%	12.4%	13.9%	13.4%
Families & Empty Nesters: 35 to 54	1,837	1,656	1,608	1,689	28.4%	25.4%	23.8%	23.2%
Enrichment Yrs Singles/Cpls: 55 to 64	802	926	855	816	12.4%	14.2%	12.6%	11.2%
Retirement Opportunities: 65 & over	717	1,115	1,362	1,537	11.1%	17.1%	20.1%	21.1%
Total:	6,472	6,532	6,762	7,282	100.0%	100.0%	100.0%	100.0%

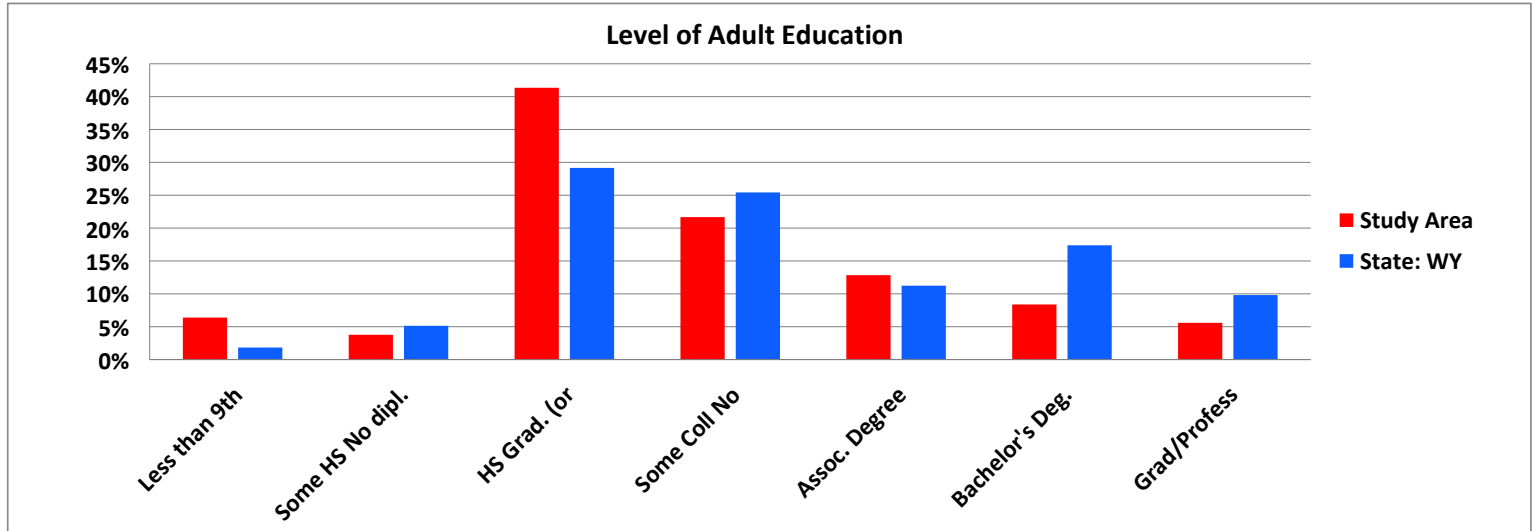
Education and Career Status Theme

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

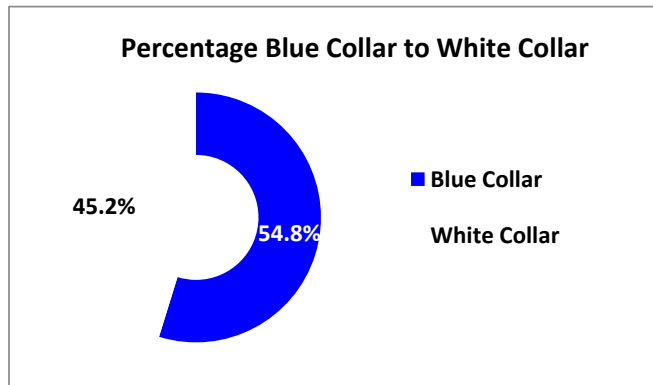
The following graphs array the adult population 25 years of age and older within the study area by their level of education completed.

Adult Educational Attainment Compared to the State of WY



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	288	330	42	6.4%	6.9%	0.5%
Some High School, No diploma	170	183	13	3.8%	3.8%	0.1%
High School Graduate (or GED)	1,864	1,897	33	41.3%	39.8%	-1.5%
Some College, No degree	977	1,064	87	21.7%	22.3%	0.7%
Associate Degree	579	602	23	12.8%	12.6%	-0.2%
Bachelor's Degree	378	406	28	8.4%	8.5%	0.1%
Graduate or Professional school degree	252	282	30	5.6%	5.9%	0.3%
Total:	4,508	4,764	256	100.0%	100.0%	

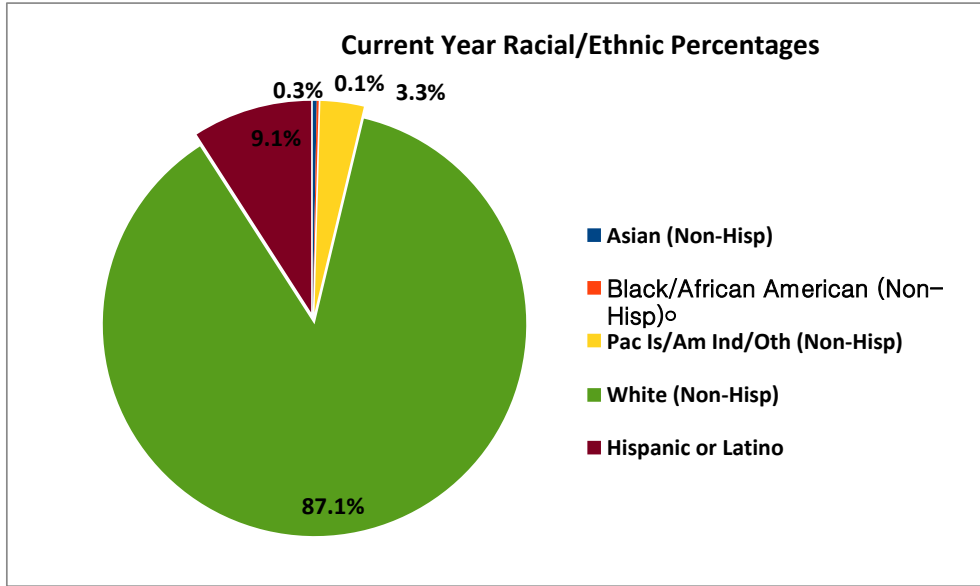
Career Types: Blue Collar and White Collar



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.

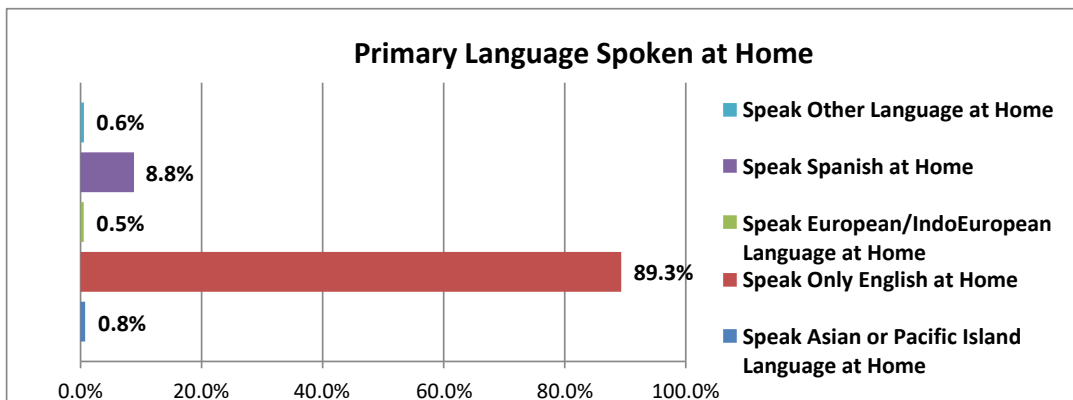
Study Area Racial and Ethnic Diversity



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

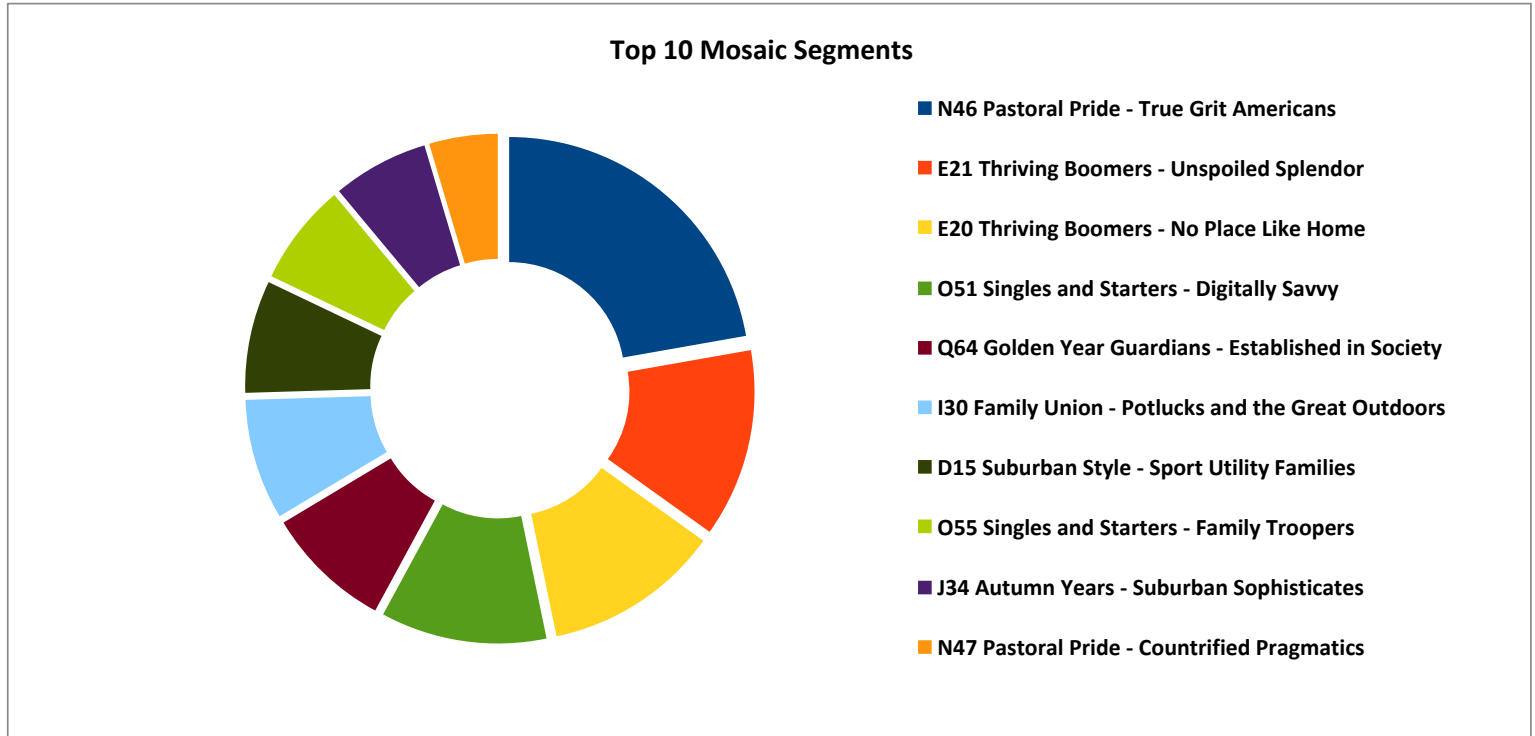
Racial/Ethnicity by Year	Actual Population by Year			2010 to 2026 Change	Percent of all Pop by Year			2010 to 2026 % Change
	2010	2021	2026		2010%	2021%	2026%	
Asian (Non-Hisp)	12	20	22	10	0.2%	0.3%	0.3%	0.1%
Black/African American (Non-Hisp)	17	10	10	-7	0.3%	0.1%	0.1%	-0.1%
White (Non-Hisp)	5,835	5,880	6,032	197	90.2%	87.1%	86.3%	-3.9%
Hispanic or Latino	470	614	688	218	7.3%	9.1%	9.8%	2.6%
Pac Is/Am Ind/Oth (Non-Hisp)	137	223	237	100	2.1%	3.3%	3.4%	1.3%
Total:	6,471	6,747	6,989	518	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
N46 Pastoral Pride - True Grit Americans	444	15.8%	19,865	8.3%	191
E21 Thriving Boomers - Unspoiled Splendor	253	9.0%	14,822	6.2%	146
E20 Thriving Boomers - No Place Like Home	237	8.4%	14,202	5.9%	142
O51 Singles and Starters - Digitally Savvy	223	7.9%	17,624	7.4%	108
Q64 Golden Year Guardians - Established in Society	170	6.1%	11,814	4.9%	123
I30 Family Union - Potlucks and the Great Outdoors	162	5.8%	10,266	4.3%	135
D15 Suburban Style - Sport Utility Families	151	5.4%	7,947	3.3%	162
O55 Singles and Starters - Family Troopers	137	4.9%	5,268	2.2%	222
J34 Autumn Years - Suburban Sophisticates	129	4.6%	11,498	4.8%	96
N47 Pastoral Pride - Countrified Pragmatics	92	3.3%	3,114	1.3%	252
	1,998		116,420		

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:

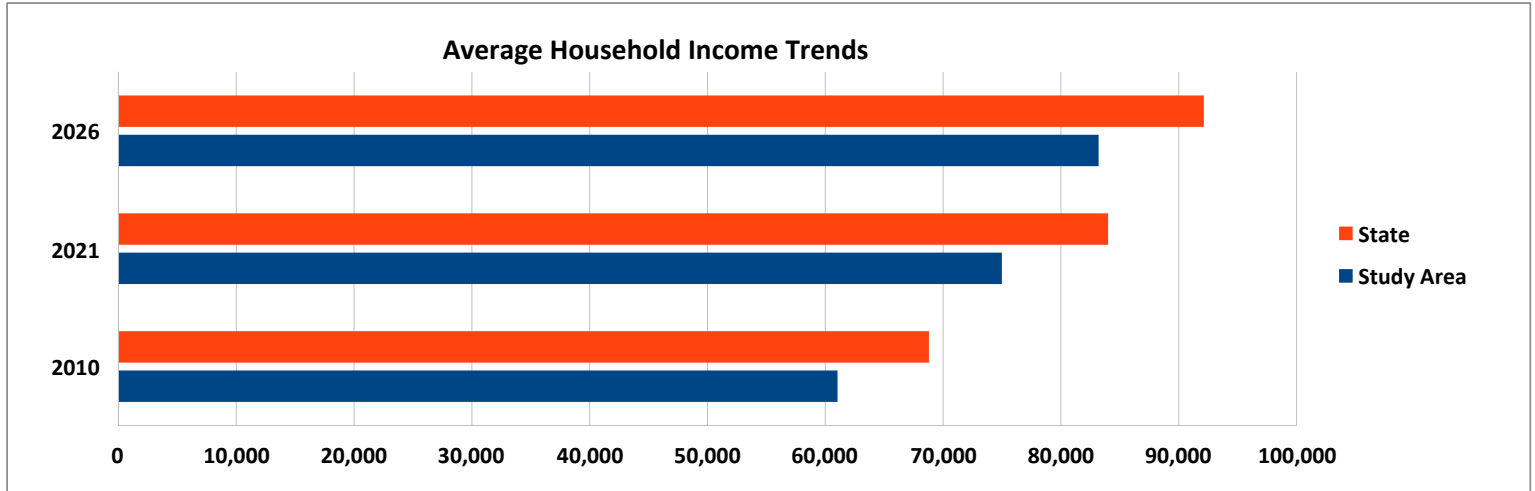
[Mission Impact Mosaic Application Guide by Bandy](#) (To open in a new Tab hold Control key when you click on the link)

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

Financial Resources Theme

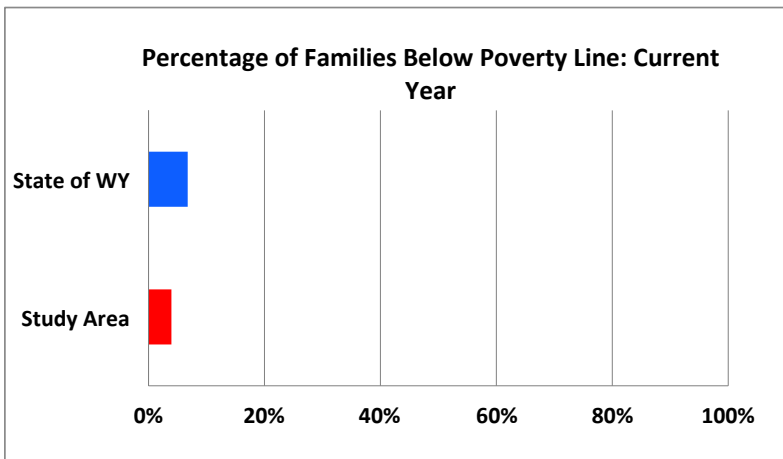
Financial resources available is an indicator of community opportunity or distress. Three variables are presented in this category: 1) Household Income, 2) Family Income and 3) Poverty.

Household Income



Income Trends: Households and Families				2010 to 2026 Change
	2010	2021	2026	
Average Household Income	61,035	74,987	83,197	22,162
Median Household Income	52,231	62,964	67,659	15,428
Per Capita Income	25,391	31,197	34,636	9,244
Median Family Income		78,093	77,637	456

Poverty



Poverty Level	Pop	Area % Pop	WY % Pop
Above poverty level	1,776	96.1%	93.2%
Below poverty level	73	3.9%	6.8%
	1,849	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.