

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

Park Hill Congregational Church
Denver, Colorado

Settled Pastor

Rocky Mountain Conference

2/6/2023

LOCAL CHURCH PROFILE CONTENTS

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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.

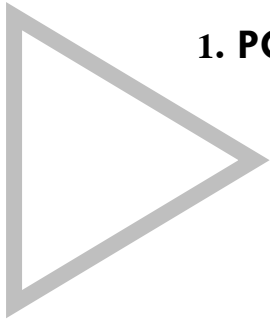
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years.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



1. POSITION POSTING

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

1 a. LISTING INFORMATION

Church name: Park Hill Congregational UCC

Street address: 2600 Leyden St., Denver, CO 80207-3446

Supplemental web links: <http://www.parkhillucc.org>

<https://www.facebook.com/ParkHillUCC/timeline>

<https://www.youtube.com/channel/UCYdS8HPFRoT4q-D8T0Fmc8w/featured>

<https://www.instagram.com/parkhillucc/?hl=en>

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

Conference: Rocky Mountain Conference UCC

Association: Denver Metropolitan Association

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

Rev. Erin Gilmore

Associate Conference Minister

erin@rmcucc.org / 720.738.8563

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?

Park Hill UCC mission:

*We are a diverse community of seekers
Inspired by the teachings of Jesus,
Called to bold acts of compassion and justice.*

The core values of our church are:

*Spiritual depth and intellectual integrity,
Worship, education and outreach that transforms people and society,
Social justice, diversity and love of neighbor,*

*Being open and affirming to everyone - without exception,
Believing that these values are embodied in the life of Jesus.*

PHUCC is a dynamic, welcoming, forward-looking congregation in a growing neighborhood in Denver filled with young families. Like everyone else during the COVID pandemic, we functioned in a transitional, part-live, part-online space. While we have resumed full in-person Sunday services and weekly activities, we still offer online worship options and are ready to learn how we can best serve the new world as it is today. We have successfully called only 2 settled pastors in the last 36 years and seek another long-term leader.

The mission value statement above was adopted by the congregation after careful discussion, and these social justice truths inform our life work. We believe there is significant spiritual depth in seeking God's call to us in this time, and that while life is inherently uncertain, faith in the Holy Spirit will lead us to where we are destined to be.

Photographs:

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



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

Our neighborhood is three miles from downtown Denver and near the city’s cultural institutions. The neighborhood is racially and economically diverse, full of old trees and 100-year-old houses, and is within walking distance of many restaurants and small retail businesses. It lies at the border of a historic and a newer part of Denver and bridges the gap between the two.

Current size of membership:

The 2022 Annual Report lists our current membership at 181 members.

Languages used in ministry (other than English):

None

Position Title:

Pastor

Position Duration (choose one, delete the other options listed):

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

Compensation Level (choose one, delete the other options listed):

Full Time

Does the total support package meet conference compensation guidelines?

Yes, as shown in the Rocky Mountain Conference website.

1b. SCOPE OF WORK

This is the Scope of Work suggested in the Call Agreement Workbook.

Full time Pastoral Position

- **Prepare and lead 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, and other activities to provide a rich, inclusive worship experience.
- **Foster faith formation and congregational vitality** through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them.
- **Develop internal leadership** by working with people in the church to create ministry and new programs. Conduct pastoral care in collaboration with lay people.
- **Engage with the community** and lead the way for the church to be an ambassador of God’s love to all in the Denver area and beyond.
- **Plan strategically** regarding current and new directions in ministry.
- **Attend meetings** and give leadership as needed to church programs in collaboration with lay leadership and other church staff.
- **Participate in wider church activities** such as conference and association meetings.

- **Handle administrative** responsibilities unless delegated to others.
- **Plan for faithful financial development and stewardship** in conjunction with staff and lay leadership.
- **Supervise staff** and some lay volunteers as needed.
- **Conduct funerals, weddings** and other special worship programs and serve as a representative of the church to local organizations.
- **Provide pastor counseling**, listen to congregation members and offer referrals to therapeutic counselors as appropriate.
- **Study and pray** to increase faith and to improve skills so as to lead, teach and preach better.
- **Energize and deepen 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.)

- Administrative experience with small-to-moderate size, diverse congregational membership, doing more than a church our size, toward achieving a more just community.
- One who is caring, sensitive, compassionate, prophetic - inspired, forward thinking – and who looks to encourage, through the church’s members and community, a more equitable, Christ-inspired society.
- An empathetic listener who encourages and leads each congregant to achieve their highest expectations for our life as a community of followers of Compassion, Justice and Love. One who practices collaborative leadership.

1c. COMPENSATION AND SUPPORT

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

The Governance Team has budgeted \$90,000 per year for the settled pastor’s compensation, divided between salary, housing allowance, pension contributions, and employment costs as negotiated between the church and the candidate.

Benefits (choose one):

Salary plus Benefits

What is the expected living situation for your next minister

Living within the metro area with a housing allowance.

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

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

N/A

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

Our congregation includes a number of ordained ministers, some of whom are retired. These members' ministries range from chaplaincy to educators to former senior pastors.

The Iliff School of Theology, a United Methodist seminary, is located in Denver. Park Hill's ministers and participating students have benefited from Iliff's justice work resources, academics and its vast library focused on the interdisciplinary study of religion.

Ministers have joined in active clergy clusters throughout the Metro Denver area.

The Rocky Mountain Conference and Metro Denver Association sponsors various continuing education events and programs including support of innovative communities of practice. One of these communities was Juniper Formation, which helped our congregation with its Relational Campaign, where members learned how to truly connect with each other and others (this program was halted during the pandemic). UCC Clergy in the Denver metro area gather for meals, laughs, and support once per month.

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

N/A

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

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

We are seeking a minister who will lead us as we continue to establish our spiritual relationship with each other, our neighborhood and our community. The questions are:

- How can we continue to build the sense of togetherness that has shaped our faith-journey, especially after being physically separated and more isolated during the pandemic?
- How can we continue to learn ways to personally connect with one another?
- What are new ways to gather? Smaller groups, alternative worship experiences, engaging in social justice actions (individually or in groups), hybrid in-person and online.
- How do we speak to God and carry out Jesus' mission in this rapidly changing world of inequality (social, ethnic, environmental, religious and economic)? How do we work to overcome mistrust, animosity and hate?
- How do we best discern our next community ministries? We need to identify at least one major community-based project on which we can collaborate.
- How do we best reach out to families and other potential new members in our community? As with all churches, our membership has suffered during the pandemic.

- How do we further our eco-justice ministry as we engage more deeply with the Earth on individual, church and community levels.

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

Our most successful ministers have been engaged in community causes and events. We will look to our settled pastor to respond to the social and cultural justice issues of the day, not only in Park Hill in Denver, Colorado, but in the greater United States and the world. We are dedicated to Christ's vision of Love for all, both at a personal level and throughout society.

We seek a settled pastor who will share their own vision and mission while listening carefully to the thoughts, feelings and ideas of the congregation so that we craft our future together. At the same time, we realize that the settled pastor plays an important leadership role in congregational life and is responsible for guiding the church with attention and integrity, not just for facilitating its journey.

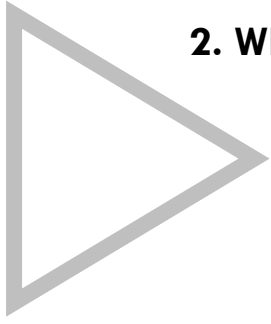
Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

Furthering racial justice is a long-term and continuing goal of this church community. This includes not only working to further equity and opportunity but also understanding our own inherited racism and working to overcome that in ourselves.

Our congregation is almost entirely English-speaking, but as we seek broader participation in Denver's and Park Hill's neighborhoods, we would encourage a more expansive communications outreach. We seek to expand our own understanding of, partnership with, and outreach to, other voices, ethnicities, identities and orientations to expand our reach into society.

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.

All four of these are very important. Which are emphasized will be the subject of an ongoing negotiation between the new pastor and the congregation.



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)

***Introduction:** To obtain congregational input in answering the three Discovery Document questions, the Profile Team held three meetings to which all members and friends were invited, either in person or online. At each meeting, a series of questions were presented and responses were recorded and used in answering the questions *Who Is God Calling Us to Become* (Section 2); *Who Are We Now* (Section 3); and *Who Is Our Neighbor* (Section 4). Each section contains a link enabling interested candidates to find the raw data from that meeting. The questions asked at each weekly meeting are listed at the beginning of the appropriate section, followed by an aggregated response.*

We have attempted to include three perspectives in each section: our perspectives as members of the larger community, our perspectives as members of this particular church, and our perspectives as individual members of this church.

Who is God calling you to become as a congregation?

While preparing this profile, our congregation held a series of meetings to discern the purpose of the greater church today, the purpose of *our* church, the core values that inspire us as a church community and how to become the church we want to be.

We agree that we believe God is still speaking, and that the mission statement and values we have adopted to guide our Christian path in the word still instruct us when we strive to follow God.

As members of the world community, we are aware of the many different beliefs and values held by others, which we want to understand. As Christians, we want to reclaim Jesus as a leader of love instead of judgment, and both teach and learn what we are called to do: to “seek justice, love mercy, and walk humbly with God,” as Micah says. We believe that our voices, the voices of moderate and liberal Christians focused on love, justice and acceptance, should be louder.

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

Engaging in social justice programs has always been the cornerstone of our church’s mission. As a result of the pandemic, several of our programs went on hiatus or ended, although we continue to engage in these programs where possible. For example, prior to the pandemic we were one of 14 area churches that participated in the Women’s Homelessness Initiative, taking turns providing a hot meal and a safe place to sleep for 20 women 7 days a week. Although the overnight sheltering ceased in 2020, we continue to provide 50 lunches twice a month to our unhoused neighbors. We hope soon

that we will be able to reunite with other churches and community action groups to resume this or a similar program.

The arrival in 2021 and 2022 of several thousand Afghani refugees in our state gave our church an opportunity, as part of a much larger effort, to fully furnish apartments for two of those families, including all personal and household goods, and to assist them in finding transportation, schooling for their children, employment, health care and other community services. We also paid the first month's rent and funded an emergency account for each family. We plan to provide similar help to Venezuelan refugees in early 2023.

Our church, like many others, suspended in-person services in March 2020. Our resourceful clergy, staff and volunteers immediately began to plan for and implement online services and group meetings, and to successfully raise funds to pay for new technology to improve the quality of these online offerings. Even though we have fully resumed in-person services, we continue to stream services for those who are at home and unable to attend for whatever reason, or who live in other cities, states, and even countries, using a mix of pre-recorded and live music. We also offer an online option for most of our in-person meetings.

In 2019, we considered updating our strategic plan, but instead decided to partner with the Rev. Jenny Whitcher of the Juniper Foundation to engage in an intentional relationship campaign. This effort reenergized the church. We have continued several online and in-person relational activities such as a new Writers' Group, a Lunch and Lectionary group, Men's and Women's groups and a Book Group. We also plan to incorporate the relational model we learned in other ways, including finding opportunities to more fully live the aspirations in our Statement of Values.

We are realistic about our challenges in the coming years. After two lean pandemic years, we face membership and financial stresses. Deficit budgets have been rare in recent years. Our 2022 budget began with a deficit which was turned around in the first half of the year. Our 2023 budget recognizes the necessity of making up for the disruption of the pandemic years. It was adopted by the congregation on January 29 and includes a small deficit, but our congregation has always been generous and many members voiced support for aspirational funding, certain that we can achieve the growth we seek. Slight deficits in the last two years were mitigated by the federal Payroll Protection program, but that is no longer available. Although we have gained a few new members because of our new digital capacities, we have lost more, especially families with young children who need an outdoor weekend activity for their homebound kids. Our former minister for faith formation developed excellent digital Sunday School and Youth programs, but we know from the national results of online schooling that remote media engagement for youth and children is especially difficult to sustain.

On the other hand, we are blessed that our physical building and grounds are in excellent shape, thanks partly to grant funding to improve the green status and environmental impact of our facilities. We recently conducted an Eco-Justice review of our grounds, intending to convert some of our landscaping to be not only more attractive, but water-efficient. We hope to set an example to neighbors in a grass-lawn-heavy area. We also recently hired a new Minister of Faith Formation to revitalize our children and youth programs and will return to the Pine Ridge Reservation in South Dakota in July of 2023 for the first time since the pandemic. In addition, we have continued to share our building with the Montessori school that has rented space from us for years.

As the pandemic wanes, we look forward to new opportunities to re-engage with the larger community in ongoing social and racial justice programs. We previously shared our building with

several other organizations and have begun to actively resume that practice. We believe that in the short-term we will need to learn to operate with fewer internal resources, which could result in more resource sharing with other churches and community organizations. An important purpose of our church will be to continue to provide the foundation and infrastructure that have always enabled our work.



3. WHO ARE WE NOW?

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

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

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

We are in a covenantal relationship with the United Church of Christ. We use the UCC New Century Hymnal. God is often identified as “Creator,” for example, at the opening of the Lord’s Prayer. God is “He”, “She” or just referred to as “God” without a pronoun. Mostly, our God language is traditional, and we encourage congregants to find their word choice. Jesus is seen as our teacher and friend, yet we struggle to figure out the “Christ” part of the United Church of Christ. We are more focused on the social justice aspect of Jesus and how we continue that justice work in the world. The Holy Spirit is alive and well with us. The people, the music, the sermons, prayers and so much more all seem to invoke the Spirit.

A summary of input from the congregation

Our church was founded on and continues to value a commitment to social justice and diversity. For the first time, both of our serving pastors are women and one is a woman of color with a different cultural and linguistic background. There is great deal of opportunity for growth as the pandemic continues to wind down and community needs are reassessed. We seek to take both a spiritual and an intellectual approach to these issues, and to value both our traditional Christian foundations and the ongoing mystery and questions inherent in spiritual life. We want to consciously live in and through all the questions and uncertainty.

Describe several strengths or positive qualities of your congregation.

Our congregation is very friendly, welcoming and compassionate. In the last 13 years, we have raised and distributed more than \$228,000 through weekly donations to a rotating list of mission partners. In December 2021, the church gave \$2,700 for the Afghan Refugee Resettlement Project, one

of five local UCC churches who together raised funds and furnishings to settle two Afghan refugee families, each with seven members. Some church members continue to support the families as mentors. We also maintain a Pastor's Discretionary Fund for emergencies in our immediate and broader community as our Pastor sees fit. In 2022, \$3,743 was contributed, including rental payments and grocery cards for food.

A summary of input from the congregation

The ability to ask difficult questions and to be honest about our thoughts and feelings is a strength, although sometimes a frightening one. We are intentional about personal and congregational growth, as was evident in the 2019 Relational Campaign.

Our ministers and pastorate have been a source of strength, innovation and ongoing hard work amidst the challenges of the pandemic. They kept both adults and youth connected via multiple media opportunities, including daily reflection videos posted to YouTube and Touch Base Tuesday meetings just to check in with each other when we were the most isolated and separated. Sunday School, Youth Group, Women's and Men's groups, Book Group, our new Writers' Group and other online/hybrid weekly meetings have kept us in relationship with one another with considerable success.

Our Music Director has always been creative and innovative, but in the past three years her work has been truly remarkable in keeping a vibrant and inspirational program going. She produced hundreds of worship videos with members of the choir and instrumental ensemble, and live-streamed an extensive series of organ pieces by Black composers. (These can be viewed on our YouTube channel.) Music is very important in our church and we have been blessed by her extraordinary efforts on our behalf.

Our current and future challenges include re-growing the congregation, especially youth and families; effectively adapting to the new technological changes; re-engaging with the wider community; and making our church as eco-friendly as possible in the face of global climate change. We intend to pay attention to both faith formation and family support for all members, and to ensure that lay leadership is strong and diverse. We offer a loving and creative home to people in all stages of their faith journeys, and aspire to use that experience to convey that message to our wider community.

Describe what worship is like when your congregation gathers.

Our worship usually takes place in our sanctuary and is simultaneously live-streamed on Zoom, Facebook and YouTube. Service recordings continue to be available on Facebook and YouTube so they can be watched (and re-watched) by anyone who is interested. We follow an order of worship that is available online and on a screen in the sanctuary. Worship is led by our ministry team and volunteers, such as readers. The most recent baptism used the words from the UCC Book of Worship. The preaching often follows the lectionary and the church calendar. Sermons are relevant to world events, key theological terms, how we respond to issues as Christians, and how we care for our neighbors according to our Christian beliefs. Preaching is engaging and challenging, and not only leaves us feeling spiritually fed but also makes us think.

Our music is diverse and participatory, and includes congregational singing, pipe organ, piano, church band, and instrumental and vocal solos, as well as pre-recorded videos that include not only local musicians but several from other parts of the country who would otherwise be unable to participate. Our Director of Music Ministries is thoughtful when she selects music, striving to present works that complement the sermon topic, the lectionary selection and the church calendar. For

example, musical selections in February include works by Black composers and one Sunday each month includes gospel music with a band.

A summary of input from the congregation

Both the narthex and the sanctuary were remodeled about six years ago and we have enjoyed their beauty and functionality. The decision to use chairs instead of pews in the sanctuary has provided much-needed flexibility, both for us as a congregation and for others who use our building. We continue to attract community groups to use the facility, as sharing our building is important to our sense of community stewardship.

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 church community believes that faith formation is a life-long process. We recognize that the children and youth in our community are the future of the church, and we also believe that they are the present of the church. This philosophy means that we attempt to include all ages in the life and ministry of the congregation.

Sunday School is the primary faith formation activity for children in preschool through sixth grade. The church uses a Bible-story based curriculum. Every worship service includes a children's message. In addition, we encourage children to serve as readers and participants in other aspects of the worship service, such as helping to collect the offering, singing or playing an instrument, assisting with the livestream equipment, or lighting candles, among other things based on their age and abilities.

Youth engage in learning, spiritual reflection and service through weekly Youth Group gatherings. The Rocky Mountain Conference's La Foret Conference and Retreat Center is our congregation's destination for multi-generational retreats and youth summer camp. Each summer, youth aged 12 and older take a work trip to Re-Member on the Pine Ridge Reservation in South Dakota. This trip has been described by several participants as impactful and life-changing, and many attend more than once.

Adults in the congregation engage in a variety of faith formation activities. The church has offered adult education on topics such as immigration/refugees, spiritual practices/disciplines, death/dying, and practical applications of faith such as recycling and activism. Adult education participants appreciate engaging a variety of social justice topics and even a little Bible study now and then.

We recognize the value of storytelling and testimonies. We recently hosted a series in which several members shared their faith journeys and told stories about their personal faith development. We also hosted a "Story Corps"-style interview series that featured the personal life stories of long-time members in the church.

Finally, we believe faith formation and learning also happens through service. We encourage all ages in the church to participate in service as a way to grow spiritually. Some of those opportunities have included the annual work trips to Re-Member on the Pine Ridge Reservation in South Dakota, serving meals at Senior Support Services and playing music for a local social service organization.

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?

Decisions are made by the Pastor, the Governance Team or groups appointed by them. Communication is by announcements in the Sunday service, a weekly e-newsletter, an annual meeting in January, a semi-annual meeting in July, church-wide emails, and exhibits and bulletin boards. Teams and committees volunteer or are recruited by ministers or the Governance Team. We have a sign-up table in the Narthex each week for people who would like to volunteer in various capacities.

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

About 8-10 hours per month are spent in pastoral and Governance Team meetings. Other committees and groups also meet periodically, especially when a new project is undertaken by the church.

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

The most obvious recent examples are the beginning of the pandemic and the resignation, 15 months later, of our previous pastor. When the pandemic began in March 2020, our pastor led the staff and the congregation in recognizing the need to quickly develop varied methods for online delivery of Sunday Services and needed or desired meetings. Within about 3 months, a new streaming system had been developed, installed and paid for by a special fundraising effort and has functioned very well, both for our own congregation and for outside groups wishing to stream a memorial service, concert or other event.

When our pastor accepted a call to a new church in July of 2021, the Governance Team quickly developed a transition plan. The major steps included appointing a bridge pastor, appointing an Interim Search Team, appointing a Church Profile Team and appointing a Settled Pastor Search Team.

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] Yes

See [Addendum A](#): PHUCC organizational structure

See [Addendum B](#): 2022 Bylaws of PHUCC

See [Addendum C](#): 2021 PHUCC Annual Report

3b. 11-YEAR REPORT

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

See [Addendum D](#): The QuickInsight Report

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	92	✓ (85 pledge families)
Number of active non-members:	92	✓
Total of church participants (sum of the numbers above):	184	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	48%	✓
Less than 10, more than 5 years:	26%	✓
Less than 5 years:	26%	✓

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>
20	12		1	4	19	26	21	35	✓

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Adult(s) under 35 with minors:	12%	✓
Adult(s) under 35 without minors:	4%	✓
Adult(s) 35-65 with minors:	10%	✓
Adult(s) 35-65 without minors:	18%	✓
Adult(s) over 65 with minors:	0%	✓
Adult(s) over 65 without minors:	50%	✓

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:		✓
College:	17%	✓
Graduate School:	83%	✓
Specialty Training:		✓
Other (please specify):		✓

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	33%	✓
Adults who are retired:	60%	✓
Adults who are not fully employed:	7%	✓

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

We have a wide variety of occupations represented in the congregation, most of which are professional in nature, such as teachers/educators (lots), attorneys, physicians, chaplains, web designers, a pilot, a safari guide, an architect, a non-profit programmer, an interior designer, an environmental care specialist, one active and two retired judges, among others.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

We describe the makeup of our congregation as 90% white and 10% other. As noted in the history section, the Park Hill community has had different parts of its history going from predominantly white to more black and now to more white depending on the area of the Park Hill neighborhood. Our church has become less racially diverse over the last 20 years, and reversing that trend is an important goal moving forward.

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:

Please see our history section. In recent history, we have supported Black Lives Matter and the successful renaming of a close neighborhood that was named after a former Denver mayor who belonged to the KKK, and we currently support Soul 2 Soul Sisters, a local educational and advocacy group for minorities. While our immediate neighbors may not join our church, those who have come say they felt welcomed.

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	30	Pastors, staff, laity
Baptisms <i>(number last year)</i>	3	
Children's Groups or Classes	32	Staff, laity
Christmas Eve and Easter Worship	101 – Christmas 104 – Easter	Pastors, staff, laity
Church-wide Meals	70+	Staff, laity
Choirs and Music Groups	12+	Staff, laity
Church-based Bible Study	15	Pastors, staff
Communion <i>(served how often?)</i>	70+	Pastors (1+ per month)
Community Meals	80	Laity
Confirmation <i>(number confirmed last year)</i>	4	Pastors
Drama or Dance Program		N/A
Funerals <i>(number last year)</i>	2	Pastors, staff, laity
Intergenerational Groups		Pastors, staff
Outdoor Worship	30	Pastors, staff, laity
Prayer or Meditation Groups		Pastors, staff, laity
Public Advocacy Work	50	Pastors, staff, laity
Retreats	30	Pastors, staff
Theology or Bible Programs in the Community		N/A
Weddings <i>(number last year)</i>		Pastors, staff, laity

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>
Worship (time slot: _10:00 am_)	70+	Pastors, staff, laity
Young Adult Groups or Classes		N/A
Youth Groups or Classes	11	Staff, laity
Other		

Additional comments:

Since the beginning of the pandemic in March 2020, we have offered both online worship and programs.

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>
Rev. Phil Campbell				Y
Rev. Amy Forte	4	Counseling Practice	CPE supervisor	N
Rev. Paul Garrett			Episcopalian	N
Rev. Merlin Getz				Y
Rev. Thomas Hall				Y
Rev. Hillary Nipple	4	Social Services	Social worker	N
Rev. Vanessa Owen	4	Hospital	Chaplaincy	N

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rev. Elizabeth Pexton	4	Hospital	Chaplaincy	N
Rev. Jon Wallace		Congregational Setting (Montana)	Minister	N
Rev. Susan Yarbrough			Unitarian Universalist	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:

We have one previous pastor of the church, and he has been diligent about keeping boundaries. His main activities have been attending the Lunch and Lectionary Group on Thursdays, singing in the choir on occasion, and preaching only as needed to cover for other clergy. Other retired pastors occasionally preach, serve communion, and serve through some specific project. They are deeply appreciated by our community.

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
Interim Minister	Y	FT	Congregation	1 year
Director of Music Ministries	N	PT	Interim Minister	More than 23 years
Minister for Congregational Care	N	PT	Interim Minister	More than 3 years
Minister for Faith Formation	N	PT	Interim Minister	Less than 1 year
Office Administrator	N	PT	Interim Minister	Less than 1 year
Digital Ministry Coordinator	N	PT	Interim Minister	More than 1 year
Video Streaming Technician	N	PT	Interim Minister	More than 1 year
Nursery Attendant	N	PT	Minister for Faith Formation	Vacant

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

Our church is a small, mostly white, mainline Protestant congregation with the audacity to hope for and build a better world for all. We are resilient, dedicated to our church, and desire to contribute positively to this world through our Christian faith.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$223,318
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	N/A
Grants	N/A
Rentals of Church Building	\$64,877
Rentals of Church Parsonage	N/A
Support from Related Organizations (<i>e.g. Women’s Group</i>)	N/A
Transfers from Special Accounts	N/A
Other (specify):	N/A
Other (specify):	N/A
TOTAL	\$288,195

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

\$308,004 (budgeted for 2023)

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.

The 2023 budget adopted by the congregation on Jan 29, 2023 is attached as part of the Annual Report in [Addendum C](#).

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

For 2022, 23.15%. For 2023, assuming a settled pastor’s compensation for 4 months of the year and the interim pastor’s compensation for 8 months of the year, this will be 25.5%.

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%)

Our 2023 budget provides for an OCWM contribution of \$5,500, however the congregation and Governance Team are committed to concluding the year with a total contribution of \$11,000.

What is the church’s current indebtedness?

Total amount of loan debt: No debt

Reason for debt:

Are capital and other payments current?

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

There are no current or projected building programs at this time. The last one was begun in 2015 and completed in 2019. There is an average of 10 years between Capital Campaigns.

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

Year(s)	Purpose	Goal	Result	Impact
2015-2019	Light the Way Capital Campaign	\$310,991	\$493,698	See below

The Light The Way Capital Campaign began in the Spring of 2012 with a Facility Condition Report that identified Immediate, Near-Future and Long-Term projects needed to repair our existing building. It identified a budget of \$310,991 to accomplish these goals. By the Fall of 2012 a budget of

\$607,744 - which did not become our ultimate goal nor result - had been identified to: 1. Maintain the Mission of the Church, 2. Improve the Mission of the Church and 3. Expand the Mission of the Church. By the Fall of 2017, Capital Campaign Pledges, Gifts and Donations totaled \$493,698.27. We were able to accomplish most of the goals identified in the original program between 2012 and 2015. These included but were not limited to:

- Correcting critical deferred building maintenance, such as repair to plumbing, electrical wiring, and windows, among an extensive list
- Re-landscaping the grounds and installing a new sprinkler system
- Remodeling the narthex, common room and church offices
- Revitalizing the sanctuary with an assistive hearing loop, new flooring, and replacing the pews with moveable flexible seating, and installing a large-screen TV
- Improving restrooms and accessibility
- Upgrading our infrastructure to support our tenant, The Montessori Children's House of Denver
- Rebuilding the Fellowship Hall to make it more flexible and provide a new kitchen
- Updating the education and classroom areas with new paint and carpeting
- Creating an expanded Mission Fund of \$24,000 to support critical partners including Re-Member on the Pine Ridge Reservation and our annual work trip to Pine Ridge, the Rocky Mountain Conference and the St. Francis Center.

By the end of 2016, 99% of the Capital Campaign Pledge had been collected. After the Capital Campaign completed, several other major capital improvement projects were accomplished outside of the campaign, such as improving our building's energy efficiency with a grant and adding solar panels with a loan that was paid off by donations by the end of 2017.

Through additional donations, we built a labyrinth on our front lawn, replaced our front doors and purchased equipment for and created our online digital ministry, Park Hill 2.0.

If a capital campaign is underway or anticipated, describe:

N/A

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

The most prominent mission components of our most recent capital campaign were to make the church more welcoming at the entrance, more accessible to all, and more environmentally responsible and sound. The capital campaign also included a designated fund to support our mission partners. The church and community seem to love what we've done, and our membership numbers increased immediately after the renovations were complete.

Does your church have an endowment?

Yes, the David Colwell Legacy Fund which was created in December, 2018.

What is the market value of the assets?

On January 13, 2023, it was \$38,545.52.

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

There are no withdrawals as needed or regularly. Funds are withdrawn only to meet the church’s missions, as designated by the Governance Team.

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

There is not a percentage draw.

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

During 2019, the Governance Team approved pulling \$10,000 from the Legacy account for the Relational Campaign. Also, during 2019-22, some funds (\$15,667) were borrowed for the project to replace the front doors, but that withdrawal was fully repaid.

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

There is no designated draw on the Legacy Fund.

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$39,954.24

Investments (other than endowment): UCC Fund Equity: \$20,845.22

Does your church have a parsonage? No

Describe all buildings owned by the church:

Park Hill Congregational United Church of Christ building at 2600 Leyden Street in Denver is the only building owned by the church.

Our building was built in three phases over the past 70 years as shown below. The three building phases were all designed by a renowned Colorado architect, with their distinguished designs created to respect and enhance the quality of the neighborhood. The original building, the Chapel (60+ seating) and basement Fellowship Hall (50+ seating), served the church as the church in its early years as it was established in the neighborhood. The classrooms were added in 1955, and as the congregation grew, the Sanctuary was added to serve its 200+ capacity congregation in 1957.

At the time the new sanctuary was completed, the church entered a partnership with Temple Micah, who then rented the Chapel and shared classrooms and the Fellowship Hall, until 2014 when they sought a larger space and moved out. At that time The Montessori School, in need of classroom space, expanded into the available space.

The following is an accounting of the spaces:

		Total SF
Phase I ~1950	Old Chapel Bldg	5,000 sf
Chapel	1,744 sf	
Fellowship Hall	1,744 sf	
Kitchen	429 sf	

Phase II ~1955	Educational Wing	4,000 sf
Classrooms	3,031 sf	
Phase III ~1957		11,000 sf
Sanctuary	4,263 sf	
2nd floor	3,436 sf	
Offices, Common Room, Narthex	3,301 sf	
Total		20,000 sf
Rented to Montessori Ground floor of Phase I 2 classrooms from Phase II 2 offices from Phase III	3,200 sf	

The building has nine total restrooms. The two primary restrooms near the church offices are now gender-neutral.

Lot size = 125x300 = 37,500 sf

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

N/A

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

Our church is fully wheelchair accessible at the ground level throughout the main building, sanctuary, offices and classrooms, including a ramp to a raised stage. The second floor offices and choir loft, and the basement fellowship room are accessible by chair lifts. The Chapel (now a Montessori classroom) is only accessible by a half-flight of stairs. We have also installed electronic hearing loops in the floor of the sanctuary to assist the hearing impaired.

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?

Our church has come through some tight times. We now seem to have a better grasp on understanding our finances, discussing them, and thinking about solutions. We keep learning, and it seems we have found that pooling our wisdom, asking questions, utilizing grants, and witnessing the amazing generosity of our congregation, gives us a firmer foundation as a community.

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.

Park Hill Congregational Church was organized in 1949 during the post-World War II building boom. The United Church of Christ (UCC) was formed in 1957 as the union of Congregational Christian churches and the Evangelical and Reformed Church. Our church voted to join the UCC in 1961 and has since been known as Park Hill Congregational United Church of Christ or Park Hill UCC (confusing, we know!).

Reverend David Colwell was our first permanent minister. He had a relatively orthodox, formal style and wore a clerical collar. Under his leadership, the new church grew rapidly as new families established themselves in Park Hill and adjoining neighborhoods. By 1960, the membership was nearly 700.

The initial church building was built in 1950. We hosted Temple Micah in that space for 37 years. It now houses Montessori classrooms. A classroom wing was added in 1953 and in 1956 the present sanctuary was dedicated along with a second floor suite of classrooms and music offices.

In the early 1960s, members living in Aurora wished to form a new congregation there. About 100 members left in a friendly move to form Parkview UCC. At the same time, United Airlines moved to Chicago, and the corporate move affected the many members who lived close to Denver's airport (formerly located in today's Central Park neighborhood east of Park Hill). During the pastorate of Rev. Richard Kozelka, the neighborhood began to experience other very rapid and substantial demographic changes.

Because of racist redlining policies, African Americans had been prohibited from moving across Colorado Boulevard toward Park Hill from Five Points. In the 1960s, as the Civil Rights Movement progressed, many began moving into Park Hill. Unscrupulous realtors sowed the seeds of fear with calls in the night about Black families moving onto the block. White flight ensued. During this period, our church joined with other congregations and many of the citizens of Park Hill to welcome neighborhood integration. Many socially committed white people chose to move to Park Hill, despite efforts by real estate agents to point them elsewhere. Through all these efforts, the area became both a desirable place to live and provided an example that racial integration works. Current gentrification is reversing many of those gains as housing becomes steadily more expensive in all Denver neighborhoods.

The turbulence didn't end, however. Rev. Roy Smith, a white pastor who was formerly a campus minister in Boulder, became our pastor in 1970. Though necessary for achieving integration, court-mandated busing in the early 70s fed further white flight. As a church, we gained African American members and others who moved to Park Hill specifically because it was a diverse neighborhood, but overall membership decreased significantly.

In the 1980s, the Rocky Mountain Conference of the UCC desired a majority African American congregation—formed, not surprisingly, with the Black members of existing UCC churches. Park Hill by far had the largest number and suffered the greatest loss of the unique makeup of a diverse liberal church. That church lasted 15 years and some former members came back.

After several shorter pastorates, Park Hill called Rev. Phil Campbell in 1989. The church flourished and voted to become Open and Affirming in 1991. In 1992, at Phil's initiation, the

congregation attempted to broaden its membership and entered into a co-pastorate with an African American minister. The national UCC and the Rocky Mountain Conference provided funds to assist. Though painful to admit, a year into this co-pastorate, the new minister engaged in sexual misconduct with two parishioners. This was terribly sad for many reasons, one of which was because our congregation was really pleased with the new direction of the church. The termination of the minister was handled with the help of the Rocky Mountain Conference.

The congregation stabilized around 200 members and lived into its identity as a progressive Christian community. Phil was very active in neighborhood affairs. He helped lead a state-wide effort to support same-gender marriage, and led the congregation to become "A Just Peace Church."

After 16 years of excellent leadership, Phil departed in 2005 to teach at Iliff School of Theology. We had an extended interim period that included two ministers. Membership decreased, but during this time, the congregation discovered the strength and value of lay leadership.

Rev. David Bahr came at Thanksgiving 2007 from Cleveland, Ohio, where he had served an inner-city congregation for 15 years. David had helped turn a dying all-white church into a dynamic multiracial, open and affirming community known for inventive ministry around the city. In fact, David was named one of Cleveland's "50 Most Interesting People" for his annual stint as a "hostage" in the steeple to raise food donations—and for being the first openly gay pastor in Ohio (among just a few throughout the U.S. at the time.)

Under David's leadership, Park Hill UCC adopted a long-range plan in 2010 which, among other things, notably asked the congregation to discern whether it would be better stewardship to sell the building and share a facility with another congregation or stay and invest in a capital campaign. The building needed extensive maintenance as well as safety upgrades. It appeared shabby and unwelcoming. The decision in 2012 to "move or stay" was very contentious. A narrow majority (47-53) voted to stay and invest in the building. Though a painful time, very few people ultimately left because of the vote and the congregation got to work restoring relationships and preparing for a new era.

We received over \$500,000 from 52 pledges and many more gifts to bring light and vitality into the narthex (lobby), create a welcoming kitchen/dining area, tear down walls to create space for hospitality, and much more. One of the most dramatic changes was to the look of the sanctuary. In 2015, long rigid rows of pews were replaced with movable chairs to create flexibility and intimacy. The pulpit, seven steps above the congregation, was removed. While the pulpit fit with the neo-orthodox theology of the 1950s, it became an impediment to progressive Christianity in 2015.

As a result of the more open and flexible Sanctuary layout, worship attendance immediately grew by 20% and kept going - especially when Donald Trump was elected president. We took a very clear stand that our faith led us to create a world that is open, inclusive, just, and compassionate. We offered a sharp prophetic voice. As a result, growth included many more families with children. At the same time, many non-profit and community groups began to use our church facilities - including Black Lives Matter 5280. Any group whose mission is racial justice may use the building for free. Other social justice groups are simply asked to "pass the hat."

That led to further facility investments: solar panels, energy efficiency measures (through a \$100,000 grant from Energy Outreach Colorado), xeric landscaping to reduce water use, and a labyrinth. In the end, nearly \$1,000,000 was raised and spent to make the building safe, hospitable, and energy efficient.

Meanwhile, more than 60 adults and youth have gone on one of our annual work trips to the Pine Ridge Reservation in South Dakota. In 2016, 30 people engaged in white privilege education for six months, the start of our racial justice ministry. We hosted a refugee family from Nepal, our third, and welcomed a group of asylum-seeking Nicaraguan youth. And we engaged in a "relational campaign" that gave us skills and encouragement for building relationships across the many divides in our world.

Around the same time that the capital campaign was underway, we began hosting the Women's Homelessness Initiative, welcoming 20 unhoused women every Tuesday night, in alternate months, 26 nights per year. It was a massive volunteer effort and one of the best things we've ever done as a congregation. The program was interrupted, like everything else, during the pandemic. Our participation in that program, as well as other initiatives among people without homes, has shifted to providing lunches and water.

During the pandemic we moved our worship services, small groups and classes online. (See section above for a more complete explanation of the digital expansion we call Park Hill 2.0.) We discovered, or were discovered by, a new group of geographically isolated progressive Christians. In August of 2021 we began a staggered regathering program, and now everyone has an option to participate in person at all our worship services and other gatherings. We have also reopened our facility to other community groups for their meetings and remain excited by all the possibilities.

A new chapter for Park Hill began when Pastor David moved to San Diego to serve Mission Hills UCC in September 2021. We continue living into the future by asking not what is the future of the church, but what is the church of the future. Everyone is invited to participate in defining this vision.

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

Even prior to the pandemic we recognized that our congregation was expanding beyond Denver, and the Governance Team began talking about how to continue to include everyone who wished to participate. The need to serve people remotely became acute in March of 2020, and we decided to fully embrace being both a local Denver-based congregation as well as a digital church. We presented our plans and invited people to invest. One of the first gifts was \$10,000 from a digital participant in Arizona. We received over \$40,000 – most of it for live-streaming equipment (permanent cameras and microphones) that has enhanced the quality of worship many times over.

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?)

Park Hill UCC adopted a long-range plan in 2010 which, among other things, notably asked the congregation to discern whether it would be better stewardship to sell the building and share a facility with another congregation or stay and invest in a capital campaign. The building needed extensive maintenance as well as safety upgrades. It appeared shabby and unwelcoming. Multiple meetings were held to discuss the pros and cons of the decision, and everyone had an opportunity to be heard. The decision in 2012 to "move or stay" was very contentious. A narrow majority (47-53) voted to stay and

invest in the building. Though a painful time, very few people ultimately left because of the vote and the congregation got to work restoring relationships and preparing for a new era.

From tackling this difficult question, we learned that contentious issues are a part of congregational life, but that if everyone’s viewpoint can be heard with respect and sensitivity, many people whose viewpoint did not prevail will be willing to work on the implementation of the final decision - a very good definition of consensus.

Since that time, we have not had other conflicts affecting the whole congregation, but several involving two or more individuals, either staff, congregants or both. We try to select an appropriate resolution process for each one, depending on the situation. Some of those have been successful, but others have continued until one or both parties left the church for other reasons. Our congregation could certainly benefit from conflict resolution training and a set of guidelines to follow when conflict arises, perhaps as part of our ongoing relational campaign.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
David Bahr	2007-2021	Y
Phillip Campbell	1989-2005	Y

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

We have learned about the importance of open, ongoing conversation, seeking to understand the interests behind different positions, and about the need to extend love and mercy to one another, especially when we are in conflict.

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

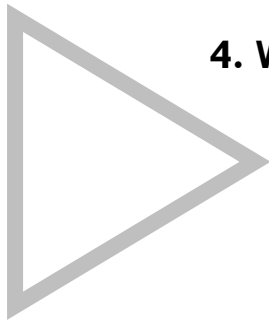
Yes, one in 1993.

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?

At the heart, we are a social justice church. Our mission is to “Build a World that is Open, Inclusive, Just and Compassionate.”

Things are different for the moment, but these are ways we have been in ministry and anticipate being involved again in the future. Many of these are Denver-specific, but we also participate in national and international initiatives as warranted. Below are some areas of our involvement:

- **Collective Witness** - We marched together in two Women's Marches, the March for Our Lives (after Parkland) and the march after Charlottesville. We march every year in the LGBTQ Pride Parade and the MLK Parade. We also join in protests at the State Capitol, such as about gun violence (we belong to Faith Communities United Against Gun Violence) and women’s rights. When our collective presence is needed, we show up.
- **Women's Homelessness Initiative (WHI)** – Prior to the pandemic, we provided safe shelter to 20 women on 26 Tuesday nights of the year. Nearly 100 volunteers per year helped to set up, offer hospitality, provide a meal, or serve as an overnight angel. Currently we are providing lunches to former participants through non-profit agencies such as the Saint Francis Center and The Gathering Place. We do not know what this program will look like in the future, but we remain committed to women without a permanent home.
- **Community Outreach** - In addition to WHI, we used to serve meals for low-income senior citizens at the Senior Support Center on the 3rd Thursday of the month. We still collect backpacks and school supplies at the beginning of the school year and Christmas presents for the Denver Inner City Parish and socks at Christmas for the Senior Support Center and WHI.
- **Work trips** - We have taken ten week-long service/learning trips to the Pine Ridge Reservation in South Dakota. After missing three years because of the pandemic, our next trip will be in July 2023.
- **Financial Support** - We offer support for our Mission Partners, which include advocacy groups such as Interfaith Alliance of Colorado and service groups such as El Centro Humanitario. Any

offerings collected on Sunday mornings that are not designated for another purpose are given to our Mission Partners. We support a different partner each month.

- **Fair Trade Gift Market** - Our annual holiday gift market benefited 20 non-profit groups. Each year we offer handmade and other goods that are both local and international/indigenous made. We had a record year of sales in 2019, raising \$21,500. In 2020, the market was virtual only. In 2021, vendors postponed participation due to low online sales, but in 2022 the market was back in-person and raised \$7,500.
- **Use of our Building** - We provide a free home for Knitting4Peace (K4P – see more below) and have for more than a decade. Many other groups, such as Black Lives Matter, also meet here for free. Any group whose mission is racial justice can meet in our building free. In addition, other groups use our space for community-oriented meetings. While we were unable to offer this service during the pandemic, the building reopened in mid-2022 for use by community groups.
- **Knitting** - Even during the pandemic, we continued to participate in an interfaith community of knitters and other handcraft artisans delivering peace and compassion in local and global communities. Our K4P Peace Pod meets twice a month. Learn more at knitting4peace.org.
- **MS Walk** - the annual MS Walk is a personal passion for our Director of Music Ministries, Billie Busby Smith, and other members whose loved ones are affected by MS. Together, they have been involved for a number of years in rallying support for the Denver Walk MS event and have consistently been among the top fundraising groups in that event.

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

See above for examples of those activities.

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

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

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

We asked the following questions for this section:

- Who do we consider our neighbors to be? Who do we serve?

- What are some meaningful ways in which PHCC has fostered community?
- What do you hear when you talk to community partners and ask them what our church is known for?
- How are the demographics of the community currently shaping our ministry, or not?

A Summary of Input from our Congregation

At its founding, PHUCC was intentionally located between two of the more dangerous neighborhoods in Denver and designed to help meet the needs of both those and of our immediate neighborhood. In recent years, however, Park Hill has become steadily more gentrified and less likely to engage, for example, with either transient or culturally diverse neighbors, or with issues such as affordable housing, gun violence or equitable law enforcement. At the same time, our LGBTQ community involvement and membership have significantly increased. Many of our neighbors now do not belong to any church, though we have worked with a number of community activist organizations in addition to other churches to address social justice issues.

At this crossroads, one member asked: “What is our image of a leader now? Is it more like the image of an outraged Jesus flipping the tables in the temple, or Jesus riding peaceably into Jerusalem on a donkey?”

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

None in the previous three years, but many instances in the past, especially with our local conference and with our longtime partner, Temple Micah.

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.

In past years, our projects have all directly reflected our mission and values and are developed with active reference to those guidelines. This continues to be our focus as new projects are developed.

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?

In past years our projects have all directly reflected our mission and values and are developed with active reference to those guidelines. This continues to be our focus as new projects are developed.

4b. MISSION InSite

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

Please see the rest of our profile.

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?

Please see the rest of our profile.

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

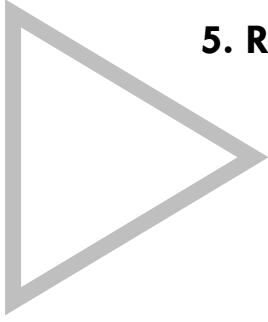
Please see the rest of our profile.

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

Please see the rest of our profile.

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

Please see the rest of our profile.



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

Rev. Chris Gilmore / Senior Pastor / Sixth Avenue UCC

(720-384-7028 / chris@sixthavenueucc.org / Pastor of a local UCC church with whom we collaborate on activities.

REFERENCE 2

Tom Leuhrs / Executive Director / St. Francis Center

(303-244-0766 / tom@sfcdenver.org / Executive Director of one of our mission partners)

REFERENCE 3

Courtney Baros / Campus Director / Montessori Children’s House of Denver

(720-291-5976 / courtneylhbaros@gmail.com / Teacher and Campus Director of the Montessori school housed in our church)

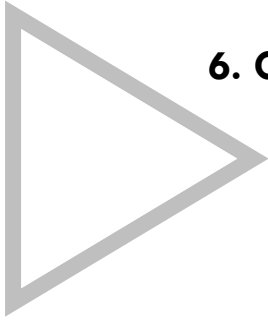
PROMPTS FOR REFERENCES

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:

Gracious and loving God, we come to you as a people of hope. We love our church and our church community. Help us to continue to work for peace and justice here and throughout the world.

Transforming God, we come to you as a people living in change and uncertainty. We celebrate our church's history and work. Guide us to bring your Word and your love to what is to come and who is to come to us.

God of New Beginnings, as we transition out of this time of pandemic, we come to you as people who learned more of what it is to live in the in-between. Remind us that life is not a checklist nor a burden, but an opportunity to step in, learn, grow and accept as best as we can.

Ever-present God, we come to you as people with questions. We wonder about you and about how to live in this hurting world. Show us the power and joy of community, so through you, we can be the change for a better world.

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.)

This profile was written by a profile team made up of five members and our intentional interim minister as an ex-officio member. Our treasurer, staff, and associate conference minister helped us compile some of the historical data we needed.

2. Additional comments for interpreting the profile: Addendums are attached below.

Signed:

Name / Title / Date:

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: yes


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

Staff Comment: yes

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

Staff Comment: yes

My signature below attests to the above three items.

Signature: 
Name / Title: Rev. Erin Gilmore
Email: erin@rmcucc.org
Phone: 801-694-6300
Date: 2/07/2023

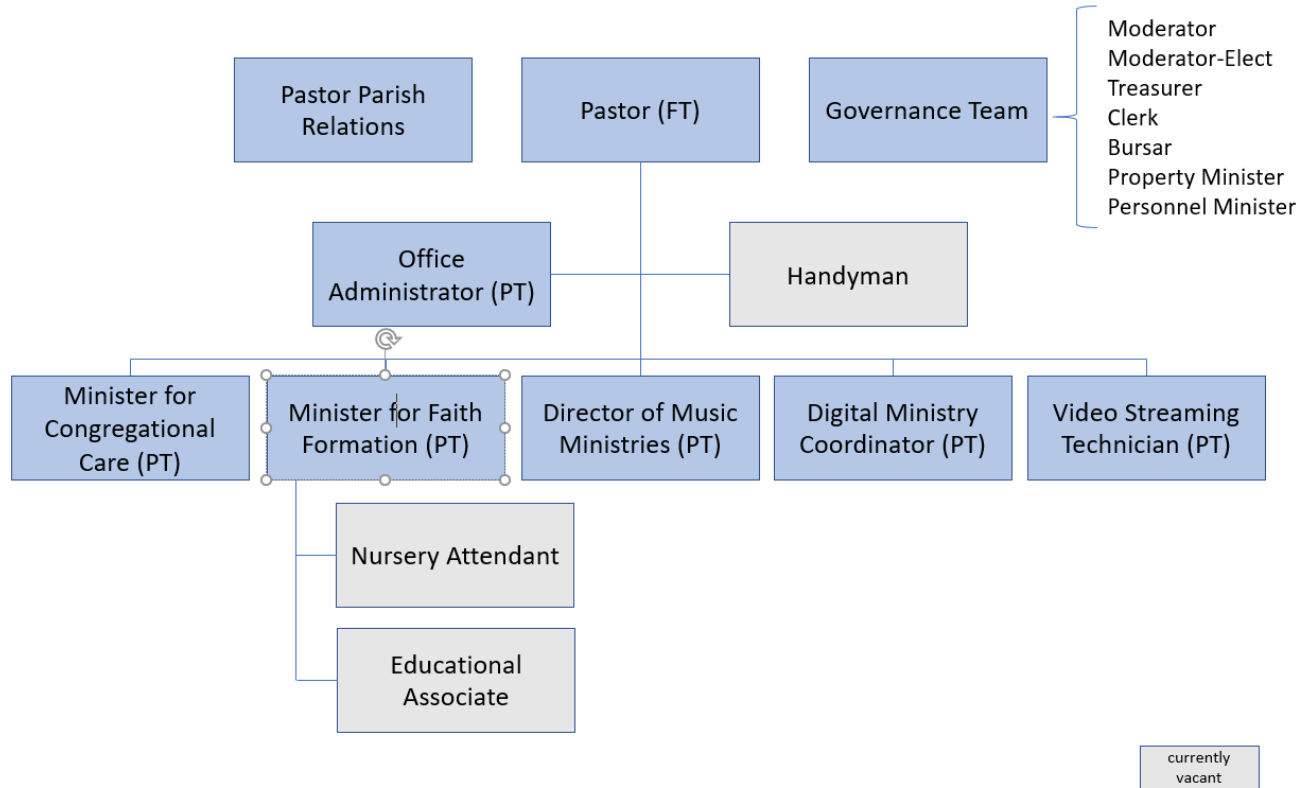
**UNITED CHURCH
OF CHRIST**



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

Park Hill Congregational Church United Church of Christ Organizational Structure



Bylaws of Park Hill Congregational Church, United Church of Christ

Adopted by the congregation at the annual meeting, January 30, 2022

Article I. Name

The name of the church shall be Park Hill Congregational Church, United Church of Christ.

Article II. Introduction

- A. Park Hill Congregational Church shall be a member congregation of the United Church of Christ.
- B. These bylaws are a statement of the church's ministry, mission and core values. Members are to make decisions under these bylaws with the guidance of the Holy Spirit and in the spirit of community in order to further the church's ministry and mission.
- C. In all matters decided by the church, the congregation shall be the ultimate authority.
- D. The church is an open and affirming church.
- E. The church is a just peace church.
- F. The mission of the church is:

We are a diverse community of seekers
Inspired by the teachings of Jesus,
Called to bold acts of compassion and justice.

- G. The core values of the church are:

Spiritual depth and intellectual integrity,
Worship, education, and outreach that transforms people and society,
Social justice, diversity, and love of neighbor,
Being open and affirming to everyone – without exception,
Belief that these values are embodied in the life of Jesus.

Article III. Members

- A. Any person who wishes to live in covenant with the church may become a member. The church will welcome into its membership in a ceremony before the congregation any

willing person through letter of transfer, reaffirmation of faith, confession of faith, or confirmation.

- B. Becoming a member is to enter into a covenant between church and its members, sustained by our willing participation with God. Members are expected to:
- a. Worship with the congregation weekly, or, given various circumstances, as often as is possible,
 - b. Pledge financial support of the congregation to the best of one's ability,
 - c. Actively participate in some form of the church's inward and outward mission and ministry,
 - d. Take responsibility for the health and welfare of the people and place of the church,
 - e. Pray and grow spiritually,
 - f. Honor and respect one another.
- C. The covenant includes expectations of the church to its members. The church will:
- a. Offer regular services of worship, the sacraments, and to meet other liturgical needs,
 - b. Provide for the education and faith formation of children and youth,
 - c. Offer programming that helps members engage their spiritual needs and participate in bringing compassion and justice to the world,
 - d. Organize systems that enable the care of the sick, elderly and isolated,
 - e. Honor and respect one another.
- D. Members who have become inactive may be removed from the membership list by the Governance Team after a biannual survey conducted by the Clerk. An inactive member is one who has not participated in the life of the church for at least one year.

Article IV. Lay Leaders.

- A. Moderator.** The moderator is the lay leader of the congregation and shall serve a one-year term as moderator-elect before serving a one-year term as moderator. He or she shall act as president of the corporate body. The moderator shall preside at all business meetings of the congregation. The moderator shall set the agenda and preside at all governance team meetings. The moderator shall make appointments when vacancies occur. The moderator shall, in consultation with the treasurer, oversee the creation of an annual budget and shall appoint a team to carry out an annual stewardship campaign and, if needed, assist in its successful completion. The moderator shall be a member of the church, work collaboratively with the pastor, and shall be accountable to the governance team and the congregation. Two people may hold the position of moderator, however if two people hold the position they may cast only one vote in governance team matters. When the pastor is absent, the moderator is ultimately the responsible person for church affairs.

The moderator shall appoint delegates to meetings of the Metro Denver Association and Rocky Mountain Conference UCC.

- B. Moderator-Elect.** The moderator-elect shall be a member of the church and is a lay leader of the congregation. He or she shall be elected by the congregation for a one-year term, and shall serve in the moderator's place when the moderator is absent. The moderator-elect is a member of the governance team and shall succeed to the position of moderator. Two people may hold the position of moderator-elect, however if two people hold the position they may cast only one vote in governance team matters.
- C. Clerk.** The clerk shall keep a record of the meetings of the governance team and the meetings of the congregation, shall keep records of all official reports, shall give official notice of all meetings when necessary, shall keep a list of all members with their addresses and phone numbers and a record of their reception, transfer or removal, shall keep a record of baptisms, deaths and marriages, and shall perform other duties as necessary, including acting as secretary of the corporation. The clerk may be assisted by the clerical staff of the church. The clerk is elected by the congregation for a one-year term which may be renewed, shall be a church member, and is accountable to the congregation and the governance team.
- D. Treasurer.** The treasurer shall be the custodian of all funds of the church and shall act as corporate treasurer. The treasurer shall review and record all deposits and disbursements, shall provide a monthly accounting of transactions to the governance team and the congregation, shall recommend to the governance team appropriate transaction and investment accounts in which to place church funds, and shall transfer money between accounts. The treasurer shall be elected by the congregation for a one-year term, which may be renewed, shall be a member of the church and shall be accountable to the congregation and the governance team.
- E. At Large Members of the Governance Team.** At large members of the governance team are voting members of the governance team, and shall be elected by the congregation to one-year terms, renewable up to four years. After a one-year absence, they shall be eligible for additional terms.
- F. Financial Secretary.** The financial secretary shall collect all money received, count and deposit it and prepare an income report for the treasurer. The financial secretary shall record payments to individual's pledge account records, and provide quarterly statements of each pledge account to those individuals. The financial secretary shall be appointed by the governance team, shall be a member of the church, and shall be accountable to the congregation and the governance team.
- G. Bursar.** The bursar shall review and classify all bills, write checks and issue payments. The bursar shall be appointed by the governance team, shall be a member of the church, and shall be accountable to the congregation and the governance team.
- H. Officers.** For legal purposes, the officers of the church are the moderator, moderator-elect, clerk, treasurer, and pastor.

Article V. Leadership Groups

- A. **Governance Team.** The governance team, guided by the church's mission and core values, is responsible for the health of the church. The team shall be responsible for the financial and business affairs and operations of the church, for administering the funds of the church, shall make decisions concerning the expenditure of funds when necessary, coordinates the activities of the property ministry, the finance ministry, and the personnel ministry, may enter into contracts with others when necessary, and is accountable to the congregation.

Voting members of the governance team shall be the moderator, the moderator-elect, the treasurer, the clerk, the personnel coordinator, the property ministry coordinator, and three members at-large.

The pastor shall be a non-voting member. A quorum shall be a majority of the voting members.

The governance team shall determine the dates of the annual and semi-annual meetings of the congregation, shall act on behalf of the congregation between those meetings, and shall recommend the adoption of an annual budget to the congregation.

The governance team shall be responsible for personnel matters.

The governance team shall act as a nominating committee for elected members of the governance team.

The governance team shall be broadly representative of the diversities of the church.

The governance team shall have no power to buy, sell, mortgage, or transfer property without specific authority by vote of the congregation. The governance team may decide the receipt and/or disposal of non-financial gifts or bequests and create funds as needed.

- B. **Property Ministry.** The property ministry coordinator is responsible for decisions regarding the use and maintenance of church property using funds within the annual budget. The property ministry coordinator monitors the maintenance and repairs needed for the church and its grounds, organizes and supports volunteers to perform maintenance and repairs, and monitor the purchase of supplies and contracted work as needed. The property ministry coordinator shall be elected by the congregation.
- C. **Personnel Ministry.** The personnel ministry coordinator oversees all matters for staff positions, including paid and unpaid staff. The pastor is the supervisor of all staff. The personnel ministry coordinator conducts annual reviews and makes recommendations to the governance team regarding salaries, working conditions, benefits, and contracts of all people employed by the church. As needed, the personnel ministry coordinator may propose changes in staffing patterns to address unmet needs. The personnel ministry coordinator shall be elected by the congregation.

- D. Pastor Parish Relations Committee.** The PPRC shall consist of five members of the church, three appointed by the governance team, and two recommended for appointment by the pastor. One member, if possible, shall have some conflict resolution experience or training. To ensure fairness, the pastor's appointments are ultimately to be confirmed or denied by the governance team by March of each year. Members of the PPRC should be broadly representative of the diversities of the congregation.

The PPRC is meant to serve as a place of confidentiality for the pastor when dealing with difficulties, serving in an advisory and supportive capacity, and is meant as a place of reconciliation where members or staff can bring concerns about the pastor, seeking resolution. The PPRC may also be called upon to address situations between members in which one has acted against the expectation of covenantal respect and honor due to each person.

In order to improve performance, the PPRC shall periodically conduct a review of the pastor by the congregation, sharing and discussing the results with the pastor, then reporting broad categories of its findings to the congregation, but not the specifics. Any specific concerns should be addressed with the parties involved, necessitating accountability for complaints. The PPRC is accountable to the governance team and congregation but, in confidence, does not report the content of its activities to them. Matters of grave concern shall be brought to the attention of the moderator, and when needed, the PPRC shall consult with the UCC Rocky Mountain Conference Minister in the event actions need to be taken.

Members of the PPRC shall serve three-year staggered terms. In the initial year of this provision, the PPRC shall determine the length of terms of the members.

Article VI. Pastor and Staff.

- A.** The pastor is the spiritual leader of the congregation and shall be called for an indefinite time by a two-thirds vote of the congregation present at a regular or special church meeting. The governance team shall follow the procedures of the United Church of Christ to fill a vacancy when a settled pastor leaves, including the choice of an interim, the creation of a search committee, and the presentation of a final candidate who has standing (or pending standing) in the United Church of Christ.

The candidate proposed by the search committee shall be presented for election at a properly called meeting of the congregation. When a pastor has been elected by the congregation and has accepted the call, the pastor shall become a member of the Church and of the Metro Denver Association and be installed as soon as possible.

While the term of the pastor shall be indefinite, after consultation with the governance team, his or her resignation may be requested at a special meeting of the congregation specifically called for this purpose. With proper notice by the clerk, a decision shall be determined by a majority vote present at the meeting called for the purpose. Resignation

would be in effect within sixty days. The pastor shall give sixty days notice in case he or she wishes to leave of his or her own volition. In the case of loss of the pastor's ministerial standing, the relations shall cease at once.

The pastor is a non-voting member of the governance team, and provides guidance as needed for the ministries of the church.

The pastor is responsible for the spiritual welfare of the church, seeks to enlist people as disciples of Christ, preaches the Gospel, and administers the Sacraments.

The pastor is accountable to the congregation.

- B.** After consultation with the pastor and interested members of the congregation, and upon recommendation of the personnel ministry coordinator, the governance team will confirm the hiring of staff as necessary. Termination is the decision of the personnel ministry coordinator after consultation with the pastor and governance team.

Article VII. Meetings.

A. Business Meetings.

1. **Annual Meeting.** The official year of the church shall begin January 1, and an Annual Meeting shall be held each year in January at a time to be determined by the governance team. The purpose of the annual meeting is to review the progress of the church during the previous year, to consider directions for the coming year, to adopt the annual budget, to hold elections and to transact any other business that may be necessary.
2. **Semi-Annual Meeting.** A semi-annual meeting of the church shall be held each year during the month of July. The purpose of the meeting is to evaluate the programs of the church, review its financial situation and transact any other business that may be necessary.
3. **Special Meetings.** Special meetings for business shall be called by the clerk, upon request of the pastor, the governance team, the moderator, or by written request of five or more members of the church. The nature of the business shall be stated in the call and any other business germane to the call may come before the meeting. The call shall be posted on the church bulletin board at least ten days before the date of the meeting and sent to the members by email or postal mail at least ten days in advance of the date of the meeting.
4. **Calling Meetings.** The clerk shall call all business meetings of the church by notice in writing, stating the date, time, place and purpose of the meeting. The call shall be posted on the church bulletin board at least ten days before the date of the meeting and sent to the members by email or postal mail at least ten days in advance of the date of the meeting.

5. **Voting.**

- a. Members may vote for questions and officers put to them at any properly called meeting of the congregation. A majority vote of those present and voting shall be decisive, except when the bylaws provide for a different margin. For purposes of voting, a "member" is a person as defined by Article III of these bylaws. A member shall be deemed present for the purpose of voting if they are present in person or present digitally (i.e., on an electronic device).
- b. At any properly called meeting of the congregation, the Clerk of the Governance Team is responsible for determining the method(s) of voting appropriate for that meeting; for notifying the members of the method(s) at least five days before the date of the meeting; for calling for, receiving and tallying all votes taken at the meeting; and for announcing the results. At his or her discretion, the clerk may select volunteers to assist with this work.
- c. Elections and voting shall be by written ballot if requested by any member present at the meeting. In that event, a member present digitally may vote by email or as directed by the Clerk. An email vote must show the member's email address and be sent at the time the vote takes place, with the issue currently on the floor. Proxy votes are not permitted.

6. **Quorum.** For all business meetings of the church, twenty-one members shall be a quorum.

Article VIII. Miscellaneous Provisions

A. The Rev. David Colwell Legacy Fund.

The church shall establish the Rev. David Colwell Legacy Fund to honor David Colwell, who was the Church's first pastor and whose estate made the initial contribution to the Fund. The Fund may continue to accept gifts and bequests from members and friends of the Church. The governance team may make withdrawals from the Fund to support significant and important purposes related to the Church's building, the Church's mission,

or the Church's ministries. The fund is not to be used for ordinary or normal budget purposes.

The treasurer shall maintain a separate fund account for the Rev. David Colwell Fund.

Article IX. Procedure for Dissolving the Church

By vote of at least eighty percent of members who are present at a specially called meeting, the church may be dissolved. In that event, all real estate and other property shall become the property of the Rocky Mountain Conference of the United Church of Christ, after payment of any indebtedness, subject only to any limitations as may be required by any bequests or other gifts making up the invested reserves of the church.

Article X. Procedure for Disaffiliating with the United Church of Christ.

- A.** By vote of at least eighty percent of members who are present at a specially called meeting, the church may disaffiliate from the United Church of Christ.

Article XI. Amendments

- A.** These bylaws may be altered or amended by a two-thirds vote of the members present and voting at any regular or special meeting, provided the proposed amendment be presented to the governance team for its consideration in advance. However, the governance team cannot prevent the proposed amendment from being considered by and voted on by the congregation. The clerk shall provide the text of the amendment to the congregation and notify the congregation of a pending amendment as provided for notice of congregational meetings.

2022 Annual Report

January 29, 2023



Park Hill Congregational UCC

2600 Leyden St.
Denver, CO 80207

www.parkhillucc.org

(303) 322-9122

Our Vision

Adopted by the Congregation on May 21, 2016

1) A church where everyone finds their place for ministry.

Creating a loving community where everyone belongs and stands alongside each other in times of need, connecting new friends and longtime members to opportunities for discipleship, and developing effective structures for leadership.

2) A church full of people who live and proclaim the social justice witness of Jesus Christ.

Whether it's at home or work, among our neighbors or on the front lines, our faith as Christians means fulfilling the mission of Jesus Christ: good news for the poor, working for the release of captives, advocating the liberation of the oppressed, and challenging the blindness of anyone who excludes and denies the full humanity of all God's people and the care of God's earth (Luke 4: 18-19).

3) A church community fully engaged in faith formation.

Nurturing the values of a compassionate Christianity for children and families, helping youth integrate progressive Christianity into their lives, and exploring a deeper spirituality in adults – through inspiring worship, engaging classes, meaningful service opportunities, and creative intergenerational activities.

4) A church committed to developing and using our resources wisely.

Expanding use of our building, securing our long-term financial health, growing our congregation, and nurturing our individual spiritual gifts and talents for the purpose of serving our neighbors.

Church Leadership 2022

Governance Team (GT)

Moderator – **John Evans-Klock**

Moderator-Elect – **Michelle Whaling**

Clerk – **Patty Crew**

Treasurer – **Beth Harris**

Personnel Ministry – Vacant

Property Ministry – Vacant

At Large – **David Conger, Jeanette Fedele, Kathleen Gaskins**

*Thank you to **Jeanette Fedele** who has completed her term on the Governance Team*

Pastor Parish Relations Committee (PPRC)

Linda Siderius – Chair

Will Taylor

Karen Collier

Amy Forte'

*Thank you to **Linda Siderius** and **Amy Forte'**, who completed their terms, and **Karen Collier**, who resigned to be the Office Administrator at PHCC*

2022 Report of the Clerk

Church Membership December 31, 2021	180
Added to membership (Jan. – Dec. 2022):	
Confirmation	3
Transfer	0
Profession of Faith	0
Reaffirmation of Faith	3
Removal from church rolls:	
By transfer	3
By death	2
By request, removal, or lost contact	0
Net Gain	1
Church membership December 31, 2022	181
3 Baptisms	

Usher's Report

In 2022, Park Hill UCC worship began virtually, using Facebook, YouTube, and Zoom. In-person worship resumed in February and continued through December in addition to the virtual presentation. In-person attendance for this period was recorded as 1,591 adults and 98 children attending worship service. Masking, social distancing, and contact information were requested upon entry from December to October 9th, at which time the Governance Team announced a more relaxed protocol of voluntary masking and a designated area of seating in the Sanctuary for those wanting to be masked and distanced. Contact information continued to be requested in case of the need to notify those infected and/or exposed to Covid-19 and its variants. Upon reports of infection, attendees were informed and advised according to the CDC Guidelines.

Those who served as Ushers were: **Karen Collier**, Lead Usher, **Harriett Milnes** and **David Conger**, **Chris** and **John Evans-Klock**, **Patty Crew** and **Ray Allen**, and **Becky Rickert**.

~Respectfully submitted, Karen E. Collier

Intentional Interim Pastor's Report

2022 was a year of many changes for both Park Hill Congregational Church and me. We navigated a pastoral transition, a move to in-person worship with fewer restrictions, staff transitions, grief, excitement, and political turmoil. And guess what? We survived!

I spent the first six months getting together with many members of the congregation (more than three dozen!), observing patterns and systems so I could help the profile team as they portrayed the landscape of our congregation as accurately as possible. As the summer came to an end, I started preparing recommendations for the Governance Team in all areas of our life together: worship, technology, education, outreach, and personnel. At the same time, I wrote curriculum for our confirmation class, which turned out to be life-giving to all who participated.

In 2022, I took much time to reconnect with old ministry partners, nearby congregations, and our conference. We participated in the Pride Parade with the Metro Denver churches (and we had more than 25 of us!), the Women's March, the Juneteenth Parade, several gun buybacks, and impromptu marches for reproductive rights.

Toward the end of the year, I had the tragic privilege to serve as community chaplain at Club Q after

the shooting. Rev. Mallory Everhart, a minister in our conference, organized a group of LGBTQIA-safe clergy to keep the sanctity of the memorial and offer the community a safe space to grieve.

Small Groups

Small groups are a great way to get to know one another. Everyone is welcome and encouraged to attend any small group. We will have some exciting offerings in 2023!

Lunch and Lectionary, an online group that discusses the lectionary texts selected for that week's worship, meets every Thursday at noon. Group attendance fluctuated based on the realities of work and the lives of our participants. The insights of this group continue to amaze me.

The men's group has continued to meet, both online, and in person. Book group, led and organized by our Minister of Congregational Care, **Terri Bowen**, continued to meet throughout the year. It has been fantastic to see how this group has inspired participants beyond the time they share on Zoom and has reached even other people in our neighborhood. The list of books continues to be fun and challenging.

Digital Ministry

Our Digital Ministry continues to be a big part of our ministry to Denver and the rest of the country. We have viewers from several states and even from Mexico (thanks, dad!). We receive prayers, emails, and comments of appreciation from our online participants. Our online community is as vibrant as our in-person group. We have as many viewers online as we do in person. Our viewers watch live and after 10 AM on Sunday mornings throughout the week. This community includes older people who have trouble leaving the indoors, former and new PHCC'ers who live out of state, families with young children, people who are sick and on vacation...etc. Without our digital ministry, we would not be able to reach out to this community and for that, we are incredibly thankful.

This year meant even more upgrades to our already fantastic technology: we moved the screen to the West side so that our musicians can have better light; we purchased a second iPad and a second hand-held microphone for a better flow in our streaming. All of this needed lots of cables! **Mindee Forman, Rob Socolofsky, Zeke Wakefield, and Mark Winkel** were instrumental in getting those upgrades. In the fall, to be better stewards of our natural resources, we implemented digital bulletins as an addition to our paper bulletin repertoire. Our hope is to grow our tools to make digital bulletins more accessible until our transition to digital bulletins is complete. My hope for the new year is that we can train even more people on video streaming so we can grow this part of our ministry even more!

Worship

As I reflect back, 2022 had a wide variety of worship experiences. Part of it was because we slowly moved from wearing masks and humming hymns to singing with masks to being unmasked. Communion also moved from sterile, individually packaged cups to homemade bread. Through it all, our Governance Team and the phenomenal COVID response team (**Terri Bowen, John Evans-Klock, and Candice Johnson**) kept their hearts and minds open to the factuality of statistics and science and the tender needs of our community. The staff offered grace and flexibility to the process, making it safe for all. This year, in-person attendance has been steadily increasing and our online presence continues to be strong and expand beyond the borders of our state. It is always fun to meet someone for the first time and hear: "We feel like we know you: we watch every week from home." Our community continues to find ways to engage and feel nurtured.

During the pandemic, we missed out on a lot of bread and cup, so this year we made up for it! But communion was not the only thing that changed: during worship, we grieved and wove our prayers together, we played some games to embody our privilege and diversity, we had interactive sermons with the input of our community, and even "nailed" our theses to a door to celebrate Reformation Sunday – we all know the nails failed

and we had to use tape. We explored how to “Be the Church” and witnessed the depth and width of our faith tradition.

For the first time in many years (or maybe ever?), we celebrated Maundy Thursday with a feast and washing of hands and blessed our pet companions during the Feast of Saint Francis.

Our confirmation class was one of the most memorable experiences of my time at PHCC so far. For ten weeks, two adults and four youths put up with the silliest ways to dive deep into our faith tradition from a systematic theology approach. I can say with confidence that, with these theologians as leaders of the church and the world, we are in safe hands.

Christmas Eve was the highlight of our worship year. We had a total of 141 people attend our family-friendly and candlelight services both in person and online! We had an interactive reading of the Nativity story for the little ones that had some of the best performances ever. Even our littlest members enjoyed lighting candles during Silent Night with our flameless electronic candles. The traditional candlelight service was so full we almost ran out of grape juice and had to have cranberry juice reserves just in case.

Personnel

PHCC spent most of 2022 with an incomplete staff. For the first four months of the year, the church did not have a Church Administrator, which meant that everyone else had to step up and divide the tasks. Once again, the staff showed tremendous grace and flexibility as I learned the ropes. In April, we completed the hiring of **Karen Collier** to this position. Karen has learned to send emails, edit and produce bulletins, manage our building, enhance our relationships with vendors and tenants, and was responsible for bringing the Fair Trade Gift Market back. In May, **Jeremy Shaver**, who had served for 14 years as Minister of Faith Formation, left his position to continue his work in the Anti-Defamation League. This was one of the great losses PHCC experienced during 2022, and we lift our prayers of gratitude for Jeremy’s ministry among us. He is sorely missed.

Billie Busby Smith continued to serve as our Director of Music Ministry. Showing masterful skills in adapting to new challenges, Billie has led our choir throughout the pandemic and our music ministries are still going strong. Her passion and hard work can be seen from miles away. This year, the PHCC Choir led us through a fantastic MS Walk, raising thousands of dollars. The Gospel Band returned to offer their musical gifts to the Denver Inner City Parish, strengthening our relationship with the larger Denver Community.

Damian Dorta has one of the most fascinating jobs out there: no one sees him and no one notices him when he is there, but when he is not or if he makes a mistake, everyone knows. He went through quite a year, from organizing our ever-growing catalog of digital music files to updating the website, uploading and editing videos, changing his name, and getting married in between hurricanes. **Terri Bowen** has served with grace and sass as our Minister of Congregational Care, holding hands of people as they transitioned from this life, praying with and for anyone who asked for prayers, officiating memorial services, making calls and emails to everyone just to check-in. Her gifts for preaching and community building played a stellar role in our congregational life. Her sense of humor and theological depth nurtured us all in conversation, Bible study, and worship.

Zeke Wakefield has another job that is quiet and unnoticeable until things go wrong. Zeke comes every Sunday with the best of attitudes and fixes a multitude of problems in no time with a non-anxious vibe and covers a multitude of sins with his outstanding tech skills.

Toward the end of the year, we completed the hiring process for our not-so-new-to-us Minister of Faith Formation. **Kate Strebe** brings her skills, knowledge, and passion to a position that is much needed.

There is not a day that goes by without me giving thanks for our staff. I cannot wait to see where they take us in 2023.

Serving as your Intentional Interim Minister has been a blessing to me. My heart is full of gratitude for each one of you, and I pray that not just my sermons, but my whole ministry among you, has inspired you to live out the faith we share.

~Rev. *Claudia Aguilar Rubalcava*

Moderator's Report

Dear Friends,

It has been a busy and eventful year. We began with a call to our new Interim Minister, Reverend **Claudia Aguilar Rubalcava**. She brought us enthusiasm to spare, an international background to enrich our worship, and an energy for putting in place careful policies such as staff job descriptions. She led the Profile Committee in its creation of a picture of our church that would go out to interested candidates for our next settled pastor, and helped launch the Search Committee to review applications. She also pulled together a confirmation class series and has taken on numerous tasks behind the scenes to enrich our church life.

I would like to thank our able and dedicated staff for their care and inspiration over the year. **Billie Busby Smith, Terri Bowen, Karen Collier, Damian Dorta, and Zeke Wakefield** continue to make our congregational life hum with spiritually enriching and thought-provoking experiences. The Governance Team, as well, has put in extra hours to navigate our year with its challenges and joys. We have **Beth Harris**, treasurer, **Michele Whaling**, vice-moderator, **Patty Crew**, clerk, **David Conger**, coordinating those who work on building issues, **Kat Gaskins** joining with Michele and Patty to work on personnel issues, and **Jeanette Fedele** contributing as an at-large member. We have had to work with two vacancies from the team envisioned in the by-laws, partly because so many of our most dedicated members have been serving on the Profile and Search Committees.

Those groups certainly deserve our thanks. The Profile Committee consisted of **Blake Chambliss, Pam Hennessey, Elizabeth Pexton, Jeremy Shaver, and Skip Spensley**. They were assisted by the staff gathering figures on our congregational membership, including **Karen Collier** (while she was still starting out!). The Search Committee has also put in long hours going over applications, following up for more information, and sorting priorities. They were **Kim Brewer, Larry Ricketts, Nate Schmitt, Rob Socolofsky, Skip Spensley, Karen Truesdell, and Susan Yarbrough**. Their work is ongoing since the candidate they identified around the end of the year did not come to an agreement with them to visit for a call vote. Three members have had to resign, and the Governance Team hopes to have new names by the time of the Annual Meeting.

We have navigated the difficult process of continued re-opening after the pandemic, and, eventually, unmasking as Covid danger subsided. The area kept for masks and social distancing gives a measure of reassurance to those with a particular need for continued safety measures. Billie has gradually brought back the choir and instrumentalists along with the Acapella recordings which have received so much loving care and time.

Jeremy Shaver resigned this year, after 14 years as our Minister of Faith Formation. We said goodbye with hearts full of appreciation for his work with our youth and children and for his fellowship over the years. The search for a replacement ran into some difficulty because, for example, Iliff Seminary now has most of its students enrolled remotely and could not be used as a resource. Congregation members **Amy Forte', Kat Gaskins, Mary Yoakum**, and myself filled in to lead Sunday School and the children's time in worship. During Advent, the children were invited to stay in the worship service with their own space available for quiet activities. At the end of the year, **Kate Strebe** agreed to serve in this position. We are pleased to have her join the staff.

The Pastor-Parish Relations Committee is going through a renewal with an eye to a new settled pastor coming on board. **Kat Gaskins, Merlin Getz, Elizabeth Pexton, and Martin Willie** are joining continuing member **Will Taylor**, and thanks go to **Linda Siderius** for heading the committee last year.

Our semi-annual meeting in July voted to launch a study of the eco-friendly restructuring of the South Lawn area. **David Conger** has ably led the Task Force and brings us a report of the progress and proposal. The Eco-Justice group has met for discussion and education over a number of topics. Several other developments need to

be mentioned. The Montessori School has a new director, and we are adjusting our interactions in both small and significant ways. The promise of a positive resource for the community continues to unfold with this relationship, as it has for many years. We changed cleaning companies after a breakdown in service by the previous company. In connection with this change, the Social Justice committee has been looking into standards of fairness and transparency in our employment contracts.

New activities included the beginning of a Writer's Group, "Park Hill Pens", and a trial garden, growing pumpkins on the East side of the building. The activities which mean the most to me are those in which we address the needs of the marginalized in our community, especially the unhoused. Our homelessness initiative has continued in modified form as we bring food to the sponsored center, and we have continued to collect food and clothing to donate in other venues. We have also reached out to Afghan families who were settled in Colorado, and now to migrants in need who came with the most recent wave fleeing desperate conditions in Central America and beyond.

At the Christmas Eve service I was particularly touched to see the church filled. It may not signal the complete end of the covid era, but it surely felt like things are getting back to normal. We have a broad extended community, with many friends and family members who appreciate what Park Hill stands for. We will continue to open our hearts to all and see who that welcome brings.

~Respectfully submitted, John Evans-Klock, Moderator

Minister for Congregational Care Report

Whew!! What a year it has been! The past year has been a year full of change, and we will see more in 2023. While change is never easy, it can be transformational (and usually is!).

Small Groups

Small groups are a great way to get to know one another. Everyone is welcome and encouraged to attend any small group.

Book Group is a vibrant group of readers who read different books every month. The books that are selected must either be about social justice or written by a BIPOC or LGBTQIAS2+ person. These books have challenged us, informed us, stretched our understanding, made us more empathetic, and given us insight into our biases and prejudices. Book Group meets on the second Thursday of every month. All are welcome and encouraged to read!

Park Hill Pens, a writing group, started in October 2022 and has provided a creative outlet for all who are participating. The group meets on the second and fourth Saturday of the month from 10:00 a.m. to Noon. Writing prompts are given, our imaginations are tickled, and our creative writing begins. We share our writing with one another during the meetings. These meetings have been Spirit-filled.

Eco-Justice Group began in February 2022. We met and brainstormed several ideas. I attended an Eco-grief group during Lent which involved many other UCC church members. In 2022, we planted a tree on Earth Day. **Skip Spensley** did a presentation about Earth Day, **Karen Collier** talked about being a vegetarian, **Sarah Johnson** gave a presentation on beekeeping, and **Sam Carolus-Hager** gave a presentation on recycling. We planted a pumpkin patch on the east side of the church and harvested eighteen pumpkins. We had a movie night and watched David Attenborough: A Life On Our Planet. We had a warm clothing drive in November and delivered the clothes to the St. Francis Center. We are working on making our coffee hour waste-free. Communion is also waste-free as we purchased glass cups instead of using plastic. We have reduced the amount of paper we use because our bulletins can be accessed with a QR code.

As a church, we have made much progress in our mission to reduce our carbon footprint. Here's some information about our solar panels: Since they were installed, we have offset our CO2 emissions by 66.81 tons, which is the same as planting 1,713 trees or driving a car 166,590 miles! So far, we have saved approximately \$16,387.61.

Care Ministry

In 2022, two members died, **Shari Wilkins** and **Laura Harris**. It was my honor to care for both of them while they were ill and dying, as well as their loved ones. It has been my honor to pray for all of you throughout the year. The weekly Prayer Corner continues to be a way for all of us to stay connected to one another and to God and the Universe. I have visited and called people who have received medical diagnoses.

Thank You

I have served as Minister of Congregational Care throughout the year as well as Bridge Pastor. I want to say thank you for your encouragement, your love, your generosity, and your willingness to allow me to walk on this journey with you. I am honored and humbled to serve at Park Hill. Thank you from my love-filled heart.

~Terri Bowen, Minister of Congregational Care

Director of Music Ministries

Rather than spend a lot of my report re-analyzing the pandemic and its difficulties for our music ministry, I will, instead emphasize the good outcomes. As many did, I entered 2022 believing that surely we would be back in-person with our “normal” music ministry in place by spring. Instead, 2022 has been a year full of unknowns – lots of hope to return to normal – even more effort strategizing to make it safe and musical for all and then COVID strikes again. I start this year with a grateful heart! Not just because 34 people participated as musicians on Christmas Eve. Lots more than that. Here is what I would count as examples of good musical outcomes of 2022.



1. VOLUNTEERS

Flexibility and creativity have been thriving in the music ministry! Nothing looked the same, but that did NOT stop forward movement. One example: our second-floor rehearsal room was a location of concern. Because of this, it had not been used for group rehearsals or videos since 2020. We also learned that the sanctuary as a rehearsal space was not optimal due to limited rehearsal time (due to service and broadcast preparation). What to do? We decided to move back to our rehearsal space and make it as safe as possible. Members of the music ministry discussed how to safely return to the space. Our plan included masks and social distancing. **Sarah Johnson** researched air filters appropriate for our space. Her first effort was a DIY filter which she made and donated. Her next effort was a highly-rated air filter from Sweden which she researched and donated. As I prepare for our weekly Sunday morning rehearsals, I am confident that we have created the safest possible rehearsal space. A huge thanks to Sarah and the entire choir for their input and assistance.



2. SUPPORT OF THE Governance Team

The Music Ministry had total support of the GT. I was sent forth to use the most appropriate resources and make decisions based on the church’s COVID Plan. Because I am very active in the American Guild of Organists – both locally and nationally and have friends in the medical profession, I am fortunate to have wonderful resources.

3. VIRTUAL MUSIC

On numerous occasions, I have written about how difficult it can be for people to make videos on the ACAPELLA application. This time, I will give you the good news. Each ACAPELLA/virtual singer found the approach that best suited them. As we experienced fewer and fewer technological problems, our musicians settled into making quality and large quantities of videos. Other musicians began to point out to me how nice the choral blend had become. The singers began enjoying the process and singing “with” their choir friends. When the choir returned to in-person singing, those singers continued to make

ACAPELLA projects. In addition, they have brought their lovely blend to the sanctuary along with them! Thanks to the 30+ singers and musicians (including Rev. Claudia) who have recorded on ACAPELLA.

4. TECHNOLOGY

As we returned to in-person music making, we found a few areas that needed refinement. For a while, we have known that relocating the piano and instruments to the East side of the sanctuary would be easier for musicians, e.g., better light, less glare from the morning sun, and availability of stored equipment. After much evaluation and work with seating configurations, we settled on moving the piano and instruments to the East side and the large screen TV to the West side. During that same exercise, we found a way to remove the microphones from the inside of the grand piano, resulting in a better sound and a cleaner piano. Without the help of **Mark Winkle**, **Mindee Forman**, **Rob Socolofsky**, **Jock Yoder** and **Sarah Johnson**, this work would not have been accomplished.



5. COMMUNITY OUTREACH

As I had hoped from the beginning of the pandemic, the music ministry did stay in touch with two of the community groups which the music ministry has worked with closely over the years. I am happy to report that the Gospel Band returned to the Denver Inner City Parish (DICP). The Band played for the Christmas Family event at DICP before Christmas. We are still involved with the Denver MS WALK. Our 2022 WALK team, PHCC Wind Ensemble Team was number one in the Walk again this year. Our involvement is especially important at this time because the research has been very fruitful. The MS Staff feel that we are approaching a cure.

A significant number of people in the Park Hill neighborhood are living with MS and congregants of our church are impacted as well. WATCH for the kick off for this year's Walk. We will be looking for more team members in the next month. Stay tuned!

Musically Speaking....

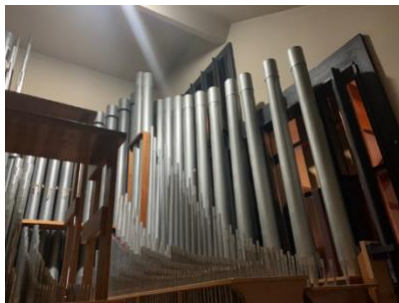
Although in-person choir numbers are much smaller than those from pre-pandemic years, as I mentioned, the choir members are extremely loyal and committed and sing well each week. Our instrumentalists are back and there are several new members. We are enjoying using different combinations of instrumentalists in special music selections. The handbells, under Pam Hennessey's direction, have continued. Hopefully, we will hear more from them this spring.



Another musical effort that did not skip a beat was young solo instrumentalists who continued to perform a number of times a year during the pandemic – both virtually and in-person. A huge thanks to our pianists, **Addison** and **Michael** and their supportive families. We also had a number of our young people who participated in the ACAPELLA program: **Addison**, **Susannah**, **Keira**, **Leilonie**, **Sean**, and **Claire**. How fun it is to watch our children grow up!

And this was the year that we celebrated **Jahan's** graduation from high school, her last lead in an East High theatre production and seven years of playing with the Music Ministry.

An important part of my ministry for PHCC was my Thursday series – When Words Fail, Music Speaks. I have enjoyed learning and playing on FACEBOOK new organ works most Thursdays since June 2020. It has been my pleasure to showcase the music composed by Black composers – many of which are not frequently heard. As well, I continue to celebrate the gift of PHCC's excellent stewardship of our Reuter organ since 1957.



From my vantage point, 2023 looks very promising and I am excited to be working with such wonderful volunteers, staff, and the Governance Team.

~ Billie Busby Smith, MMus

Digital Worship Coordinator

Park Hill 2.0 continues to grow and thrive. Over the last year, we have found our groove between offering in-person worship and online worship. We continue to offer services each week on Zoom, YouTube, and Facebook. Most meetings at the church are hybrid (Eco-Justice, for example) or entirely online (Book Group), enabling participation from those who can't travel to the church for whatever reason. We have two paid staff members and several regular volunteers who keep everything running like clockwork. We added a second iPad and second handheld microphone to smooth the process and keep **Zeke** and **Mindee** from scrambling during services. **Mark Winkel** and **Rob Socolofsky** have streamlined our A/V system to ensure good sound both inside the building and over the livestream. We have regular online attendees from Mexico City, Montana, Texas, Arizona, and South Carolina, as well as many in Denver who cannot attend in-person for health, weather-related issues, or other reasons. We are also thankful for **Mary Yoakum** who volunteers to run our weekly videos.

In terms of numbers, we now have 270 YouTube subscribers. In March of 2020, we started with 24, so, since then, our subscribers have grown more than tenfold! In 2022, our YouTube videos were viewed more than 13,500 times – almost 750 hours. We have livestreamed our services more than 230 times and have about 2,000 videos on YouTube, from full services and sermons to music, baptisms, and children's pageants.

Our Facebook page has more than 1,000 followers now and our posts and livestreams have reached almost 23,000 people.

We look forward to continuing to build our congregation both online and in-person!

~Damian Dorta, Zeke Wakefield, and Mindee Forman

In-Discernment Committee Report

We have one member of our congregation who is In-Discernment for Ordination in the UCC – **Terri Bowen**. We all know her well in her role on the church's ministry team in Congregational Care, her various leadership roles in the church and her powerful sermons and meaningful prayers. She continues to bless us in so many ways.

Terri has completed and submitted her ordination paper! She met with the Rocky Mountain Conference – Metro Denver Association representatives in January. They enthusiastically approved her to move forward to an Ecclesiastical Council. Then, with a call, she'll be ordained. Thank you for encouraging and supporting her.

~Rev. Elizabeth Pexton

Pastor Parish Relations Committee (PPRC)

The Pastoral Parish Relations Committee went into hibernation in 2022. With a transition to an interim pastor, the pandemic, and folks resigning from the committee, we did not meet. After conversations with **Claudia** and **John Evans-Klock**, I am happy to report that we are now ready to reconstitute the committee with a full complement of members. Continuing on from the past committee is **Will Taylor**. Joining him will be **Martin Willie**, **Elizabeth Pexton**, **Merlin Getz**, and **Kat Gaskins**. I will meet with the committee in the first quarter of 2023 to hand off the responsibilities of the committee as my term is long overdue to be completed. The PPRC is charged with meeting with the pastor on a regular basis to provide support in navigating relationships with the congregation. It is generally a confidential process to provide an opportunity for candid conversations.

When PHCC is able to call a new pastor, the committee may help establish guidelines for the new pastor, and review and revise appropriate policies relating to the pastor's relationship with the congregation and the staff. This committee is also a place where congregants can share concerns about their relationship with the pastor in a confidential and private manner. If there are any questions about the role of the PPRC, I am happy to answer them.

~Linda Siderius

The Social Justice Ministry

The (Racial) Social Justice Ministry began refocusing even before the pandemic, realizing that much of the work of the team was integrated with other efforts, not just within the church, but throughout the metropolitan area. (Racial) Social Justice is a matter of health care reform, economic reform, reform of the legal system including the representation of those of color who work in the legal system, and even neighborhood development and taxation that grows out of the voting redistricting of our neighborhoods, not to mention the diversity of spiritual practice and how we align ourselves with our fellow communities of faith. It is A LOT.

We also saw that our approach to the effort is equally diverse. We here at PHCC have done the Race-To-Dinner meal discussions, the work with Juniper Formation on "Who Is Our Neighbor" just before the pandemic began, as well as

the individual efforts of members. Now that the congregation has grown even beyond these walls that aspect will become an even more essential part of the effort.

During this first quarter of 2023, what the congregation can expect to see from this ministry is internal outreach and listening. We do not want to just start having meetings, but rather thinking together about the best way to organize and focus on ourselves, so that we have the greatest impact. **Lucy Loomis** and I, who currently co-lead this ministry, have a desire to hear from you, our fellow members, about best practices, innovative approaches, and ways that it makes sense for you and your family to be involved. Most of all, we want to understand how these issues and others are playing out in everyday life.

STARTING AT HOME

One of the primary efforts the (Racial) Social Justice Ministry has been involved with starts within our own house. As a ministry that professes a commitment to diversity, equity, and inclusion, it is important that we model that within our own practice.

Specifically, this team has taken on the task of working with the Governance Team and leadership within the church to address diversity, equity, and inclusion in our employment and volunteer recruitment, background assessment, retention, compensation, performance evaluation and career advancement.

One of the things we have found is that this is a growing discipline across the country, and we here in Colorado have some major influencers who are leading the thought process and implementation. We've worked with and learned from organizations including the Colorado Inclusive Economy (CIE) www.inclusiveeconomy.us and Colorado Nonprofit Development Center (CNDC) www.cndc.org who are compelling real, measurable, impactful change from CEOs and big dollar corporations as well as small businesses and not-for-profit foundations and entities.

CIE says "DEI (diversity, equity, and inclusion) is not a set of tasks or goals; it is a lens through which leaders must view all decisions. It's an applied discipline that focuses on the nature of the workplace from multiple human-focused perspectives." In their JDEI (Journey of Diversity, Equity and Inclusion) charter, CNDC sets as a primary goal: "All staff should be able to see the connection between what they do day-to-day and the interactions they have with each other with justice, equity, diversity, and inclusion."

This CIE Toolkit is helpful in reviewing the information in a digestible way. CNDC also provides many resources that we can access in a user friendly way, but there is still an immense amount of information. I encourage everyone to take some time as you're able to go through the toolkit and look at the other on-line links, but for the purposes of our discussion, some of the most tangible take-aways for PHCC are:

- 1.) Assess where we are:
 - a.) Look at our job descriptions,
 - b.) Look at our volunteer position descriptions,
 - c.) Look at our criteria for hiring and vetting individual contractors,
 - d.) Look at our criteria for selecting vendors, suppliers, etc.,
 - e.) Look at where and how we recruit volunteers, staff, contractors, suppliers/vendors,
 - f.) Look at our application and selection processes,
 - g.) Look at our onboarding process (who conducts our background checks, drug testing, etc., and what are our criteria of acceptance vs. rejection),
 - i. Look at our compensation structure (pay for the role, not the past; rethink candidate 'experience' vs. skills assessment),
- 2.) Where we're at vs where we want to go:
 - a.) Do our current descriptions and processes reflect a commitment to DEI?
 - b.) Do we have clearly articulated processes and descriptions that every member of our team can reflect on? "Unless everyone knows it, no one believes it."
 - c.) Do our contractors, vendors, suppliers, etc. reflect a commitment to DEI? "It's not just about who we employ, but who we associate with."

One of the key components that was called out by smaller businesses like childcare centers and other service organizations, particularly with developing on-boarding processes including choosing vendors for background checks, etc., is the work with vulnerable populations (children, vulnerable adults, etc.) Obviously, the history of abuse and misconduct that has plagued faith communities, coupled with the presence of a Montessori school on our campus, as well as the programming we do that could involve some volunteers representing PHCC going into homes or associating in private settings with vulnerable populations, it will be necessary for us to consider that in our policies and processes.

However, even those considerations offer an opportunity to 'examine our wiring' and how we think about threats and 'protecting' our vulnerable populations and/or reporting/addressing any instances of abuse and misconduct that arise.

As we acknowledged from the outset of this report, there is a lot out there right now. There is a tremendous amount that can and should be done far beyond just writing and posting affirmative statements. Performative, reactionary gestures while once tolerable, are no longer acceptable when it comes to the commitment to DE&I in all its forms, and even congregations like ours that have historically led in this area have got to be committed in a more comprehensive way.

We in the (Racial) Social Justice ministry look forward to working as part of the team to help us move forward.

~Kim Brewer and Lucy Loomis

Senior Support Services

Due to the ongoing pandemic, our monthly assistance to Senior Support continued to be in the form of sack lunches. During the year, we provided over 1,000 sack lunches and bottled water. Additionally, for the 13th year, we continued our tradition of donating over 300 pairs of warm socks with our December lunches. Those contributing to the lunches include the following: **Beth Harris; Christy Murphy; Michelle Ferguson; Mark Peiker; Sue Wofford; Judy Thompson; Pat Peters; Nancy MacDonnell & Kerry Reid; Eileen McCarron; Terri Bowen; Randy Livingston; Carol Spensley; Susan Yarbrough; Cami Learned & Karen Klein; Mary Yoakum; Janna Stieg Watson; Angela Leong; Marlene Lederer; Mary Jo Young; and Gretchen Alston.** Their ongoing support of this mission earns my undying thanks.

~Michelle Ferguson

Women's Homelessness Initiative

I am happy to report that PHCC volunteers made and delivered 1200 meals – 100 meals each month – to one of the WHI sites. Thank you to all of our trusty and reliable volunteers who sign up each month to bring a lunch or a sweet for all of the lunches. We may be small in number, but we are strong and mighty with the sandwiches, chips, fruit and drinks each month. Pat Smith and I usually deliver the meals, most often to the St. Francis Outreach site, where the lunches are welcomed with open arms and a smile. We will continue to engage in this project for the foreseeable future. It is unknown, when or if, the “old” WHI program will come back so it is lunches for now. Blessings for all of you who help out in this project.

~Linda Siderius

Yezelalem Minch Report

Park Hill Congregational UCC has been involved with Yezelalem Minch in Ethiopia since 2001 when Sally Tague, a member at Park Hill Congregational UCC, started the orphanage program with two babies. Over the years, Yezelalem Minch changed from an orphanage format to a community-based program with over 1,500 children.

Park Hill Congregational UCC is involved with two programs at Yezelalem Minch: (1) Sponsorships of children, and (2) the Saturday Feeding and Follow-Up Program. To date, twenty-four Park Hill Congregational UCC members are sponsoring twenty children at \$30 a month. We sponsor individually or in groups of three people. Individuals donate \$30 a month, and the group of three individuals each donates \$10 a month. Sponsorships provide a child's subsidies in food, clothing, school fees, medical care, and staff supervision. If you would like to sponsor a child, please contact Joelle Spainhour at Helps Ministries at jspainhour@helpsministries.org or 828-470-1770.

Other donations support the Saturday Feeding and Follow-up Program. The staff feed the children a meal and assess their progress. At this time, the staff checks for child abuse and if children are getting their needs met and are active in their school programs. It is a time for follow-up for health needs. The children gather at this time to play...and they love to come and be a part of the Saturday Program AND EAT! This program is a vital contribution to the welfare of many children.

Ethiopia is currently in a devastating civil war. Our contact at Helps Ministries, Joelle Spainhour, said our funds are still reaching the children. Donations can be given to our church and should be earmarked for Yezelalem Minch. All assistance is greatly appreciated. Thank you.

~ Rev. Elizabeth Pexton

Personnel Ministry Update

As I reflect on the past year, especially in terms of our personnel, the one word and feeling that dominates is GRATITUDE. Grateful for a group of individuals (**Patty Crew** and **Kat Gaskins**) that were willing to join me in 'being' the Personnel Minister, by Committee. We ask a lot of one person to fill the position of Personnel Minister and it turns out that having a group of committed and experienced individuals working together was fruitful.

Grateful for having **Rev. Claudia Aguilar Rubalcava** join us at the start of 2022 as our Interim Pastor, providing our staff and congregation with strong faithful leadership, comfort, hope, humor, and inspiration throughout the year. She jumped right in, learning as much as possible about our staff and congregation, to serve us to the fullest. She is fearless and willing to speak the truth. She challenges us, she loves us, she lifts us up and she inspires us to live out our faith. Her propensity for inclusiveness is a gift to us all. We very much appreciate her willingness to extend her contract into 2023 while the search for a settled pastor continues. Her presence is a strong pillar in a shifting tide. As Rev. Claudia said in her report, we are so very grateful for every one of our staff members that remained so faithful and diligent in carrying out their duties throughout the changes that the year brought. They are always resilient and dedicated to helping our congregation evolve and grow in every way. Thank you, **Terri Bowen**, Minister for Congregational Care; **Billie Busby Smith**, Director of Music Ministries; **Jeremy Shaver**, Minister for Faith Formation (who we miss greatly); **Damian Dorta**, Digital Worship Coordinator; **Zeke Wakefield**, Streaming Coordinator, and **Karen Collier**, Office Administrator.

Looking Ahead

We look forward to having **Kate Strebe** joining us as Minister of Faith Formation after an extended vacancy in that position since **Jeremy Shaver** left in the summer. We joyfully welcome her back into our community.

We continue to keep our Settled Pastor Search Committee in our prayers and are confident in knowing that we will find the right person at the right time. We are in the process of making sure all existing positions have up-to-date job descriptions and that the Employee Handbook reflects current processes and expectations to help guide current staff and support the Settled Pastor, once selected.

With the increases in inflation over the past several years we will be revisiting our staff salaries to make sure we are compensating our staff fairly and in alignment with our UCC principle of being a church that advocates for social justice. When the time comes, in conjunction with a settled pastor, we anticipate reviewing recommendations made by Interim Pastor **Claudia** to re-evaluate existing staff positions in conjunction with budget considerations and salaries with the intention of coming up with a proposal for the congregation to review and provide input on.

~ Respectfully Submitted, Michele Whaling, Personnel Ministry Coordinator

Property Ministry Report

In 2022, not many major capital improvement projects were undertaken. Most of the work was standard building maintenance with a few notable exceptions:

- Restoration of the existing second-floor exterior south double doors was completed.
- Restoration of the old, degraded alley wood windows on the old chapel was completed.
- A new janitorial contract was negotiated with Corvus Janitorial Services and signed after problems with the previous vendor.
- Roof repairs were completed by our roofer, LCI, on leaks in the old second-floor asphalt roof.
- New infill plants were added to the front Memorial Mound and the Labyrinth.
- The dedicated CenturyLink telephone line to the fire alarm system was removed saving the church a substantial amount of money each month. The fire alarm was adapted to a radio signal system and a dedicated extra line is no longer needed.
- The lawn sprinkler system was adjusted mid-summer to water the lawn more efficiently.
- Drip irrigation was installed in the NE pumpkin patch to help keep the pumpkins alive. It worked!

- To improve security, many locks in the building were rekeyed to reduce the number of keys that were unaccounted for.
- The boilers and furnaces were serviced in the fall by outside contractors. The boiler contractor, Advanced Hydronics, is recommending that we do a special, more extensive service given the amount of corrosion in our old piping at a cost \$2,200. That service has not yet been authorized.
- A major Fall yard cleanup was done, collecting leaves and cleaning out the planting beds.

In August, the South Lawn Task Force started meeting to discuss options for removing the south lawn and replacing it with something else to conserve water. A presentation on that process will be made at the annual meeting.

The church has a new handyman on-call after the retirement of **John Beltz**: **Mario Alvarez** of Buildings & Grounds Inc. **Mario** has done many small repairs around the church. We also engaged **Jim Guillet** of Maple Leaf Painting to do some miscellaneous exterior paint repairs.

The Montessori School has proposed adding locking hardware to the playground access gates for added security for the children, but no specifics have been submitted for review by the church. After hours, holiday and weekend easy access would have to be maintained for church and community members. No decision has been made yet on this possible change.

~Respectfully submitted, David Conger

PHCC SOUTH LAWN TASK FORCE REPORT

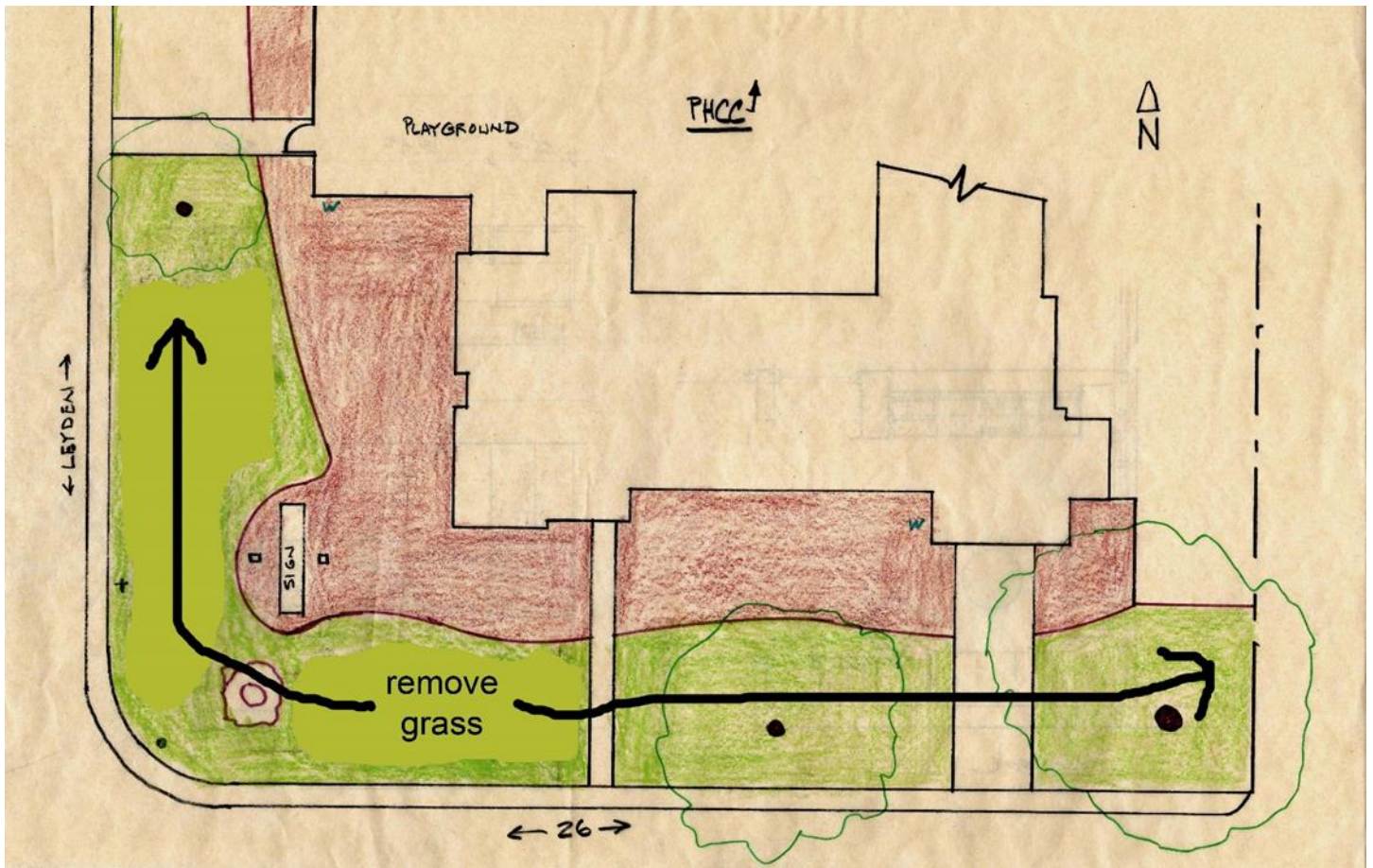
At the semi-annual meeting on July 17, 2022, **Bill McCarron** introduced his proposal to remove the south lawn. He suggested that the removal of the south lawn would save mowing costs and water. He wanted the lawn removed last fall. Much discussion followed. Topics of discussion included: Water usage, timing, lawn area in the proposal, the voice of the eco-justice team, types of planting, cost, and maintenance. Motion by **Larry Ricketts**, second by **Forrest Cline** to have the GT bring proposals to the annual meeting. Amendment by **Pam Hennessey**, second by **Kat Gaskins** to have a team develop a proposal for the south lawn. Amendment passed. Motion as amended passed. Accordingly, a South Lawn Task Force was created that included **Bill McCarron, John Evans-Klock, Forrest Cline, Sam Carolus-Hager, Beth Harris, Lucy Loomis, Pam Hennessey, and David Conger**.

Starting in August, the team met on-site to review the existing situation which consists of approximately 3,500 square feet of irrigated lawn adjacent to our existing drip-irrigated shrub planting bed. Discussion of options included a water-free stone landscape, community gardens, xeriscaping, and a drought-tolerant bee and butterfly-friendly pollen and nectar garden with beehives. Concern was raised that whatever we do we should improve the year-round curb appeal of the church as the area in question is prominent property frontage.

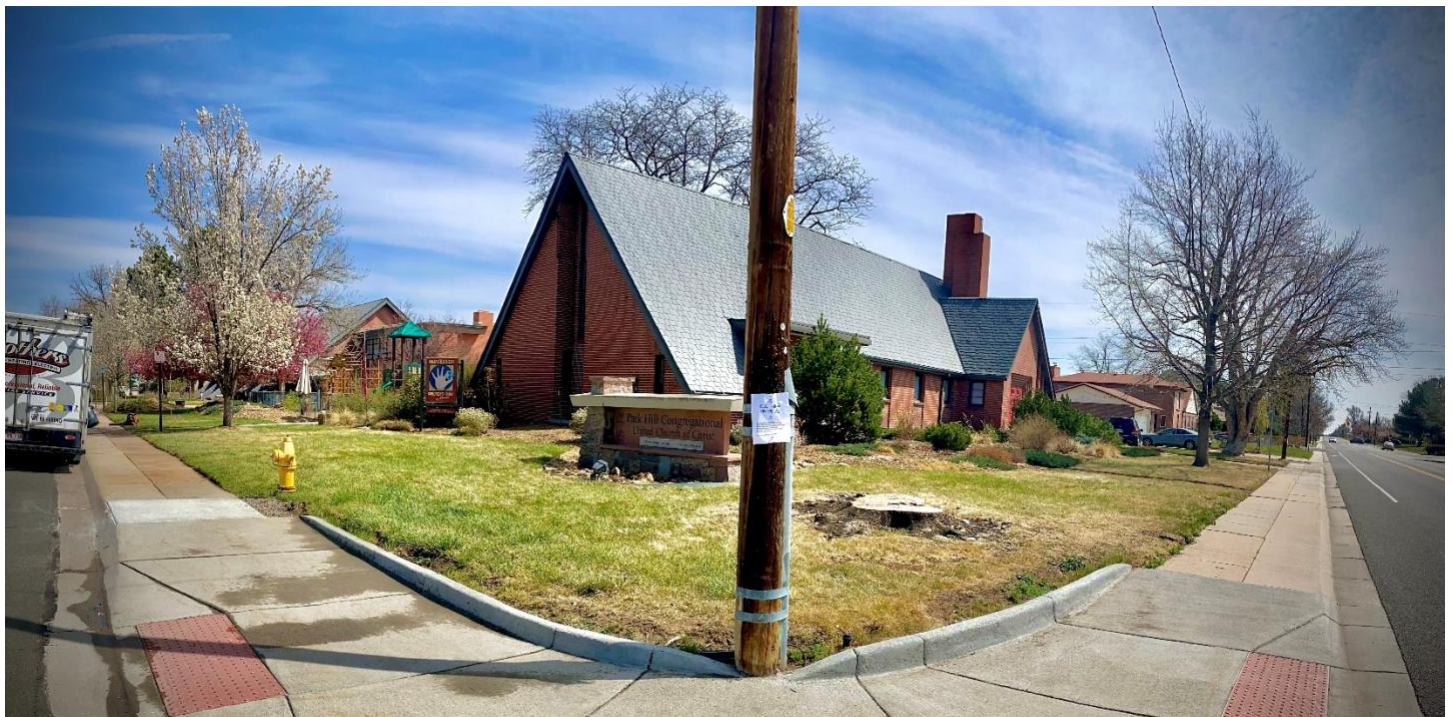
To fully understand what the best solution might be, the task force visited several existing gardens for inspiration including: St. Thomas Episcopal Community Garden, Denver Botanic Gardens, Aurora Water-Wise Xeriscape Demonstration Garden, Gove Community Garden, Lakewood's Kendrick Lake Xeric Demonstration Garden, Park Hill School Community Garden, The Gardens on Spring Creek in Fort Collins, and the CSU Extension Service Lima Plaza Demonstration Pollinator Garden in Centennial.



Here is a plan and a photo of the area in question:



This is what the property looks like now:



After the visits, it was determined that a pollinator-friendly education garden was the best option to pursue. To that end, on August 24th, we submitted a grant application to the Colorado Garden Foundation which was not successful. The following is the initial letter of intent that discusses the goals we hope to achieve, which we think are still valid. We can also apply again next year for a smaller amount, possibly educational signage.

COLORADO GARDEN FOUNDATION GRANT APPLICATION

WHAT WE WANT TO DO - Park Hill Congregational Church seeks assistance to fund the next step in our long-term goal, that of making our nearly one-acre property an integrated neighborhood botanical park, community meeting space, and ecological resource. We have already created a landscaped labyrinth, a new children's playground (paid for by Montessori Children's House of Denver), an event lawn, and a pumpkin patch. Now, we want to remove 3500 square feet of bluegrass turf and replace it with a demonstration certified pollinator-friendly and nectar-rich wildflower garden that will be xeric, insecticide-free, mulched, and drip irrigated.

WHY WE WANT TO DO IT - Our church's mission includes inspiring a diverse community of seekers to bold acts of compassion and justice, providing education and outreach that transforms people and society. We are committed to transforming our property into an ecologically diverse and environmentally compatible area that will demonstrate to the neighborhood a beautiful and environmentally responsible way to convert a traditional urban plot into a water-wise, pollinator-supportive sanctuary that invites the community to use and be inspired by it.

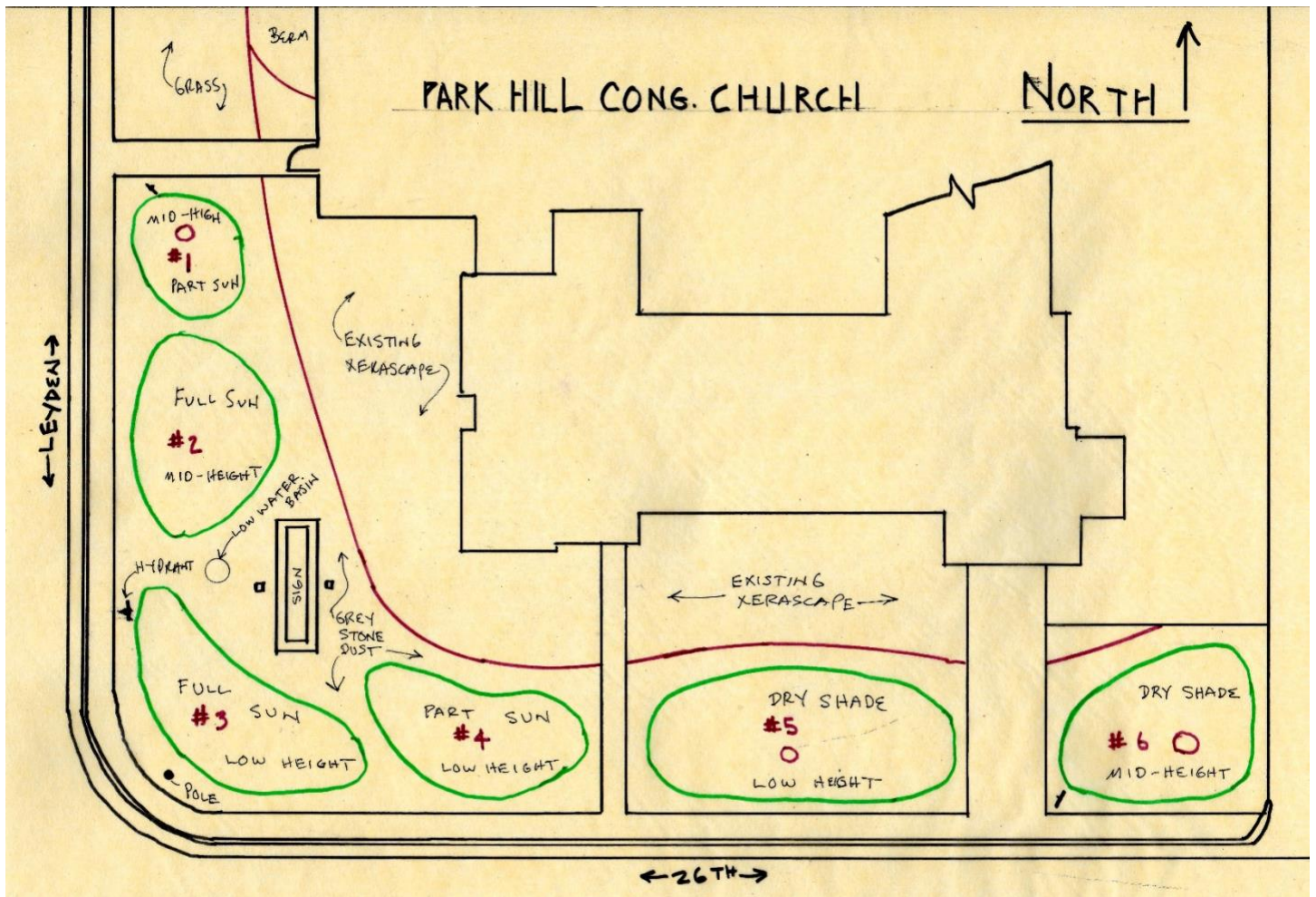
WHO WE ARE - Park Hill Congregational Church (Fed EIN 84-0458060) has been a presence in our neighborhood for over 70 years. We also house other organizations like the international charity Knitting4Peace and the Montessori Children's House of Denver. Our church has deep roots in the community and is known for its pioneering social and racial justice work. Our building provides meeting space for local groups and our 13,500 sq ft of outdoor space is freely available to neighborhood families for play and contemplation.

BUDGET - We are requesting \$15,000 of the estimated \$35,000 cost to remove the existing lawn, amend the soil, lay interconnecting crushed rock paths, and create six xeric garden plots. Funds will be used to: purchase plants, erect educational materials (such as project signage with attribution of our partnership with the Colorado Garden Foundation and plant tags), and add additional drip irrigation, and other hardscape amenities.

APPRECIATION - We are always grateful for an opportunity to collaborate with other community organizations to educate our members and our neighborhood, and to promote the sharing of community interests and resources in ways that underline our common goals.

NEXT STEP

After our grant application was denied, we felt the next step in advancing our work was to create a detailed proposal for contractors to bid on so the following conceptual plan and planting specifications were developed. After the removal of the lawn, the area is almost evenly divided between crushed gravel pathways and six drip-irrigated garden beds.



PLANTING SPECIFICATIONS:

Area #1 - Drought-Resistant and Waterwise Plants for Zone 5 - Bee and Butterfly

Common Name	Latin Name	Size	Quantity
SHRUBS			
Baby Blue Rabbitbrush	Chrysothamnus nauseosus	#1	3
Vermillion Bluffs Mexican	Sage Salvia Darcy Pscarl	#1	3
Spanish Gold Broom	Cytisus Purgans	#1	3
Carol Mackie Daphne	Daphne Burkwoodii	#1	3
Waxflower	Jamesia Americana	#1	3
Mini Man Dwarf Manchurian Viburnum	Viburnum Burejaeticum P017S	#1	3
PERRENIALS			
Denver Gold Columbine	Aquilegia Chrysa	#1	3
Silver Sage	Salvia Argenta	#1	3
Beebalm	Monarda Fistulosa	#1	3
Rocky Mountain Bee Plant	Cleome Semulata	#1	3
			30
			30

Area#2 - Drought-Resistant and Waterwise Plants for Zone 5 - Bee and Butterfly

Common Name	Latin Name	Size	Quantity
SHRUBS			
Leadplant	Amorpha Canescens	#1	3

Blue Mist Spirea	Caryopteris Clandonensis	#5	5	
Blue Joint Fir	Ephedra Equisetina	#5	3	
Grey Owl Juniper	Juniperus Grey Owl	#2	3	
Russian Sage	Perovskia Hybrida	#1	3	
PERRENIALS				
Rocky Mountain Penstemon	Penstemon Strictus	#1	3	
Prairie Coneflower - Mexican Hat	Ratibida Columnifera	#1	5	
Rocky Mountain Bee Plant	Cleome Serrulata	#1	3	
Plains Coreopsis	Coreopsis tinctora	#1	3	
Pearly Everlasting	Anaphalis Margaritacea	#1	3	
Hairy False Goldenaster	Heterotheca Villosa	#1	3	
Canada Goldenrod	Solidago Canadensis	#1	3	
Firecracker Penstemon	Penstemon Eatonii	#1	3	
Black-eyed Susan	Rudbeckia Hirta	#1	3	
GRASSES AND SEDGES				
Silver Spike Grass	Achnatherum Calamagrostis	#1	5	
Atlas Fescue	Festuca Mairei	#1	5	
			<u>56</u>	56

Area #3 - Drought-Resistant and Waterwise Plants for Zone 5 - Bee and Butterfly

Common Name	Latin Name	Size	Quantity	
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PERRENIALS

Jupiter's Beard	Centranthus Ruber	#1	5	
Purple Prairie Clover	Dalea Purpurea	#1	5	
Narrowleaf Purple Coneflower	Echinacea Angustifolia	#1	5	
Sulfur flower, buckwheat	Eriogonum Umbellatum	#1	5	
Blanketflower	Gaillardia Aristata	#1	5	
Prairie Gayfeather	Liatris Punctata	#1	5	
Western Blue Flax	Linium Lewisii	#1	5	
Walker's Low Catmint	Nepeta Racemosa	#1	5	
Spanish Poppy	Papaver Atlanticum Flore Pleno	#1	5	
Mexicali Penstemon	Penstemon Mexicali	#1	5	
Prairie Coneflower - Mexican Hat	Ratibida Columnifera	#1	5	
Sea Foam Artemesia	Artemesia Versicolor	#1	5	
Chocolate Flower	Berlandiera Lyrata	#1	5	
Mojave Sage	Salvia Pachyphulla	#1	5	

GROUND COVERS

Wine Cup, Poppy Mallow	Callirhoe Involucrata	#1	5	
Desert Four O'Clock	Mirabilis Multiflora	#1	5	
Valley Lavender Plains Verbena	Glandularia Bipinnatifida	#1	5	

GRASSES AND SEDGES

Blue Grama	Bouteloua Gracilis	#1	5	
Mexican Feather Grass	Nassella Tenuissima	#1	5	
Little Bluestem - Standing Ovation	Schizachyrium Scoparium	#1	5	
			<u>10</u>	100

Area #4 - Drought-Resistant and Waterwise Plants for Zone 5 - Bee and Butterfly

Common Name	Latin Name	Size	Quantity	
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SHRUBS

Baby Blue Rabbitbrush	Chrysothamnus nauseosus	#1	5	
Panchito Manzanita	Arctostaphylos Coloracoensis	#1	5	
Pawnee Buttes Sand Cherry	Rosaceae P011S	#1	5	

Addendum C

Annual Report

PERRENIALS

Pineleaf Penstemon	Penstemon Pinifolius	#1	7
Little Trudy Catmint	Nepeta Psfike	#1	7
Narbonne Blue Flax	Linum narbonense	#1	7
Avalanch White Sun Daisy	Osteospermum Avalanche	#1	7
Blue Mist Penstemon	Penstemon Virens	#1	7

GROUND COVERS

Leadwort, hardy Plumbago	Ceratostigma Plumbaginoides	#1	10	
			<u>60</u>	60

Area #5 - Drought-Resistant and Waterwise Plants for Zone 5 - Bee and Butterfly

Common Name	Latin Name	Size	Quantity	
PERRENIALS				
Pineleaf Penstemon	Penstemon Pinifolius	#1	10	
Little Trudy Catmint	Nepeta Psfike	#1	10	
Orange Carpet Hummingbird trumpet	Zauschneria Garrettii	#1	10	
Denver Gold Columbine	Aquilegia Chrysanta	#1	5	
Narbonne Blue Flax	Linum narbonense	#1	10	
Avalanch White Sun Daisy	Osteospermum Avalanche	#1	5	
Silver Sage	Salvia Argenta	#1	5	
Blue Mist Penstemon	Penstemon Virens	#1	10	
Beebalm	Monarda Fistulosa	#1	10	
GROUND COVERS				
Leadwort, hardy Plumbago	Ceratostigma Plumbaginoides	#1	5	
Turkish Veronica	Veronica Liwanensis	#1	5	
Snowmass Blue-eyed Veronica	Veronica P018S	#1	5	
GRASSES AND SEDGES				
Ivory Sedge	Carex Eburnea	#1	10	
Slender Blue Sedge	Carex Flacca	#1	<u>5</u>	
			105	105

Area #6 - Drought-Resistant and Waterwise Plants for Zone 5 - Bee and Butterfly

Common Name	Latin Name	Size	Quantity	
GROUND COVERS				
Creeping Grape Holly	Mahonia Repens	#1	75	75
				42
				Total Number of Plants
				6

EXISTING XERISCAPE AREA

Desert Willow Tree			1
Blue Chip Junipers		#1	8
Weeping White Spruce	Picea Glauca		1

The team reached out to five qualified landscape contractors for bids on the work: Brother Landscape Inc, Cleanscapes, PG Landscaping, Brothers Landscaping Colorado LLC, and Go Green Landscaping. They were asked to fill out the following bid form.

SOUTH LAWN REPLACEMENT PROJECT

BUDGET ESTIMATE FORM

1. REMULCH EXISTING XERISCAPE AREA \$ _____

2. REMOVE 3500 SF +/- OF LAWN	\$ _____
3. REGRADE AS NEEDED	\$ _____
4. REMOVE STUMP	\$ _____
5. INSTALL 1750 SF +/- GREY BREEZE PATHS	\$ _____
6. CREATE 6 GARDEN ZONES (1750 SF +/-) WITH EDGING	\$ _____
7. BUDGET ALLOWANCE FOR PLANTS – AREA #1	\$ _____
8. BUDGET ALLOWANCE FOR PLANTS – AREA #2	\$ _____
9. BUDGET ALLOWANCE FOR PLANTS - AREA #3	\$ _____
10. BUDGET ALLOWANCE FOR PLANTS – AREA #4	\$ _____
11. BUDGET ALLOWANCE FOR PLANTS – AREA #5	\$ _____
12. BUDGET ALLOWANCE FOR PLANTS – AREA #6	\$ _____
13. BUDGET ALLOWANCE FOR PLANTS – XERISCAPE AREA	\$ _____
14. CONVERT EXISTING LAWN IRRIGATION – 5 ZONES	\$ _____
TOTAL:	\$ _____

NOTES:

Mulch: Cascade Cedar; Put black woven landscape barrier fabric below breeze; Amend soil in garden areas; Provide drip irrigation to plants in garden areas. Tall Sprays on Zone #1? Or other areas? Mulch garden areas with Cascade Cedar; Provide one concrete birdbath on the ground near the sign, with an irrigation drip line; Provide a ring of mulch at three feet out from all trees.

To date, three contractors have submitted bids. The current low-bid is from Brothers Landscaping Colorado LLC at \$34,492. Several of the other bidders are still working on bids but it is a little hard to get planting costs during the winter so the process is still open.

The scope of the work can still be adjusted and negotiated, and the project can be phased somewhat. For example, we are thinking of dropping the work item called “Re-mulch existing xeriscape area” and doing it ourselves.

One thing the congregation might consider is applying in the Spring for a grant from the State of Colorado. House Bill 22-1151 provides funding to replace turf. The Colorado Water Conservation Board (CWCB) is in the process of developing a statewide Turf Replacement Program to incentivize the voluntary replacement of nonessential irrigated turf on residential, commercial, institutional, or industrial properties in Colorado with less water-intensive, more water-wise landscape. More information on this program, including guidelines and details on the application process, will become available in Spring 2023. This might cover part of the cost. Governments usually offer \$1-\$3 per square foot of turf removed but the details of the program are not known yet.

The foregoing is a summary of the process we undertook in response to the charge given the South Lawn Task Force at the last semi-annual meeting. The next steps will be possible once further direction is given to the team at the Annual Meeting.

~Respectfully Submitted, The PHCC South Lawn Task Force

Knitting4Peace

We are so grateful to have been PHCC's Mission Partner in 2022! Thank you for your generous and kind support of our mission. In 2022, Knitting4Peace was able to:

- Support over 20,000 people in 13 countries by providing warm, well-made items.
 - We have served nearly 224,000 people since our founding in 2006!
- Hire a new, part-time Executive Director in April and a new Shipment and Delivery Coordinator in November.
- Hold our inaugural Create-A-Thon which brought our international maker community together to create for good
- Professionalize our systems and processes so as to better serve our community
- Exceed our fundraising goals during our Fall drive and Colorado Gives Day
- Expand our community partners across Colorado to serve those outside the Metro Area
 - Knitting4Peace served over 15,000 people across Colorado in 2022!
 - Our network of over 50 community partners includes schools, medical facilities, community agencies, and shelters.
 - Our programming serves ALL AGES, from newborns in NICUs, to school-aged children, teens and adults without a home, refugee families, and seniors receiving care in-home and at a facility.



Looking ahead to 2023, Knitting4Peace is excited to begin exploring new programming so that we may better serve the needs of the entire community. We hope to create deeper connections with our community partners, as well as strengthen the whole of the K4P community. The Knitting4Peace Board of Directors and Staff would like to express sincere thanks to PHCC for hosting the K4P offices. Without the PHCC family, we could not be of service. Thank you.

If you are interested in learning more about Knitting4Peace please go to our website, knitting4peace.org or email info@knitting4peace. There are many ways to get involved with our nonprofit, including becoming a delivery driver, being a maker, or providing financial support. We welcome all members of the community to join us in providing comfort and warmth to those who need it most.



~With gratitude, Kelly Wulf, Executive Director

Giving to Mission Partners in 2022

2022 Mission Partners Donations:

January	\$1,375.13	Interfaith Alliance
February	\$1,917.61	Rainbow Alley (Youth Group's selection)
March	\$2,248.90	One Great Hour of Sharing (UCC)
April	\$2,179.64	Re-Member
May	\$1,724.12	Senior Support Center
June	\$1,447.00	Centro Humanitario
July	\$1,183.88	Knitting 4 Peace
August	\$1,481.73	Denver Inner City Parish

September	\$1,512.00	St. Francis Center
October	\$1,914.22	Neighbors in Need (UCC)
November	\$1,615.95	Archway Communities
December	\$3,519.72	\$2,000 to RMCUCC and balance to PHCC
TOTAL	\$23,744.02	

Minister's; discretionary account: \$3,743.

WOW! During a difficult year, Thank You, Everyone!

Treasurer's Report, January 2023

The Past Year & The Year Ahead

I sincerely thank **Jess Taylor** and **Jean Socolofsky** for their volunteer roles during 2022 as Financial Secretary and Bursar, respectively. **Jess** handles getting our cash and checks deposited in our bank account after entering the money's source and purpose into our database. **Jean** pays the bills that need to have checks made out and mailed. Additionally, my thanks to **Teresa Campbell** who has continued to help by reviewing the monthly financial reports and sharing tips about QuickBooks and non-profit/church accounting.

Also, THANK YOU TO ALL OF YOU! I'm so grateful to be in this church community with so many talented, knowledgeable, faithful, and giving people. So many folks volunteer their time and energy to our church. Each and every volunteer act helps not just our immediate church and its congregants but the neighborhood and beyond. An added extra bonus to all the volunteer tasks undertaken is money is saved! This strong, loving group of people has shown me time after time that we go "From Bread and Cup to Faith and Giving," as was our theme this year for our Stewardship Campaign. We're all glad the COVID restrictions of 2020 and 2021 have let up during 2022. At least in 2020 and 2021 we had the much-needed buffer of receiving thousands of dollars of PPP Grant money to fill the gaps. For 2022, we were back to fully supporting ourselves, and all of you rose to the challenge! Thank you.

You can imagine the brainstorming that has been going on at our Governance Team meetings the past few months as we have taken on creating the 2023 Budget. Between variables like the cost-of-living increases making for tight household budgets and their pledge challenges for us, estimating expenses (some very unpredictable, such as gas and electric expenses), and the search for a Settled Minister (when will they start, how much will they be paid?), etc. have made for lots of discernment, discussion, and flurries of emails. So much is unknown, yet as we encounter many exciting changes and opportunities coming during the 2023 year, we are confident we'll faithfully and generously rise to the new, unknown events to come.

One of the recent changes that I, personally, am excited about is having **Kate Strebe** come back, this time as our Minister of Faith Formation. It will be such fun to see the kids and youth energized and active with her new ideas and programs.

PAST YEAR SUMMARY:

2022 Income

- At the start of 2022, our pledges kept coming in. As folks continued to send or raise their pledges, we dropped from an estimated \$34,000 deficit to a \$24,000 deficit.
- We ended 2022 with a net income! For the 2022 Budgeted items, that amount is \$10,344. For all income and expenses overall, the net income is \$5,518.
- Unpledged offerings came in strong (perhaps due to concern about the deficit).
- **Montessori School is our second highest source of income.**
- Income for building usage has increased, with even more expected for 2023.
- Two families donated vehicles with proceeds of \$3,132 coming to our church.

AND separate from the budget, please note the following: The Minister’s discretionary account received \$3,743, and our monthly Mission Partners received \$23,744.02, all thanks to the generosity of our faithful and giving congregants.

2022 Expenses

Some of our budget items were under-expended, primarily the staffing expenses. Having **Terri Bowen** as our Bridge Minister in January and then **Reverend Claudia** as our Intentional Interim Minister for the remainder of the year cut down on Minister Expenses. Our Minister of Faith Formation position was unfilled after **Jeremy** resigned in May. We also had a staffing gap after **Tammy** stopped working as our remote office administrator at the end of January and **Karen** started for us in person during April. Much of the wages for **Damian** and **Zeke** were paid from the Park Hill 2.0 Fund to zero it out.

Our biggest annual expense is staff payroll and benefits, coming to about 60% of the total expenses.

COMING YEAR SUMMARY:

Highlights, Budgeted Income & Expenses for 2023

- It looks like 2023 is going to be another year of exciting changes headed our way. Reverend Claudia finishes her time with us on May 31st. Kate returns to nurture our young people. We search for a new Settled Minister. Our year is bound to be interesting and rewarding!
- Unfortunately, the 2023 projected income has not increased as much as our projected expenses have. Each household is feeling the effects of higher prices on just about every normal necessity to live - food, utilities, gasoline, clothing, etc. Some hard decisions had to be made on what expenses could be reduced. Based on our projected income and expense figures, we project a deficit in the range of three to eight thousand dollars. However, based on the past couple of years when our people’s giving swelled, along with not all budgeted categories being expended, I’m optimistic that we will come out of 2023 with another profitable year.
- Until we are in the final stages of negotiations with a potential Settled Minister, we will not know what those expenses will be. Depending on the salary, housing, and benefits (which may include a Pension Plan contribution, or Life, Disability or even Health Insurance, if it’s needed) it’s hard to estimate a correct number for the budget. It’s never too late to submit or increase a pledge. If you haven’t pledged before and want to know what’s involved or how, please contact me. If you haven’t already done so, please have your grocery store value cards linked to the church so they send commissions to PHCC at no extra expense to you. It’s a percentage of the money you spend anyway. Please include the church in your Will as part of our “Reverend Dr. David Colwell Legacy Fund.”

Also, you’re encouraged to come up with ideas for fundraising. Many can be fun, and money can be raised via a festival, block party, yard sale, or anything creative you may come up with. I have faith that 2023 will be very rewarding for all of us in the church community.

~ Peace be with you, Beth Harris, Treasurer

Balance Sheet

1/13/23 at 11:45a Dec 31, 22

ASSETS

Current Assets

Checking/Savings

1101 · Primary Checking	72,779.31
1102 · Minister's Discretionary chkg	5,073.94
1119 · Savings	39,954.24
1125 · Legacy Funds 6 mo CD	38,545.52

Total Checking/Savings	<u>156,353.01</u>
Total Current Assets	156,353.01
Other Assets	
12200 - UCC Investment Fund	<u>70,763.74</u>
Total Other Assets	<u>70,763.74</u>
TOTAL ASSETS	<u>227,116.75</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 - Accounts Payable	<u>-234.53</u>
Total Accounts Payable	-234.53
Other Current Liabilities	
34101 - Pledges 2023	<u>7,670.00</u>
Total Other Current Liabilities	<u>7,670.00</u>
Total Current Liabilities	<u>7,435.47</u>
Total Liabilities	7,435.47
Equity	
30100 - UC Fund Equity	20,845.22
31000 - Restricted Funds	
Camp Scholarship	698.00
Copier	2,077.37
Labyrinth	783.99
Legacy Fund	38,545.52
Memorial	217.67
Minister's Discretionary	5,073.94
Mission Partners	0.00
Mission Trip	-339.69
Musical Instruments	8,507.07
Organ Renovation	275.00
Racial Justice	500.00
Relational Campaign	-483.87
WHI	1,755.32
Youth Group, long term	<u>1,229.56</u>
Total 31000 - Restricted Funds	58,839.88
32000 - Unrestricted Net Assets	134,478.63
Net Income	<u>5,517.55</u>
Total Equity	<u>219,681.28</u>
TOTAL LIABILITIES & EQUITY	<u>227,116.75</u>

Income and Expense Report

1/13/23 at noon Jan - Dec
22

Ordinary Income/Expense

Income

4102 · Unpledged Offerings	29,933.17
4201 · 2022 Pledges	193,385.00
4301 · Designated Income	0.00
4302 · Afghan Project	250.00
4303 · Vanco fees income	509.47
4311 · Youth Group designated income	0.00
4410 · Building Use	1,265.00
4420 · Rent - Montessori	63,612.06
4480 · Xcel credits	318.72
4610 · Store/business Rebates	2,173.04
4620 · T-shirts	0.00
4710 · Interest Income	12.60
4810 · Mission Partners Income	22,019.90
4811 · Minister's Discretionary	3,743.00
4820 · Fair Trade Gift Market Income	8,064.24
4940 · Memorial Fund	150.00
4947 · Legacy Fund	77.01
4950 · Mission Trip Fund	96.00
4960 · Musical Instrument Fund	1,000.00
4962 · Park Hill 2.0 Income	0.00
4980 · Youth Group Fund	<u>1,000.00</u>
Total Income	<u>327,609.21</u>
Gross Profit	327,609.21

Expense

6009 · Grocery Store Gift Cards	0.00
6010 · Vanco Service Charges	1,333.65
6011 · PayPal Service Charges	16.90
6020 · Bookkeeping Support	100.00
6030 · Office Supplies	8,194.70
6040 · Computers & Technology	2,199.48
6045 · Digital/Online	1,589.31
6060 · Payroll Services	919.28
6065 · Payroll Taxes - Church Share	8,281.76
6067 · Worker Comp. Insurance	1,188.00
6070 · Telephone/Internet	3,480.34
6110 · Custodial Service	3,522.03
6112 · Custodial Supplies	384.93
6120 · Inspection Fees	640.90
6130 · Insurance Expense	15,571.00
6140 · Lawn, Landscape & Grounds	3,310.42
6142 · Snow Removal	2,600.25
6150 · Maintenance & Repairs	7,908.94
6160 · Organ Maintenance	556.00

6161 · Piano Maintenance	832.90
6170 · Property Tax	10,106.85
6181 · Electric	1,798.95
6182 · Gas	4,575.75
6183 · Trash & Recycling	1,412.95
6184 · Water & Wastewater	4,513.71
6210 · Church Growth	405.46
6220 · Coffee Hour & Hospitality	418.51
6230 · Ministry Teams - other	2,569.49
6236 · Guest Minister	150.00
6240 · Fair Trade Gift Mkt pass thru	9,973.78
6241 · FTGM Event Costs	403.49
6250 · Afghan Project exp	800.00
6255 · Rev.'s disc \$/minister's chkg	3,247.00
6260 · Mission Partners Exp Acct	22,019.90
6270 · Stewardship	198.79
6310 · La Foret Retreat	485.60
6320 · Sunday School	499.93
6330 · Youth Programs	424.60
6400 · Choir Expense	224.52
6410 · Copyright Licensing	667.00
6500 · Staff payroll	103,015.54
6510 · Child Care	95.00
6530 · Handyman	831.52
6560 · Minister's Salary & Housing	68,809.12
6562 · Minister's Expenses	638.09
6600 · Metro Denver Association Dues	250.00
6610 · Conference Dues	1,980.00
6620 · Delegates to Conference	100.00
6630 · OCWM - Conference	11,000.00
6650 · UCC Seminaries	200.00
7930 · Copier Payoff Fund Exp	4,061.72
7940 · Memorial Fund Exp	952.33
7945 · Labyrinth Fund Exp	379.98
7962 · Park Hill 2.0 expenses	1,701.57
7999 · Miscellaneous Expense	10.00
Total Expense	<u>321,551.94</u>
Net Ordinary Income	6,057.27
Other Income/Expense	
Other Expense	
8001 · Settled Minister Search	<u>539.72</u>
Total Other Expense	<u>539.72</u>
Net Other Income	<u>-539.72</u>
Net Income	<u><u>5,517.55</u></u>

Budget v. Actual

Ordinary Income/Expense	Jan - Dec 22	Budget	\$ Over Budget	% of Budget
Income				
4102 · Unpledged Offerings	29,933.17	20,000.00	9,933.17	149.67%
4201 · 2022 Pledges	193,385.00	193,480.00	-95.00	99.95%
4303 · Vanco fees income	509.47	0.00	509.47	100.0%
4410 · Building Use	1,265.00	1,000.00	265.00	126.5%
4420 · Rent - Montessori	63,612.06	62,986.00	626.06	100.99%
4480 · Xcel credits	318.72	350.00	-31.28	91.06%
4610 · Store/business Rebates	2,173.04	3,000.00	-826.96	72.44%
4710 · Interest Income	12.60	10.00	2.60	126.0%
4820 · Fair Trade Gift Market Income	8,064.24	0.00	8,064.24	100.0%
Total Income	299,273.30	280,826.00	18,447.30	106.57%
Gross Profit	299,273.30	280,826.00	18,447.30	106.57%
Expense				
6010 · Vanco Service Charges	1,333.65	1,200.00	133.65	111.14%
6011 · PayPal Service Charges	16.90	0.00	16.90	100.0%
6020 · Bookkeeping Support	100.00	100.00	0.00	100.0%
6030 · Office Supplies				
6031 · Copies	6,739.68	6,860.00	-120.32	98.25%
6032 · Postage	227.71	600.00	-372.29	37.95%
6030 · Office Supplies - Other	1,227.31	950.00	277.31	129.19%
Total 6030 · Office Supplies	8,194.70	8,410.00	-215.30	97.44%
6040 · Computers & Technology	2,199.48	1,500.00	699.48	146.63%
6045 · Digital/Online	1,589.31	1,415.00	174.31	112.32%
6050 · Expense Reimbursements	0.00	225.00	-225.00	0.0%
6060 · Payroll Services	919.28	1,100.00	-180.72	83.57%
6065 · Payroll Taxes - Church Share	8,281.76	9,128.00	-846.24	90.73%
6067 · Worker Comp. Insurance	1,188.00	1,440.00	-252.00	82.5%
6070 · Telephone/Internet	3,480.34	5,025.00	-1,544.66	69.26%
6110 · Custodial Service	3,522.03	4,172.00	-649.97	84.42%
6112 · Custodial Supplies	384.93	600.00	-215.07	64.16%
6120 · Inspection Fees	640.90	1,160.00	-519.10	55.25%
6130 · Insurance Expense	15,571.00	15,571.00	0.00	100.0%
6140 · Lawn, Landscape & Grounds	3,310.42	3,500.00	-189.58	94.58%
6142 · Snow Removal	2,600.25	2,300.00	300.25	113.05%
6150 · Maintenance & Repairs	7,908.94	9,100.00	-1,191.06	86.91%
6160 · Organ Maintenance	556.00	2,185.00	-1,629.00	25.45%
6161 · Piano Maintenance	832.90	1,000.00	-167.10	83.29%
6170 · Property Tax	10,106.85	9,724.00	382.85	103.94%

6181 · Electric	1,798.95	2,000.00	-201.05	89.95%
6182 · Gas	4,575.75	4,004.00	571.75	114.28%
6183 · Trash & Recycling	1,412.95	1,225.00	187.95	115.34%
6184 · Water & Wastewater	4,513.71	4,478.00	35.71	100.8%
6210 · Church Growth	405.46	500.00	-94.54	81.09%
6220 · Coffee Hour & Hospitality	418.51	100.00	318.51	418.51%
6230 · Ministry Teams - other				
6231 · Second Hour	54.13	100.00	-45.87	54.13%
6232 · Compassion & Justice	233.34	125.00	108.34	186.67%
6234 · Relational Care, Spiritual Life	616.23	700.00	-83.77	88.03%
6235 · Worship	1,665.79	750.00	915.79	222.11%
Total 6230 · Ministry Teams - other	2,569.49	1,675.00	894.49	153.4%
6236 · Guest Minister	150.00	300.00	-150.00	50.0%
6240 · Fair Trade Gift Mkt pass thru	9,973.78	0.00	9,973.78	100.0%
6241 · FTGM Event Costs	403.49			
6270 · Stewardship	198.79	200.00	-1.21	99.4%
6310 · La Foret Retreat	485.60	352.00	133.60	137.96%
6320 · Sunday School	499.93	1,000.00	-500.07	49.99%
6330 · Youth Programs	424.60	1,000.00	-575.40	42.46%
6400 · Choir Expense	224.52	200.00	24.52	112.26%
6410 · Copyright Licensing	667.00	365.00	302.00	182.74%
6420 · Substitues/Guest Performers	0.00	600.00	-600.00	0.0%
6500 · Staff payroll				
6520 · Minister for Faith Formation	9,717.80	21,851.11	-12,133.31	44.47%
6540 · Music Director/Organist	33,561.72	33,561.72	0.00	100.0%
6550 · Office Administrator	17,944.62	21,352.64	-3,408.02	84.04%
6555 · Digital Ministry Coordinator	16,493.56	16,536.00	-42.44	99.74%
6556 · Video Streaming Tech	2,588.40	3,307.20	-718.80	78.27%
6580 · M for Congregational Care	22,709.44	22,709.44	0.00	100.0%
Total 6500 · Staff payroll	103,015.54	119,318.11	-16,302.57	86.34%
6510 · Child Care	95.00	1,170.00	-1,075.00	8.12%
6515 · Sunday School Teacher	0.00	1,040.00	-1,040.00	0.0%
6530 · Handyman	831.52	1,500.00	-668.48	55.44%
6560 · Minister's Salary & Housing				
6560.1 · Minister's Salary	33,276.37	33,276.37	0.00	100.0%
6560.2 · Minister's Housing	33,458.37	33,458.37	0.00	100.0%
6560.5 · Minister's SS offset	2,074.38	2,074.38	0.00	100.0%
Total 6560 · Minister's Salary & Housing	68,809.12	68,809.12	0.00	100.0%
6562 · Minister's Expenses	638.09	2,500.00	-1,861.91	25.52%
6600 · Metro Denver Association Dues	250.00	250.00	0.00	100.0%
6610 · Conference Dues	1,980.00	1,980.00	0.00	100.0%
6620 · Delegates to Conference	100.00	200.00	-100.00	50.0%
6630 · OCWM - Conference	11,000.00	11,000.00	0.00	100.0%
6650 · UCC Seminaries	200.00	200.00	0.00	100.0%
7999 · Miscellaneous Expense	10.00	10.00	0.00	100.0%

Total Expense	<u>288,389.44</u>	<u>304,831.2</u>	<u>-16,441.79</u>	<u>94.61%</u>
Net Ordinary Income	<u>10,883.86</u>	<u>-24,005.23</u>	<u>34,889.09</u>	<u>-45.34%</u>
Other Income/Expense				
Other Expense				
8001 - Settled Minister Search	539.72			
Total Other Expense	<u>539.72</u>			
Net Other Income	<u>-539.72</u>			
TOTAL NET INCOME	<u><u>10,344.14</u></u>	<u><u>-24,005.23</u></u>	<u><u>34,349.37</u></u>	<u><u>-43.09%</u></u>

**Park Hill Congregational Church
2023 Budget, Final
Approved January 29, 2023**

	Jan - Dec '22	Budget	\$ Over Budget	% of Budget	Proposed Increase*	Proposed 2023 Budget
Income						
4102 · Unpledged Offerings	29,933.17	20,000	9,933	150%	2,125.26	32,058.43
4201 · 2022 Pledges	193,385.00	193,480	-95	100%	13,730.34	191,092.36
4303 · Vanco fees income	509.47	0	509	100%	36.17	545.64
4410 · Building Use	1,265.00	1,000	265	127%	89.82	1,354.82
4420 · Rent - Montessori	63,612.06	62,986	626	101%	1,335.85	64,947.91
4480 · Xcel credits	318.72	350	-31	91%	22.63	341.35
4610 · Store/business Rebates	2,173.04	3,000	-827	72%	154.29	2,327.33
4710 · Interest Income	12.60	10	3	126%	0.89	13.49
4820 - Fair Trade Gift Market	8,064.24	0	8,064	100%	572.56	8,636.80
Total Income	299,273.30	280,826	18,447	107%	18,067.80	301,318.13
Gross Profit	299,273.30	280,826	18,447	107%	18,067.80	301,318.13
Expense						
6010 · Online Giving Fees	1,350.55	1,200	151	113%	95.89	1,200.00
6020 · Bookkeeping Support	100.00	100	0	100%	7.10	107.10
6030 · Office Supplies	6,739.68	6,860	-120	98%	478.52	6,500.00
6031 · Copies	227.71	600	-372	38%	16.17	250.00
6032 · Postage	1,227.31	950	277	129%	87.14	1,200.00
6030 · Office Supplies - Other	8,194.70	8,410	-215	97%	581.82	7,950.00
Total 6030 · Office Supplies	2,199.48	1,500	699	147%	156.16	1,700.00
6040 · Computers & Technology	1,589.31	1,415	174	112%	112.84	1,600.00
6045 · Digital/Online	919.28	1,100	-181	84%	65.27	1,056.00
6060 · Payroll Services	8,281.76	9,128	-846	91%	648.09	9,898.60
6065 · Payroll Taxes - Church Share	1,188.00	1,440	-252	83%	84.35	1,278.00
6067 · Worker Comp. Insurance	3,480.34	5,025	-1,545	69%	247.10	3,727.44
6070 · Telephone/Internet	3,522.03	4,172	-650	84%	250.06	4,200.00
6110 · Custodial Service	384.93	600	-215	64%	27.33	412.26
6112 · Custodial Supplies	640.90	1,160	-519	55%	45.50	686.40
6120 · Inspection Fees	15,571.00	15,571	0	100%	1,105.54	17,595.00
6130 · Insurance Expense						

*7.1% unless noted

Park Hill Congregational Church
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Approved January 29, 2023

	<u>Jan - Dec 22</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>	<u>Increase*</u>	<u>2023 Budget</u>
6140 - Lawn, Landscape & Grounds	3,310.42	3,300	-190	95%	235.04	3,545.46
6142 - Snow Removal	2,600.25	2,300	300	113%	184.62	2,784.87
6150 - Maintenance & Repairs	7,908.94	9,100	-1,191	87%	561.53	8,470.47
6160 - Organ Maintenance	556.00	2,185	-1,629	25%	39.48	595.48
6161 - Piano Maintenance	832.90	1,000	-167	83%	59.14	892.04
6170 - Property Tax	10,106.85	9,724	383	104%	717.59	10,353.38
6181 - Electric	1,798.95	2,000	-201	90%	127.73	2,000.00
6182 - Gas	4,575.75	4,004	572	114%	324.88	5,000.00
6183 - Trash & Recycling	1,412.95	1,225	188	115%	100.32	1,550.00
6184 - Water	4,513.71	4,478	36	101%	320.47	2,206.00
6185 - Waste Water	0.00	0	0	0%	0.00	2,628.00
6210 - Church Growth	405.46	500	-95	81%	28.79	434.25
6220 - Coffee Hour & Hospitality	418.51	100	319	419%	29.71	448.22
6230 - Ministry Teams - other						
6231 - Second Hour	54.13	100	-46	54%	3.84	100.00
6232 - Compassion & Justice	233.34	125	108	187%	16.57	200.00
6234 - Relational Care, Spiritual Life	616.23	700	-84	88%	43.75	500.00
6235 - Worship	1,665.79	750	916	222%	118.27	1,000.00
Total 6230 - Ministry Teams - other	2,569.49	1,675	894	153%	182.43	1,800.00
6236 - Guest Minister	150.00	300	-150	50%	10.65	0.00
6240 - FTGM pass thru	9,973.78	0	9,974	100%	708.14	6,000.00
6241 - FTGM Event Costs	403.49	0	403	100%	28.65	200.00
6270 - Stewardship	198.79	200	-1	99%	14.11	212.90
6310 - La Foret Retreat	485.60	352	134	138%	34.48	520.08
6320 - Sunday School	499.93	1,000	-500	50%	35.50	750.00
6330 - Youth Programs	424.60	1,000	-575	42%	30.15	750.00
6400 - Choir Expense	224.52	200	25	112%	15.94	240.46
6410 - Copyright Licensing	667.00	365	302	183%	47.36	300.00
6420 - Substitues/Guest Performers	0.00	600	-600	0%	0.00	300.00
6500 - Staff payroll						
6520 - Minister for Faith Formation	9,717.80	21,851	-12,133	44%	1,551.43	24,960.00
6540 - Music Director/Organist	33,561.72	33,562	0	100%	2,382.88	35,944.60

Park Hill Congregational Church
2023 Budget, Final
Approved January 29, 2023

	Jan - Dec 22	Budget	\$ Over Budget	% of Budget	Increase*	2023 Budget
6550 - Office Administrator	17,944.62	20,800	-2,855	86%	1,476.80	22,276.80
6555 - Digital Ministry Coordinator	16,493.56	16,536	-42	100%	1,174.06	17,710.06
6556 - Video Streaming Tech	2,588.40	3,307	-719	78%	234.81	3,542.01
6580 - M for Congregational Care	22,709.44	22,709	0	100%	1,612.37	24,960.00
Total 6500 - Staff payroll	103,015.54	118,765	-15,750	87%	8,432.35	129,393.47
6510 - Child Care	95.00	1,170	-1,075	8%	83.07	0.00
6515 - Sunday School Teacher	0.00	1,040	-1,040	0%	73.84	0.00
6530 - Handyman	831.52	1,500	-668	55%	106.50	1,606.50
6560 - Minister's Salary & Housing						
6560 - Interim Minister's Compensation	73,000.00	73,000	0	100%	5,183.00	32,576.25
6560 - Settled Minister's Compensation	0.00	90,000	-90,000	0%	0.00	30,000.00
6236 - Guest Minister						
Total 6560 - Minister's Salary & Housing	73,000.00	73,000	0	100%	0.00	63,976.25
6562 - Minister's Expenses	638.09	2,500	-1,862	26%	17.75	1,000.00
6600 - Metro Denver Association Dues	250.00	250	0	100%	250.00	250.00
6610 - Conference Dues	1,980.00	1,980	0	100%	2,475.00	2,475.00
6620 - Delegates to Conference	100.00	200	-100	50%	200.00	200.00
6630 - OCWM - Conference	11,000.00	11,000	0	100%	5,500.00	5,500.00
6850 - UCC Seminars	200.00	200	0	100%	200.00	200.00
7999 - Miscellaneous Expense	10.00	10	0	100%	10.00	10.00
Total Expense	292,580.32	308,244	-15,664	95%	308,003.64	308,003.64
NET INCOME	6,892.98	-27,418	34,111	-24%	-6,885.51	-6,885.51

The QuickInsite Report

Prepared for: Rocky Mountain Conference, UCC
Study area: 2.5 mi Around 2600 Leyden Street, Denver, Colorado 80207, United States

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

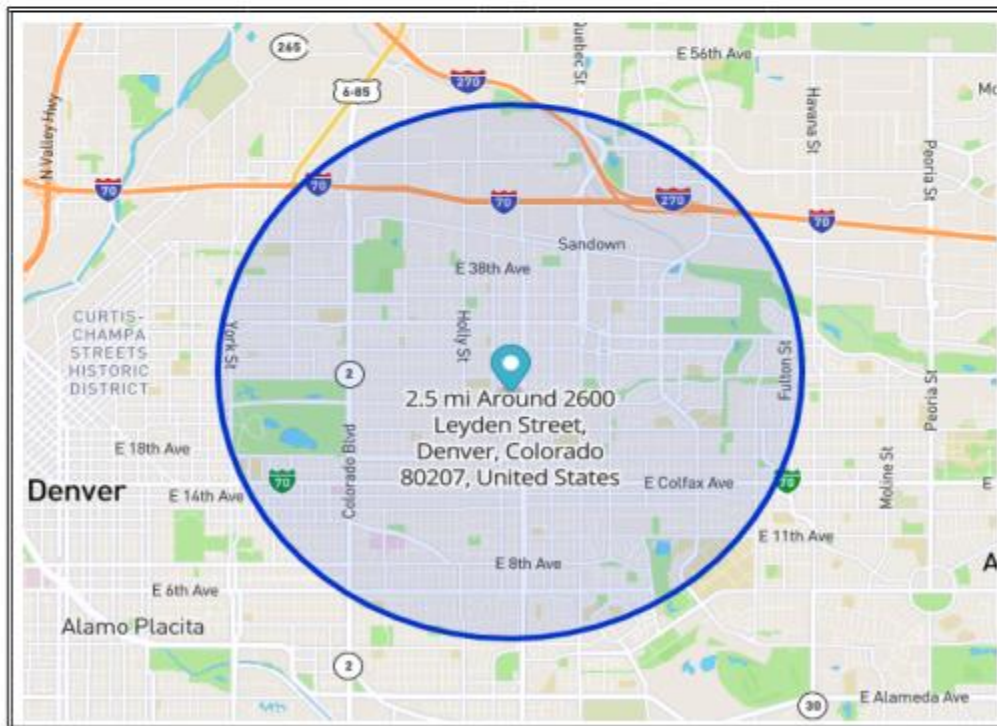
Two Sections

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.

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

Page 1

Significant Demographic Indicators of the Study Area's Story

1	Population Change	
1	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	
2	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	
3	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	
4	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	
5	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	
6	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	
7	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	
8	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	
9	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

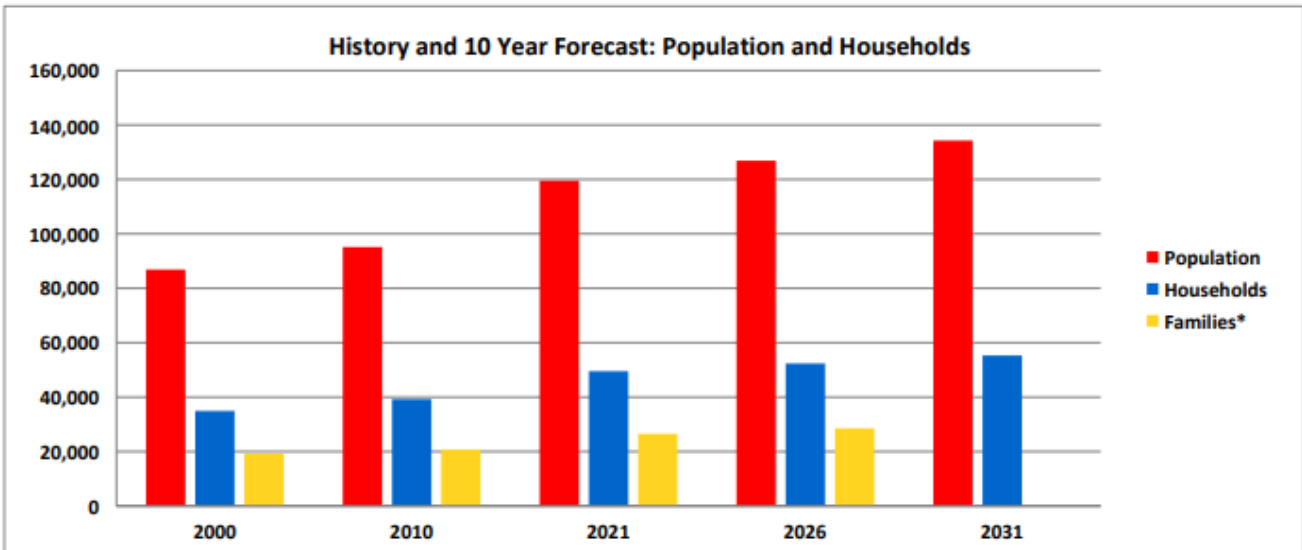
Study area: 2.5 mi Around 2600 Leyden Street, Denver, Colorado 80207, United States

Date: 3/10/2022

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

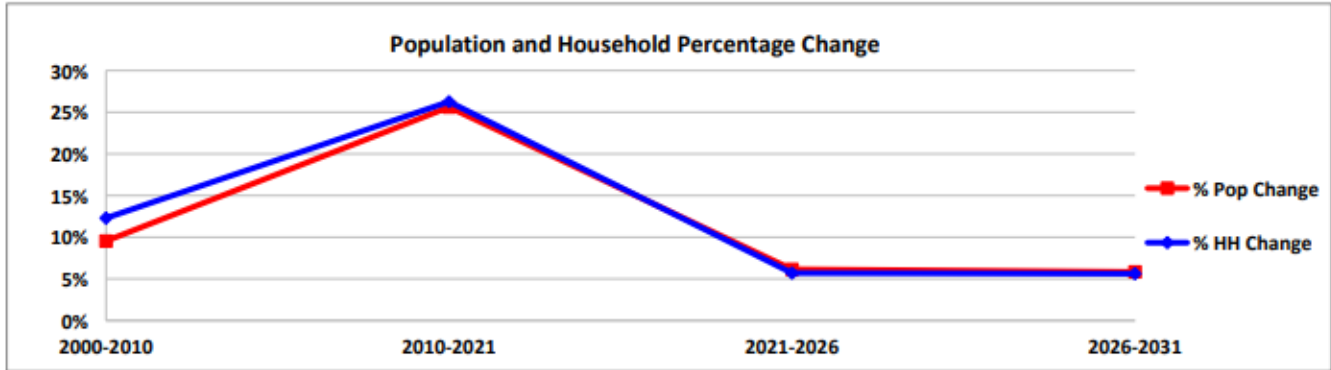
	2000	2010	2021	2026	2031
Population	86,874	95,159	119,531	126,872	134,276
Population Change		8,285	24,372	7,341	7,404
Percent Change		9.5%	25.6%	6.1%	5.8%
Households	34,941	39,236	49,538	52,360	55,302
Households Change		4,295	10,302	2,822	2,942
Percent Change		12.3%	26.3%	5.7%	5.6%
Population / Households	2.49	2.43	2.41	2.42	2.43
Population / Households Change		-0.06	-0.01	0.01	0.00
Percent Change		-2.5%	-0.5%	0.4%	0.2%
Family Households	19,258	20,770	26,504	28,554	
Family Households Change		1,512	5,734	2,050	
Percent Change		7.9%	27.6%	7.7%	

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

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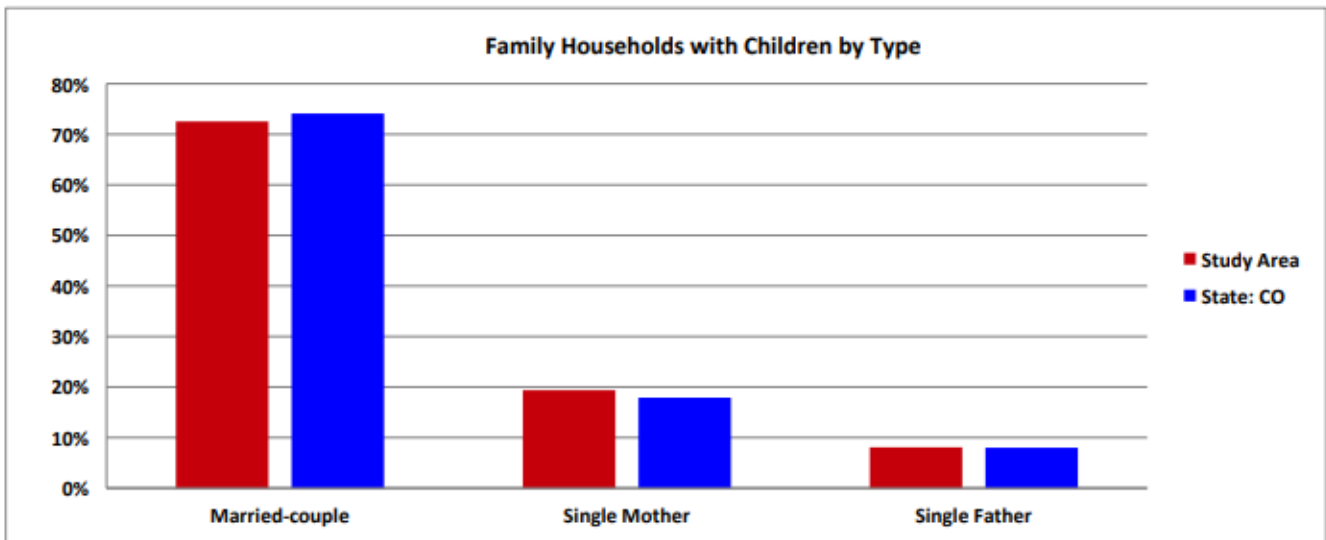
Population and Households Theme

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.



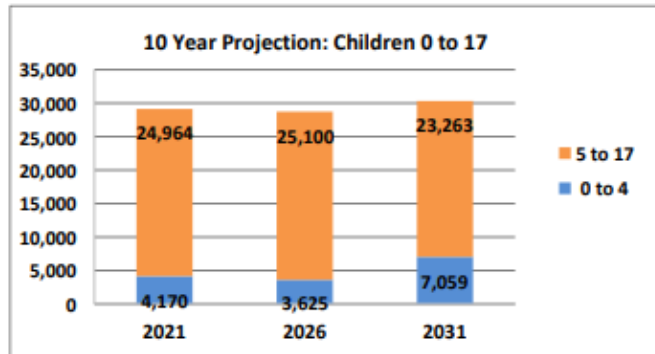
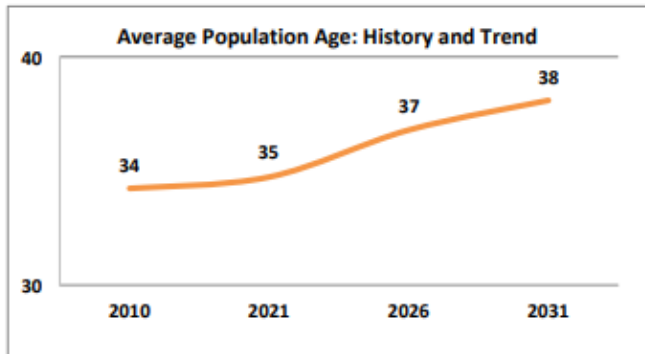
This table presents both the history and projections for family structures in the study area. Take note of the change column to discern how these family structures have changed and are projected to change in the future.

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	7,347	10,427	11,666	4,319	63.1%	72.5%	73.5%	10.4%
Family: Single Mother	3,310	2,785	2,924	-386	28.4%	19.4%	18.4%	-10.0%
Family: Single Father	991	1,161	1,287	296	8.5%	8.1%	8.1%	-0.4%
Total:	11,648	14,373	15,877	4,229	100.0%	100.0%	100.0%	

Age Theme

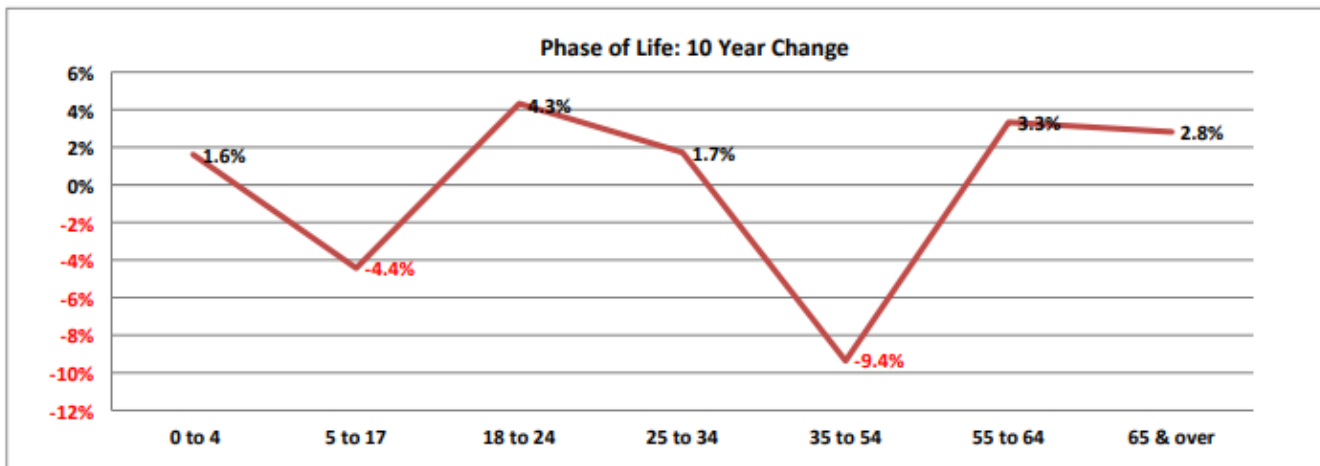
10 Year Average Age and Children 0 to 17 Trends

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	8,090	4,170	3,625	7,059	8.5%	3.6%	2.9%	5.2%
Required Formal Schooling: 5 to 17	14,348	24,964	25,100	23,263	15.1%	21.7%	20.4%	17.3%
College/Career Starts: 18 to 24	7,962	8,612	13,079	15,912	8.4%	7.5%	10.6%	11.8%
Singles & Young Families: 25 to 34	18,260	11,695	11,733	16,021	19.2%	10.2%	9.5%	11.9%
Families & Empty Nesters: 35 to 54	28,513	38,288	36,697	32,216	30.0%	33.3%	29.8%	23.9%
Enrichment Yrs Singles/Cpls: 55 to 64	9,782	12,750	15,370	19,416	10.3%	11.1%	12.5%	14.4%
Retirement Opportunities: 65 & over	8,203	14,618	17,419	20,916	8.6%	12.7%	14.2%	15.5%
Total:	95,158	115,097	123,023	134,803	100.0%	100.0%	100.0%	100.0%

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

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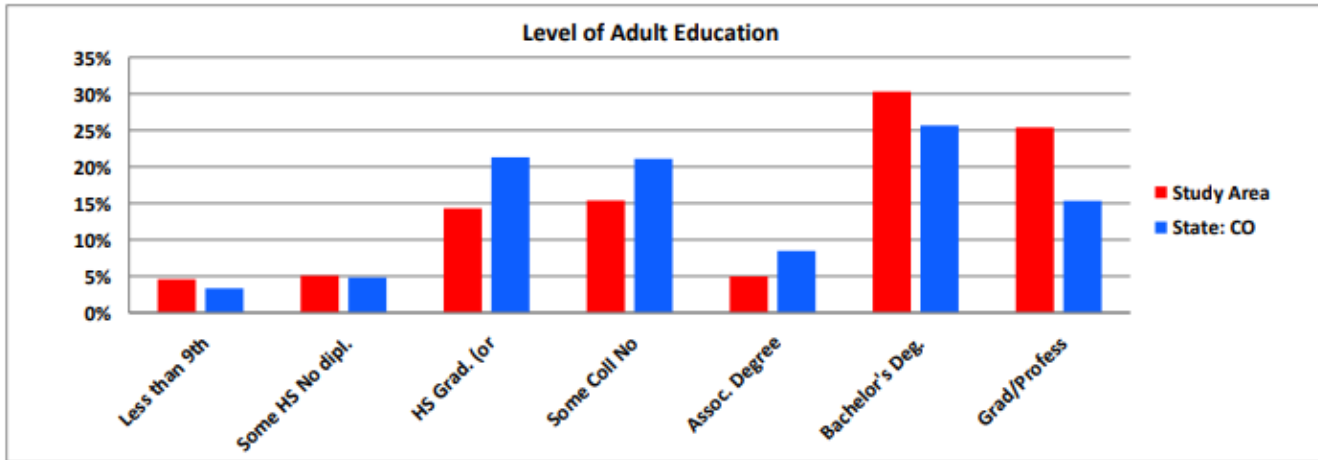
Education and Career Status Theme

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

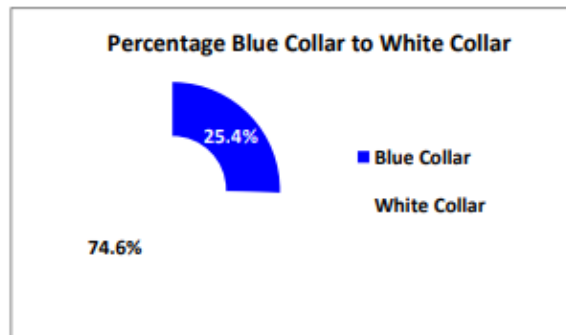
The following graphs array the adult population 25 years of age and older within the study area by their level of education completed.

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	3,539	3,507	-32	4.6%	4.3%	-0.3%
Some High School, No diploma	3,935	4,040	105	5.1%	5.0%	-0.1%
High School Graduate (or GED)	11,058	11,508	450	14.3%	14.2%	-0.1%
Some College, No degree	11,892	12,220	328	15.4%	15.0%	-0.3%
Associate Degree	3,846	4,103	257	5.0%	5.1%	0.1%
Bachelor's Degree	23,441	24,400	959	30.3%	30.0%	-0.3%
Graduate or Professional school degree	19,640	21,441	1,801	25.4%	26.4%	1.0%
Total:	77,351	81,219	3,868	100.0%	100.0%	

Career Types: Blue Collar and White Collar



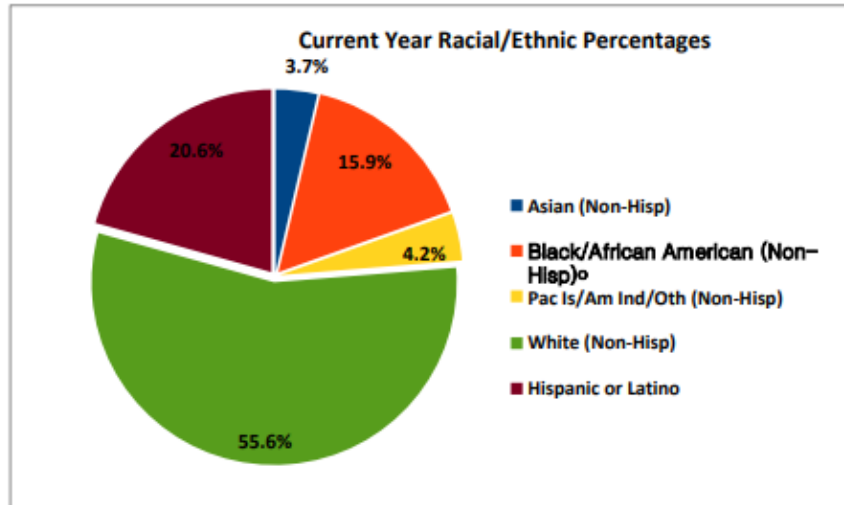
Sources: US Census Bureau, Synergos Technologies Inc., Experian, DecisionInsite/MissionInsite

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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.

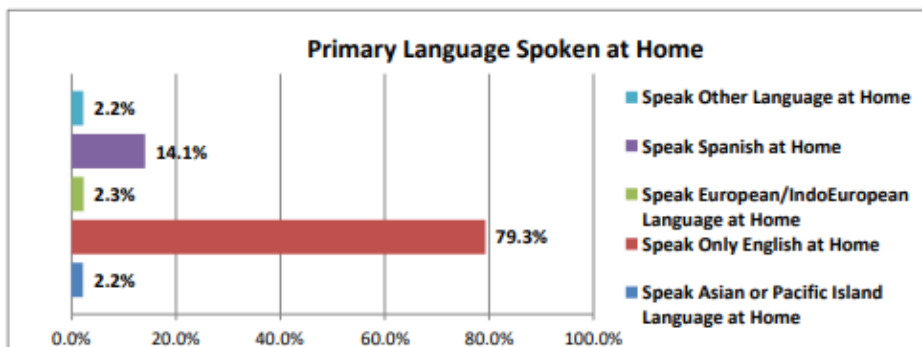
Study Area Racial and Ethnic Diversity



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)	3,367	4,399	4,790	1,423	3.5%	3.7%	3.8%	0.2%
Black/African American (Non-Hisp)	18,273	18,963	19,373	1,100	19.2%	15.9%	15.3%	-3.9%
White (Non-Hisp)	48,130	66,498	71,703	23,573	50.6%	55.6%	56.5%	5.9%
Hispanic or Latino	21,954	24,683	25,512	3,558	23.1%	20.6%	20.1%	-3.0%
Pac Is/Am Ind/Oth (Non-Hisp)	3,436	4,988	5,495	2,059	3.6%	4.2%	4.3%	0.7%
Total:	95,160	119,531	126,873	31,713	100.0%	100.0%	100.0%	



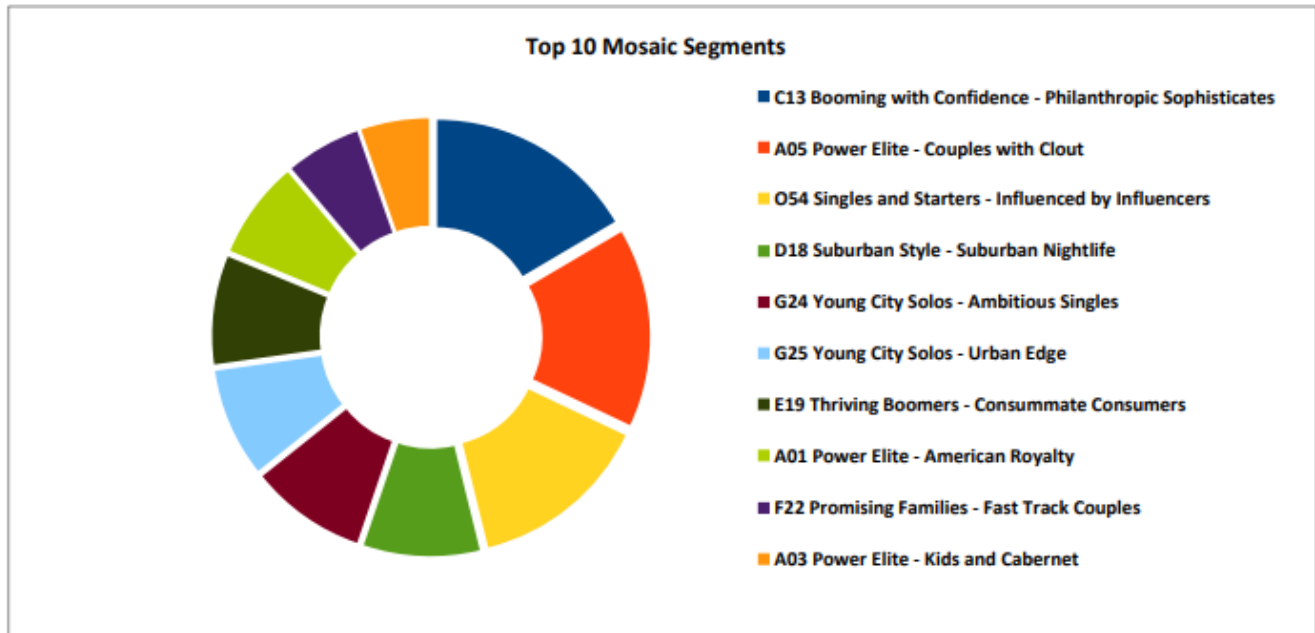
Sources: US Census Bureau, Synergos Technologies Inc., Experian, DecisionInsite/MissionInsite

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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
C13 Booming with Confidence - Philanthropic Sophisticates	4,842	9.8%	119,822	5.2%	187
A05 Power Elite - Couples with Clout	4,544	9.2%	44,353	1.9%	475
O54 Singles and Starters - Influenced by Influencers	4,133	8.3%	139,618	6.1%	137
D18 Suburban Style - Suburban Nightlife	2,660	5.4%	12,617	0.5%	978
G24 Young City Solos - Ambitious Singles	2,649	5.3%	52,016	2.3%	236
G25 Young City Solos - Urban Edge	2,487	5.0%	43,214	1.9%	267
E19 Thriving Boomers - Consummate Consumers	2,484	5.0%	47,422	2.1%	243
A01 Power Elite - American Royalty	2,220	4.5%	53,888	2.3%	191
F22 Promising Families - Fast Track Couples	1,714	3.5%	120,653	5.3%	66
A03 Power Elite - Kids and Cabernet	1,557	3.1%	22,210	1.0%	325
	29,290		655,813		

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:

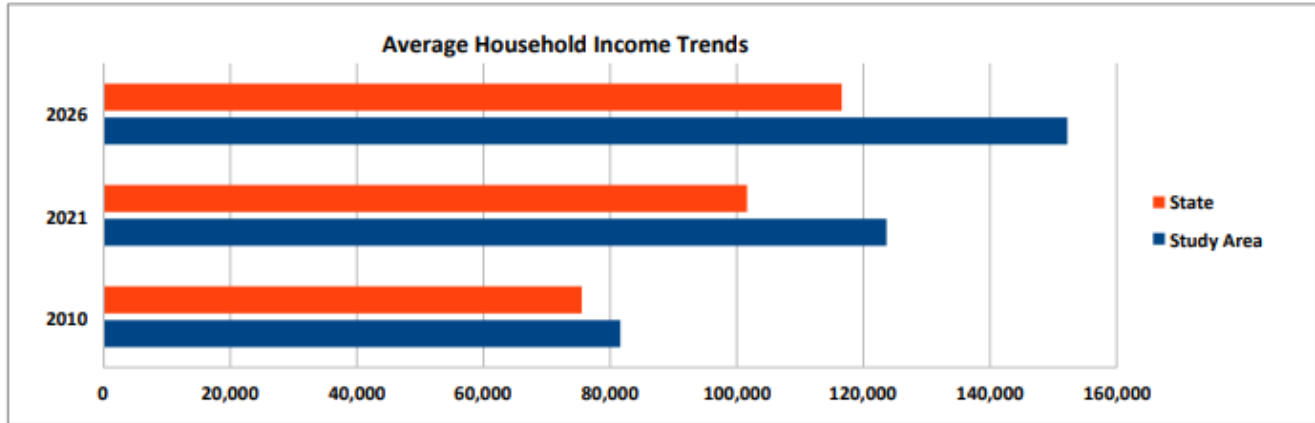
[Mission Impact Mosaic Application Guide by Bandy](#) (To open in a new Tab hold Control key when you click on the link)

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

Financial Resources Theme

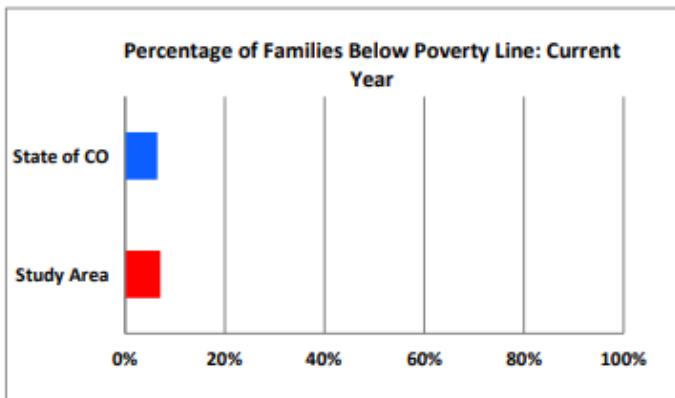
Financial resources available is an indicator of community opportunity or distress. Three variables are presented in this category: 1) Household Income, 2) Family Income and 3) Poverty.

Household Income



Income Trends: Households and Families				
	2010	2021	2026	2010 to 2026 Change
Average Household Income	81,602	123,651	152,226	70,624
Median Household Income	50,655	85,468	115,330	64,675
Per Capita Income	33,646	51,246	62,823	29,177
Median Family Income		114,458	117,491	3,033

Poverty



Poverty Level	Pop	Area % Pop	CO % Pop
Above poverty level	24,632	92.9%	93.5%
Below poverty level	1,872	7.1%	6.5%
Total	26,504	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 QuickSite 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 MissionInsite website.

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 MissionInsite at misupport@missioninsite.com.

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