

# PLYMOUTH CONGREGATIONAL UNITED CHURCH OF CHRIST

## CHURCH PROFILE

### Church

Name: Plymouth Congregational United Church of Christ

Address: 916 West Prospect Road

City, State, Zip: Fort Collins, CO 80526

### Search Committee Chairperson

Name: Bruce Lieurance

Address: 2517 Ridgecrest Road

City, State, Zip: Fort Collins, CO 80524-1569

Telephone: 970-893-0454

E-Mail: [blieuran@gmail.com](mailto:blieuran@gmail.com)

Web site: [plymouthuccsearch@gmail.com](mailto:plymouthuccsearch@gmail.com)

## LOCAL CHURCH PROFILE CONTENTS

### Church

Name: Plymouth Congregational United Church of Christ

Address: 916 West Prospect Road

City, State, Zip: Fort Collins, CO 80526

E-Mail: [plymouthuccsearch@gmail.com](mailto:plymouthuccsearch@gmail.com)

Supplemental web links: [Plymouthucc.org](http://Plymouthucc.org)

Conference: Rocky Mountain

Association: Platte Valley

UCC Conference or Association Staff Contact Person:

Rev. Erin Gilmore

Associate Conference Minister

(801) 694-3000

[erin@rmcucc.org](mailto:erin@rmcucc.org)

## Summary Ministry Description:

In 2020-21 Plymouth Church went through an inclusive Strategic Planning process resulting in a plan to guide the church for the next five years. The entire plan is attached in Attachment 1. A short summary appears below.

### Purpose Statement:

Plymouth's purpose for the next three to five years is to embody beloved community with God, each other, and our neighbors. We will enhance our communications and deepen engagement within the church. We will be a visible force for social, racial, and environmental justice. This focus will help Plymouth's already vibrant community look to the future and grow in numbers and in spirit.

### Goals:

- I. To be a welcoming community in which all can worship and experience the transformative power of God.
- II. To create radically different church communication to reach all generations within and outside the church.
- III. To grow: Deepen engagement, spirit, and impact.
- IV. To develop and effectively allocate resources for ministry: staffing design, finances, facilities and equipment, and volunteers.

Photographs: Plymouth in action

Rally in support of LGBTQ public school students





Neighbor to Neighbor homelessness prevention sleepout



All ages Parable Palooza

**What we value about living in our area**

Fort Collins is a vibrant, mid-sized city with a strong sense of community that boasts abundant dining, recreating, shopping, and cultural options as well as excellent public schools and an educated, dynamic population. Located along the beautiful Front Range of Colorado, Fort Collins offers wonderful weather and plentiful sunshine. The additional cultural amenities of the Denver Metro Area and myriad of outdoor recreation choices in the Rocky Mountains are both just a short drive away.

Fort Collins boasts an active and progressive municipal government and electorate. Colorado State University, a major research university with an annual enrollment of over 30,000 students, contributes to the energy and excitement of living here. CSU, along with employers like Hewlett Packard Enterprise and Woodward Governor, also generate a strong and diverse local job market. Medical care is top notch.

**Current size of membership:**

450

**Languages used in ministry** (*other than English*): N/A

**Position Title:**

**Associate Minister**

**Reports to:** Senior Minister

**Directly Supervises:** May supervise program and administrative staff

**Status:** Full-Time

**FLSA:** Exempt

**Job Summary**

As part of the staff team and in conjunction with the Senior Minister, the Associate Minister will help lead worship, administer the sacraments, provide pastoral care and counseling, as well as emergency on-call and hospital visitation, develop lay leadership, serve on church boards, and may supervise program and administrative staff. As reflected in Plymouth's Strategic Plan, may be involved in program development in campus ministry.

**Essential Functions:**

- Preaches approximately once or twice monthly (2 services each Sunday)
- Helps lead worship with pastoral team
- Officiate at weddings, funerals, and memorial services, as needed
- May supervise program or administrative staff
- Makes pastoral visits to hospitalized and homebound members, in coordination with the Senior Minister.
- Reaches out to visitors and members, as needed
- Makes and leads connection with members and visitors who connect with Plymouth digitally.
- Provide support for Plymouth's ministries and boards as needed, which may include lay caregiving ministries, Outreach and Mission, Congregational Life, Stewardship, or others.

- Advises Ministry Teams, lay leaders, small groups and fellowship groups, as needed to ensure that the direction of all teams/leaders/groups is congruent with Plymouth's mission and strategic priorities. Will also attend church functions as needed.
- Work closely with the Senior Minister on all aspects of ministry.

#### **Other Responsibilities:**

- Participates in weekly staff meetings
- Meets weekly with Senior Minister
- Has effective time management skills, is able to set priorities and meet commitments.

#### **Minimum Qualifications:**

- Master of Divinity degree
- Standing as an ordained minister in the United Church of Christ or be approved for ordination pending call by an association of the UCC or be in the process of receiving privilege of call by an association of the UCC.
- He or she must demonstrate leadership and vision in a community of faith.

#### **Physical Requirements:**

- Ability to spend time working on a computer
- Ability to drive an automobile

#### **Core Competencies:**

**Team Player:** Our common ministry at Plymouth requires each of us to work in concert with other staff members. The Associate Minister will work collegially and congenially with both lay members and staff. Keeps in mind the overall mission and strategic direction of Plymouth.

**Interpersonal Skills:** Establishes healthy working relationships with lay members and staff. Builds appropriate rapport; considers the impact of their actions on others; uses diplomacy and tact; is approachable; communicates clearly and directly, avoids triangulation.

**Self-Differentiation and Emotional Intelligence:** Demonstrates strong and appropriate personal boundaries in relationships; has a healthy appreciation of self, without being egotistical; is emotionally mature; can maintain a non-anxious presence in the midst of turmoil; not overly dependent on outside affirmation.

**Worship Leadership:** Helps design and lead inspiring worship working with other staff colleagues; is a consistently effective preacher; communicates a clear, consistent, and relevant message through sermons that are carefully prepared and delivered.

**Pastoral Care and Counseling:** Demonstrates the ministry of presence; creates a spirit of openness; works closely to coordinate pastoral care with the Senior Minister; respects confidences; appropriately refers members of the congregation to other professional care providers as warranted; demonstrates appropriate pastoral boundaries.

**Social Justice Witness:** demonstrates a personal, faith-based conviction to justice, peace, and inclusivity; advocates on behalf of the marginalized and disenfranchised and encourages others to do the same..

**Supervision of Staff:** Demonstrated team building skills, including flexibility, patience, and collaboration in dealing with conflict and groups with diverse interests and needs.

**Technical Expertise:** Acquires and demonstrates the technical skills required to proficiently execute the essential functions of the job; understands which skills are lacking and seeks to develop those skills; continually works toward the mastery of technical proficiency

*Position Duration:*

Settled

*Compensation Level:*

Full Time

*Does the total support package meet conference compensation guidelines?*

Yes

## COMPENSATION AND SUPPORT

---

Salary Basis: Consistent with Conference

Benefits: Salary plus Benefits

A housing allowance will be provided. The expectation is the associate minister be able to live in the community and not face a significant commute to the church.

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

The Rocky Mountain Conference is in the process of transitioning to a conference-wide Committee on Ministry. As a result, there are no formal supports in place at the association level; however there is a new group at the conference level focused on support for active ministers. Locally, there is also a progressive clergy lunch group which meets regularly and of which senior minister Hal Chorpenning is already a member. Additionally, continuing education is part of the benefit package.

## WHO IS GOD CALLING TO MINISTER WITH US?

---

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



The congregation conducted a strategic planning process in 2020-21 to determine our future direction. The new Associate Pastor will be a partner to the Senior Pastor and congregation leadership to move this Mission forward. The Plan's mission is:

It is our mission to **worship God and help make God's realm visible in the lives of people**, individually and collectively, especially as it is set forth in the life, teachings, death, and living presence of Jesus Christ.  
*We do this by:*

### ***Inviting***

Actively inviting others into our faith community, providing a safe welcome for a diverse people.

### ***Transforming***

Creating an open and affirming faith community with opportunities for caring and fellowship

that deepen relationships and promote a spirit of unity.  
Encouraging the spiritual growth of our members and engaging their ministry  
by nurturing their relationship with God,  
calling forth their gifts,  
and equipping them for Christian service.

### ***Sending***

Joining others within broader communities  
to promote the integrity of creation and a more just, inclusive, and peaceful world.

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

Plymouth sits on the border of Colorado State University. Faculty, staff and students participate at Plymouth. Students are a very transient population, but addressing their specific issues is a priority of the congregation. Pastoral care is a constant need in a congregation our size. Visitation is a critical role of the associate pastor. Plymouth is active in community social justice activities. The new associate minister would assume responsibilities for coordinating these efforts together with the Outreach and Mission Board.

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

Although there are no specific language or culturally-specific abilities necessary for this position, multicultural sensitivity is an expectation of the associate pastor. Our community includes a significant Latino population, college students, queer people, and retirees. An ability to communicate with a wide range of cultural groups, ages, and generations is expected. These attributes are consistent with our church's Open and Affirming and Immigrant Welcoming designations.

*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.*

### **BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS**

- o Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.
- o Strategically creating the future of God's Church.
- o Witnessing in the public square to God's redeeming power.
- o Performing necessary and appropriate administrative tasks.
- o Working collaboratively with intercultural awareness and sensitivity.
- o Encouraging leadership development of self and others through continuing education and lifelong learning.



## ENGAGING SACRED STORIES AND TRADITIONS

- o Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament.
- o Maturing in effective proclamation and preaching.
- o Understanding the history of the Christian Church, from biblical times forward.
- o Bringing life to sacred stories and traditions in worship, proclamation, and witness.
- o Leading faith formation effectively across generations.
- o Holding the Holy with integrity especially as represented in the Sacraments.

## WORKING TOGETHER FOR JUSTICE AND MERCY

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

## STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS

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

## **Who is God calling you to become as a congregation?**

Our Strategic Plan (attached in full) outlines what the congregation sees as their calling from God.

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

Plymouth UCC is an immigrant welcoming congregation. Members of the church reach out to needy families new to the community from all over the world. Recent efforts delivered food donated by local restaurants to underserved families in the community. Currently the church has partnered with another local church to assist an Afghan family as they have relocated to Fort Collins. In response to rising housing prices in northern Colorado, Plymouth has redoubled its efforts at addressing homelessness and housing insecurity, for example through the Faith Family Hospitality program, which sees families experiencing homelessness living inside our facility for four weeks out of every year.

## CONGREGATIONAL REFLECTIONS

---

### **Describe your congregation's life of faith**

See attached Strategic Plan.

A few members of the Search Committee add these personal reflections of their being called to Plymouth membership and action:

- At Plymouth Congregational Church in Fort Collins, our pastors deliver thought-provoking sermons each week in which we are challenged to embody God's work. Our church community is filled with kind, intelligent, thoughtful people seeking to make our world a better, more just place. Our youth are empowered to learn about social issues and make a difference in their community. At Plymouth it is possible to focus on Jesus' love and how we can channel that to provide hope through positive action. We learn about God's message from the Bible and how it still lives today. We are encouraged to *think* about it and apply it in our daily lives; to pray and listen for God speaking to us. At Plymouth I have been moved to tears and inspired, but never made to feel put-down or angry.
- When we moved to FC 21 years ago, we asked around about churches. Locals said, "You really should try Plymouth" although that wasn't our traditional denomination. New minister Hal came, we joined, and are now happy ever after.
- Coming back to Fort Collins after nearly ten years, I decided to visit many churches instead of going directly back to where I attended previously. I walked into Plymouth and a former colleague, who was greeting that morning, hugged me. I attended service, then the Adult Forum session on Homelessness. I decided Plymouth was the place for me. My decision was exactly right!
- The first time I ever attended Plymouth, I walked through the doors unsure where I was going and what to expect from the service. As I asked how to find the sanctuary, another Plymouth member gladly jumped in to help me, offering to sit with me and checking after the service to see how I had gotten on. From the minute I walked in the doors, I felt completely welcome, just as I was, and from that first sermon I truly felt like I had come home. From the beautifully performed music, to the inspiring words from Revs. Hal Chorpenning and Jane Anne Ferguson, to the abundance of ways to get involved at Plymouth and in the community, we knew this was a church family we wanted to be a part of.

Plymouth is open to different ways of worship and philosophy. There are currently two worship services on Sunday morning with different music and worship styles. Children are involved in both services.

### **Describe several strengths or positive qualities of your congregation**

Plymouth UCC is multigenerational, open and affirming to all, willing to engage in many outreach programs and the congregation is generous. We are also an educated and intellectually curious community; our membership includes nearly a dozen retired or former clergy, and many people affiliated with Colorado State University or other educational institutions. The congregation embraces the "God is still speaking" philosophy and is open to being challenged theologically.

## **Describe what worship is like when your congregation gathers**

Our congregation gathers to hear the word of God, to be challenged in our thinking and understanding, to see our brothers and sisters in Christ and to bring our concerns to each other for prayer. We praise God in song and music. We bring our hearts to be calmed.

## **Describe the educational program/faith formation vision of your church**

Rooted in the progressive Christian tradition of the United Church of Christ, the Christian Formation Board and its ministries teach, challenge, and equip Plymouth's worshiping community to develop a lifelong transforming relationship with God that inspires action toward peace and justice for all of creation.

Plymouth provides rich programs to children and youth, coordinated by Brooklyn McBride, Director of Christian Formation for Children and Youth, and the Christian Formation Board. This includes children's sermons in Sunday worship, regular youth group meetings on Sunday afternoons, as well as one-time events and youth participation in worship. In 2022, these will include a Habitat for Humanity mission trip for youth and young adults to Taos, New Mexico, and a mission trip to the Rosebud Reservation in South Dakota together with First Congregational UCC in Greeley, CO. Youth are active not only as participants but as organizers of the annual Neighbor to Neighbor Sleepout to raise awareness and benefit a local nonprofit addressing homelessness. Prior to the pandemic, Plymouth was also active in the Our Whole Lives (OWL) program, and we are excited to revive those classes in the future. Youth are welcomed to participate in church life as liturgists, choir members and other activities.

The lay-led Adult forum ministry team, in consultation with ministerial staff and the Christian Formation Board, offers topical discussions on a wide range of subjects. Recent forums have included conversations about homelessness in Fort Collins, guns in our community, and immigration; book studies; and guest speakers, such as U.S. Congressman Joe Neguse and author Wesley Granberg-Michaelson, who discussed his book *Without Oars*. Looking ahead, we are hoping to add more adult-oriented Bible studies, and are in the process of forming a lay-led ministry team that will develop these programs in consultation with ministerial staff.

## **Describe how your congregation is organized for ministry and mission**

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

Leadership Council makes the decisions of the church in consultation with pastors. Council also oversees the work of various lay-led boards, who in turn coordinate the work of lay-led ministry teams. Leadership Council meets monthly, as do most boards. See the organizational chart below for more information.

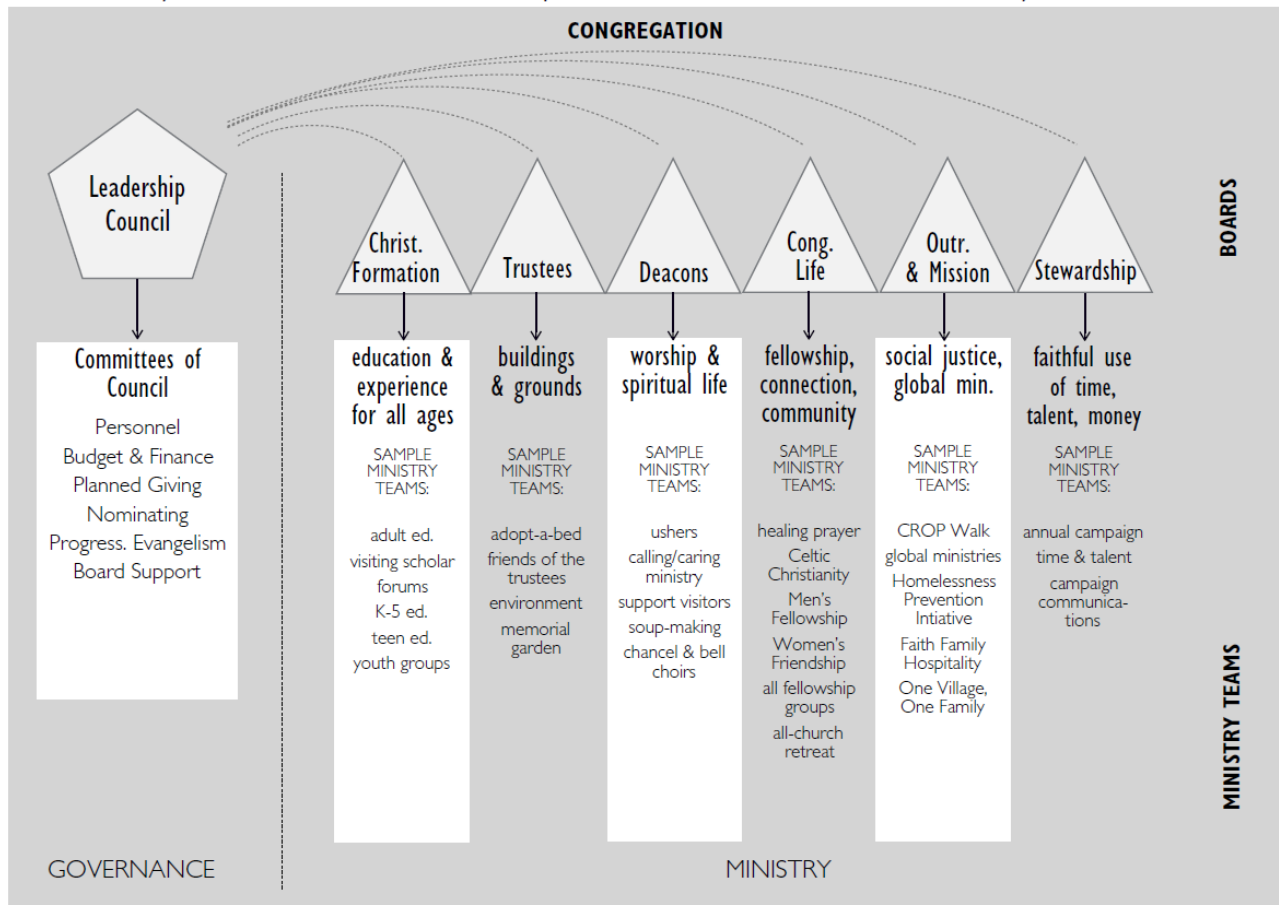
Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

The Covid-19 pandemic required many time-sensitive decisions to be made. To facilitate timely and informed adjustments throughout the pandemic, a “pandemic team” made up of members with expertise in medicine and public health was formed, and empowered to make the difficult decisions about when and how to return to in-person worship and congregational life. This team was formed just before Colorado’s stay-at-home order in March 2020, and continues to serve Plymouth well, adjusting our policies (around mask-wearing, for example) as conditions change.

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—see below. We would also be happy to provide a copy of our constitution and/or most recent annual report upon request.

### Plymouth UCC Leadership Council, Boards, and Ministry Teams



Leadership Responsibilities at Plymouth

CONGREGATION	LEADERSHIP COUNCIL* hires interim clergy	SENIOR MINISTER hires/fires admin. staff	STAFF	BOARDS
calls settled clergy				
votes on clergy search comm.	hires/fires program staff, supervises sr. minister	leads and supervises staff team		
elects council & officers	makes nominations		advises Nom. Comm.	
elects board members	creates new positions			
	designs job descriptions			
	strategic planning	holds vision, strategy, and implementation	implements vision and strategy	implements vision and strategy
constitutional changes	makes policy	implements policy	implements policy	implements policy
approves annual budget	creates annual budget			
	oversees budget; amends between cong'l meetings			
participates in and leads classes, offerings	creates boards		Designs/runs programs w/ CForm board	<b>CForm:</b> education and faith journey for all
pledges both financially and time & talent				stewardship: financial support, time & talent
volunteers, gives special support				<b>O&amp;M:</b> social justice,

				mission, giving
participates in worship		designs/leads worship with staff	designs/leads worship w/ sr. minister	deacons: worship & spiritual life
invites others to Plymouth, welcomes all				<b>progressive evangelism:</b> marketing, welcome
participates in small groups, fellowship				cong. life: building community
owns our property, volunteers w/ trustees				<b>trustees: phys. Plant</b>

\* Includes committees of council, e.g., Nominating, Planned Giving, Personnel, Budget & Finance, etc.

## 11-YEAR REPORT

---

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2010	\$409,661	\$289,206	\$39,926	\$17,464	\$57,390	\$31,783	\$89,173	9.75	\$788,040	\$513,165
2011	\$424,185	\$333,461	\$40,050	\$23,758	\$63,808	\$27,654	\$91,462	9.44	\$849,108	\$425,109
2012	\$492,901	\$96,664	\$42,050	\$23,929	\$65,979	\$27,512	\$93,491	8.53	\$683,056	\$564,352
2013	\$438,032	\$0	\$40,000	\$22,487	\$62,487	\$28,110	\$90,597	9.13	\$528,629	\$700,902
2014	\$438,032	\$0	\$40,000	\$20,257	\$60,257	\$0	\$60,257	9.13	\$498,289	\$0
2015	\$615,505	\$0	\$40,000	\$68,498	\$108,498	\$9,900	\$118,398	6.50	\$733,903	\$684,555
2016	\$706,972	\$0	\$43,403	\$79,527	\$122,930	\$65,265	\$188,195	6.14	\$895,167	\$725,729
2017	\$728,454	\$0	\$44,000	\$30,646	\$74,646	\$38,138	\$112,784	6.04	\$841,238	\$805,255
2018	\$830,559	\$0	\$44,050	\$71,048	\$115,098	\$0	\$115,098	5.30	\$945,657	\$750,358
2019	\$865,952	\$0	\$44,004	\$22,861	\$66,865	\$0	\$66,865	5.08	\$932,817	\$804,913
2020	\$843,862	\$0	\$44,012	\$17,025	\$61,037	\$0	\$61,037	5.22	\$904,899	\$823,399

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2015-2020	4.44	14.92	-8.11	28.57	-21.74	37.10	-43.74	23.30
2010-2020	10.68	24.18	-2.86	-76.92	38.46	105.99	6.35	14.83

### 3c. CONGREGATIONAL DEMOGRAPHICS

---

Describe those who participate in your church.

Members		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	450	A close estimate
Number of active non-members:	40	Estimate
Total of church participants (sum of the numbers above):	490	Estimate

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	60%	Estimate based on 406 members
Less than 10, more than 5 years:	25%	(yes)
Less than 5 years:	15%	(yes)

Number of total participants by age:

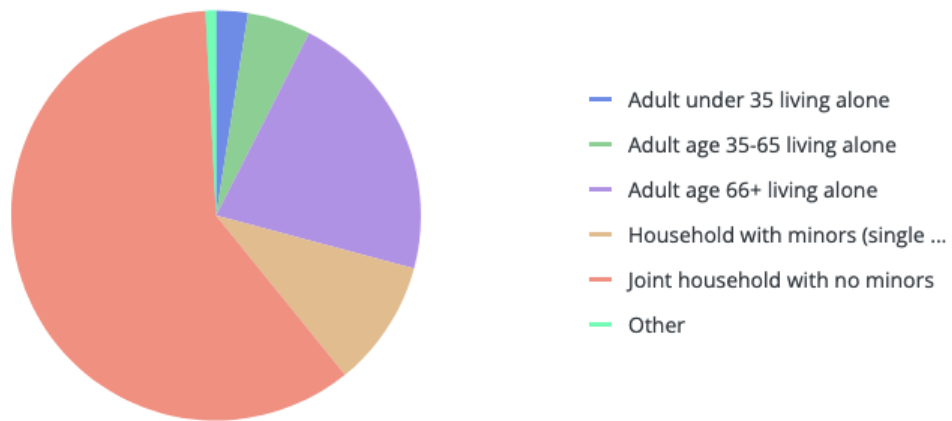
0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
41	23	22	19	38	47	48	107	130	(yes)

The following data is based on a survey conducted in July 2022.

Percentage of adults in various household types:

## Household Type

120 Responses



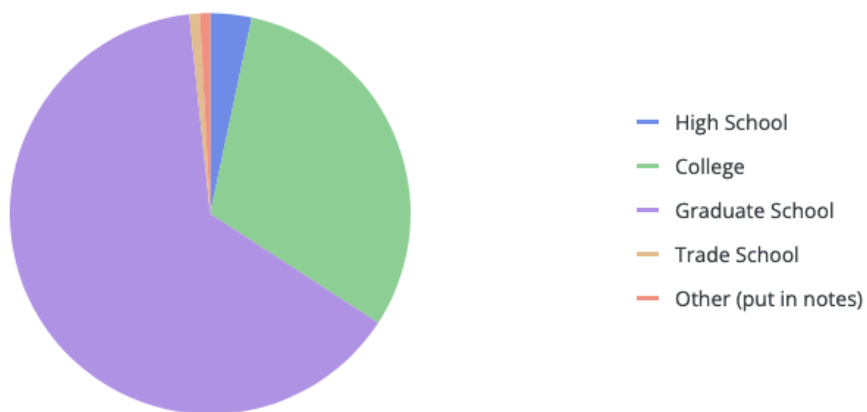
Answers	Responses
Adult under 35 living alone	3 (3%)
Adult age 35-65 living alone	6 (5%)
Adult age 66+ living alone	26 (22%)
Household with minors (single or couple)	12 (10%)
Joint household with no minors	72 (60%)
Other	1 (1%)



Education level of adult participants by percentage:

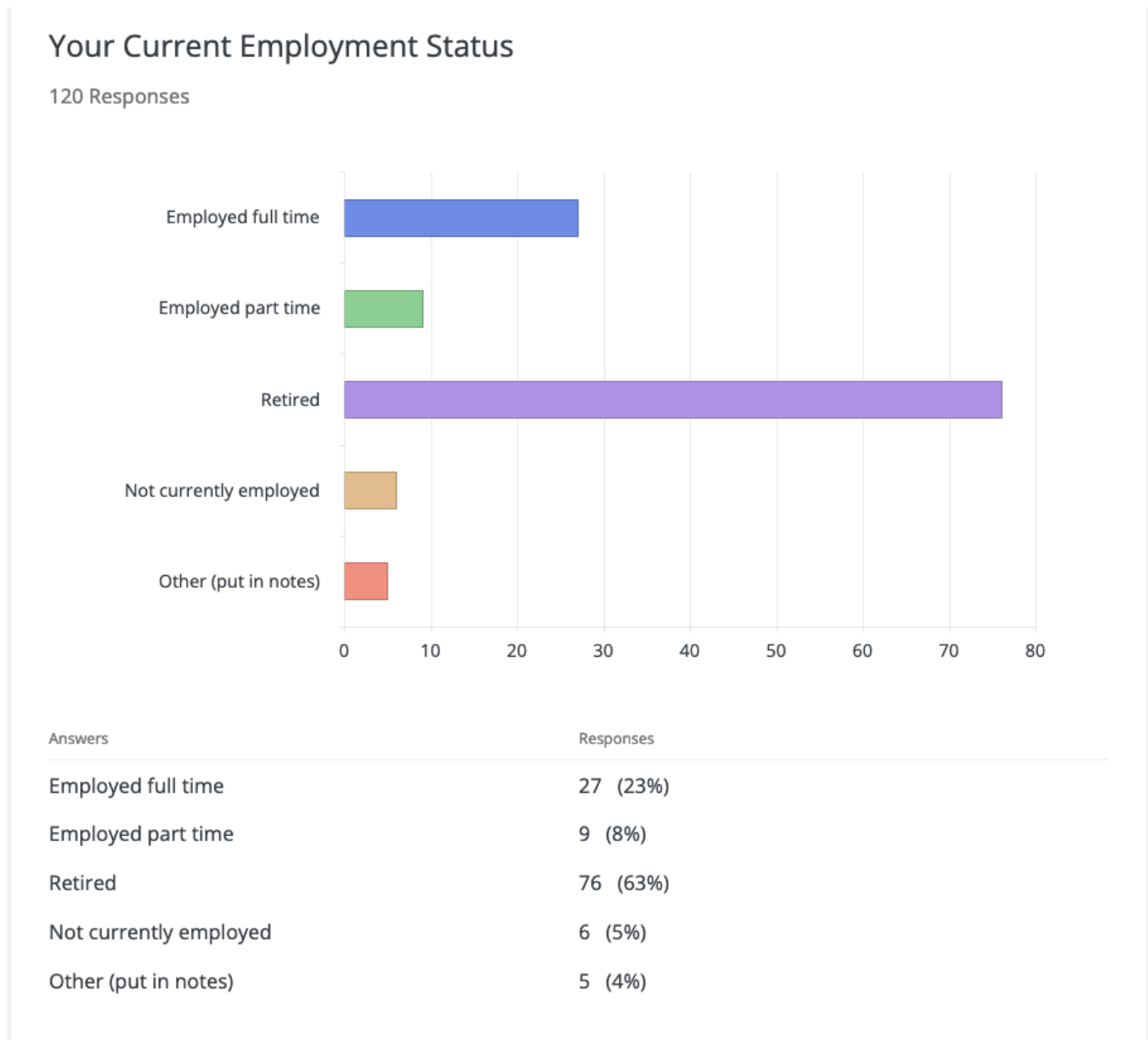
### Your Level of Education

120 Responses



Answers	Responses
High School	4 (3%)
College	37 (31%)
Graduate School	77 (64%)
Trade School	1 (1%)
Other (put in notes)	1 (1%)

Percentage of adults in various employment types:



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

The occupations of working adults at Plymouth include a wide spectrum, from auto mechanics to corporate executives. A number of members are faculty or staff members of Colorado State University. Many Plymouth members are also employed in the medical field. Northern Colorado boasts a diverse and dynamic job market, and this is reflected in our congregation.

**Describe the mix of ethnic heritages in your congregation, and the overall racial make-up.**

Plymouth members and visitors are predominantly white and non-Latino. Although we take pride in our German (Volga Deutsch) heritage (more on that below), it is no longer a major feature of our congregation. Offering an extravagant welcome to all is a value that is taken seriously, and is reflected

in the congregation’s Immigrant Welcoming designation, among other areas. The lack of diversity in our congregation reflects the relative lack of diversity in northern Colorado.

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

We have not done the Welcoming Diversity Inventory, but would like to in the near future.

## 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	Estimate pre-pandemic 15-20	Weekly forums (September-May) are organized by a lay forum ministry team. In the past ministers have organized and led other Bible study and adult Christian formation classes, but we are in the process of transitioning to a lay-led model. This new ministry team will take the lead on logistics and communication, with pastoral input on content.
Baptisms <i>(number last year)</i>	2	Ministers, Music Director, Board of Deacons
Children’s Groups or Classes	20	Developed by Director of Christian Formation for Children and Youth Brooklyn McBride. Brooklyn trains and oversees volunteer leaders. Christian Formation Board recruits volunteers.
Christmas Eve 2021	238	All staff members, Board of Deacons
Christmas Eve pre-pandemic	600+	Same as above
Easter Worship 2019	296	Same as above
Easter Worship 2021	Not counted	Same as above

Church-wide Meals	N/a	We had begun experimenting with church-wide meals pre-pandemic, organized by the Congregational Life Board with support from ministerial staff and the Board of Deacons. They have not yet resumed post-pandemic.
Choirs and Music Groups	16-20 Chancel Choir 6-12 Plymouth Ringers (bell choir)	Director of Music
Church-based Bible Study	N/a	See comment above on adult groups or classes.
Communion ( <i>served how often?</i> )	Typically, every week at the 9:00 service; first Sunday of every month at the 11:00 service and the 10:00 summer service.	Ministerial staff, Music Director, with support from the Board of Deacons.
Community Meals	N/a	
Confirmation ( <i>number confirmed last year</i> )	Last confirmation class was in 2019-20, interrupted by the pandemic. Four students, of whom two chose to be confirmed as members of the congregation, and two affirmed their faith journeys without being confirmed as members.	Has been developed by the Director of Christian Formation for Children and Youth, with support of one minister. For the next confirmation class, Brooklyn is developing a joint confirmation program together with one of the ministers at First Congregational Church, Greeley; youth from the two churches will meet together for retreats and activities.
Drama or Dance Program	N/a	

Funerals ( <i>number last year</i> )	5	Ministerial staff, director of music, families, Board of Deacons
Intergenerational Groups	Varies	Congregational Life Board (fellowship groups), Christian Formation Board (fellowship and fund-raising events and study), occasionally Outreach and Mission Board (flower box building for Habitat, Crop Walk); church yard clean-up days which have been intergenerational are led by Trustees.
Outdoor Worship	200	We usually hold one or two outdoor services each year, either a full service in a park, or a small service (blessing of the animals, for example) on the church grounds. Organized by ministerial staff, Music Director, Board of Deacons, and Congregational Life Board.
Prayer or Meditation Groups	Varies	We have had both lay- and staff-led prayer and meditation groups. Attendance is difficult to estimate, as many groups have not met since before the pandemic.
Public Advocacy Work	250	Ministerial staff, Board of Outreach and Mission, lay-led ministry teams focused on specific issues (Immigration Ministry Team, for example)
Retreats	N/a	Plymouth members are active in retreats at LaForet, the camp of the Rocky Mountain Conference UCC near Colorado Springs, CO.
Theology or Bible Programs in the Community		Annual visiting scholar program. Has been led in the past by the senior minister, with support from a lay ministry team.
Weddings ( <i>number last year</i> )	0	Ministerial staff, Director of Music, with support from Board of Deacons.
Worship (Sunday 9:00 a.m.)	296 weekly average for both services *	Ministerial staff, Director of Music, with support from Board of Deacons

Worship (Sunday 11:00 a.m.)		Same as above
Summer Worship (Sunday 10:00 a.m.)		Same as above
Young Adult Groups or Classes	N/a	This is a gap that needs to be filled. We have a lay-led Millennial and Gen. X fellowship group that meets regularly, but as this group has aged no fellowship group has formed for the 18-29 age range. Brooklyn is involved in an ecumenical young adult ministry called Kindred, but has limited time for this work since it is outside her job description.
Youth Groups or Classes	15	Director of Christian Formation for Children and Youth. Christian Formation Board recruits volunteers.
Other		

\*We report here Sunday attendance for 2019 of an average of 296 individuals per Sunday. A total of 15,374 individuals for the year. During the Pandemic until today, counts on virtual services are not available.

**List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers.**

Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Ruth Billington	no	parish clergy		yes
Wayne Carpenter	no	psychotherapist		yes
Hal Chorpenning	yes	senior minister	Church staff	no
Jane Anne Ferguson	yes	associate minister	Church staff	no

Carol Fox	no	parish clergy		yes
Bobbi Hargleroad	no	justice advocate		yes
Alan McLarty	no	conference minister		yes
Curtis Minter	no	conference minister		yes
Laura Nelson	yes	interfaith council president	Outside role	no
David Peterson	no	seminary professor		yes
Eldon Schidt	no	parish clergy		yes
Jeff Wartgow	no	parish clergy		yes
Jack Wiczorek	no	parish clergy		yes

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
----------------	----------------	--	---------------	--



REV. HAL CHORPENNING, SENIOR MINISTER	Yes	Full time	Leadership Council	20 years
REV. JANE ANNE FERGUSON, ASSOCIATE MINISTER	No	Part time	Leadership Council	8 Years
REV. J. T. SMIEDENDORF, BRIDGE ASSOCIATE MINISTER	No	Part time	Senior Minister	10 months As of 8/1/22
BROOKLYN MCBRIDE, DIR. OF CHRISTIAN FORMATION FOR CHILDREN & YOUTH	No	Full time	Associate Minister	1 year as of 9/15/22
MARK HEISKANEN, DIRECTOR OF MUSIC	No	Full time	Senior Minister	5 years
PHIL BRAUDAWAY-BAUMAN, CHURCH ADMINISTRATOR	No	Full time	Senior Minister	9 months as of 8/1/22
BARBARA GREGORY, OFFICE MANAGER	No	Full time	Church Administrator	14 years
ANNA BROSKIE, IT/COMMUNICATIONS COORDINATOR	No	Full time	Church Administrator	4 years

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

The congregation has a strong commitment to Social Justice. A high number of engaged former clergy are members and the University next door influences the membership. The congregation is very active in a wide range of activities. Slowed by the world wide pandemic, there is now a reemergence of engagement activities

## CHURCH FINANCES

---

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

Source	Amount
Annual Offerings and Pledged Giving	\$839,298
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$10,576
Endowment Draw ( <i>beyond what is permitted by spending policy, “drawing down the principal”</i> )	\$0
Fundraising Events	\$46,710
Gifts Designated for a Specific Purpose	\$37,021
Grants	\$0
Rentals of Church Building ( <i>includes building and parking lot</i> )	\$62,181
Rentals of Church Parsonage	\$11,100
Support from Related Organizations ( <i>e.g. Women’s Group</i> )	\$0
Transfers from Special Accounts	\$0
Other (specify): Interest income	\$1,204
Other (specify): CARES Act Employee Retention Credits	\$25,682
<b>TOTAL</b>	<b>\$1,033,722</b>

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

Operating expenses (budgeted): \$932,736

Designated expenses: \$133,895

Total 2021 Expenses: \$1,066,631

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

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 37% (*comparison to operating only = budgeted, not designated expenses*)

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)*

Y Our Church’s Wider Mission (OCWM – Basic Support)

Y One Great Hour of Sharing

Y Strengthen the Church

Y Neighbors in Need

Y Christmas Fund

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

Included in Budgeted (Operating) expenses as set amount, not percentage.

What is the church’s current indebtedness? \$0

Total amount of loan 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. None

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

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

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
N/A		\$	\$	
N/A		\$	\$	

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

*Does your church have an endowment? Yes*

*What is the market value of the assets?*

\$246,432 at 12/31/21

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

Drawn once per year on schedule.

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

2021: 4.15%                      2016: 2.68%

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

None.

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

In perpetuity.

*Please comment on the above calculations or estimates:*

Other Assets

Reserves (savings): \$248,016

Investments (other than endowment): \$151,372

*Does your church have a parsonage?*                      Yes

Fair market rental value of the parsonage:    \$544,700 (Zillow estimate)

*How is the parsonage used?*    Office Manager is tenant of parsonage.

Street / City / State / Zip:                      920 W. Prospect Rd, Fort Collins, CO 80521

Finished square footage:                      1,886 sqft.

Number of Bedrooms, Number of Bathrooms:                      3 Bedroom / 2.5 Bathroom

Assessed real estate value:    Assessment by county assessors: \$393,800

Available for minister residence: No

Expected minister residence: No

Condition of structure, systems and appliances:

Good condition, under the attentive care of the church's Board of Trustees

Entity in the church responsible for review and needed repairs: Trustees Board

*Describe all buildings owned by the church:*                      None other than church and parsonage.

*Describe non-owned buildings or space used or rented by the church:*                      None.

*Which spaces are accessible to wheelchairs?*

All spaces are wheelchair accessible. The church building is a single floor.

*Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?*

The church has enjoyed a strong financial position for many years. Like many congregations, Plymouth is pulling from reserves for the 2022 budget due to the unpredictable costs of the pandemic, as well as the end of some time-limited revenue sources (income from renting out our parking lot to a nearby construction project, for example). Leadership Council is working to align our expenditures with the priorities outlined in our strategic plan. Hiring a full-time associate minister to bring our ministerial staffing level down to 2.0 FTE is a part of that effort. Making this transition successful will require increased lay leadership of some areas, for example Christian formation programming for adults, and these transitions are underway.

## **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.*

Plymouth was founded in 1903 as the German Evangelical Lutheran Congregational Church, by German-Russian immigrants drawn to northern Colorado's sugar beet industry. The name was changed to Plymouth Congregational Church during the Second World War, but some services were still conducted in German until 1951. A major change came in 1954. That was when church members decided to relocate from the original site in historic Old Town Fort Collins to a larger building at the current location, at that time a mostly rural area on the outskirts of town. Their brave decision to leave behind the familiar to embrace the opportunities of a new building and location laid the groundwork for Plymouth's later success as a progressive and inclusive faith community with a regional impact. Our mission to bring God's welcome to those living on the fringes comes out of that history and continues today in new and creative ways.

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

The COVID-19 Pandemic caused incredible change to Plymouth UCC. Sunday Worship, Adult Forum, Children's Sunday School, Stephen Ministry Training, Church meetings and committees functioned completely virtually. Church staff and volunteers worked tirelessly to upgrade lighting, microphones, sound, pew and chancel arrangements to accommodate Zoom, YouTube and Vimeo recording. Attendance was difficult to measure, but church continued and new members were brought into the congregation. Clergy adapted and readapted to the virtual platform. Even as the church opened again in spring of 2022, virtual opportunities remain for those unable or unwilling to worship face to face. Most church activities are arranged with hybrid capability.

*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.*

Plymouth’s governance structure is an asset in dealing with conflict. We provide opportunities for members to express concerns and make their opinions heard, while empowering Boards and Leadership Council to make decisions for the good of the entire congregation. Differences of opinion are inevitable, but our experience is that having open communication and lay leaders with clearly defined roles prevents those differences of opinion from developing into personal or entrenched conflicts. We also undertook two consultations during summer 2021, one with the Lombard Mennonite Peace Center, and the other with consultant John Wimberley. Both featured small group interaction with trained facilitators. The Wimberly consultation focused on questions of staff needs and staff morale, especially in the context of the unfolding strategic plan. The Lombard consultation focused more broadly on congregational "culture," our methods and styles of communicating, sharing points of view, and making decisions especially around issues of disagreement. Reports from both these consultations are available on the church's website.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Fred Edmonds	1976-1999	Y
Rick Riddoch	1999-2002	Y
Hal Chorpenning	2002-present	Y
Jennifer Ramirez-Knutsen		Y
Kathy Walters		Y
Dick Einerson, Interim		Y
Sharon Benton	2004-2014	Y
Jake Joseph	2015-2019	Y

Jane Anne Ferguson	2015-2023	Y
Carla Cain, Interim	2019-2021	Y
JT Smiedendorf, Interim	2021-2023	Y

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

Plymouth has benefited from the leadership of exceptionally gifted clergy. We take pride in our history as a launching pad for associate ministers, who have gone on to become senior ministers at other congregations or to take leadership roles at nonprofit organizations. Plymouth members tend to be well-educated and intellectually curious, and respond best to ministers who are gifted preachers and who connect deep theological knowledge with important and relevant occurrences in our community. A successful minister should be a team player with clergy and lay leadership, who is respectful of Plymouth’s existing governance.

Has any past leader left under pressure or by involuntary termination? No

Has your church been involved in a Situational Support Consultation? Yes

Has a past pastor been the subject of a Fitness Review while at your church? No

**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?*

Engagement with the world outside our doors is something that matters to the members at Plymouth. Locally, we are a leader in addressing homelessness and the rising cost of housing in northern Colorado. One example of our involvement in this issue is the annual Neighbor to Neighbor Sleepout. Plymouth youth organize and participate in this event every December to raise funds for a local nonprofit and bring awareness to homelessness in northern Colorado, with Plymouth young people sleeping out in cardboard boxes on the church’s front lawn. We’re often joined by members of other faith communities, and local elected officials.

We are also engaged in issues of global concern. One example is the Alternative Giving Fair, organized by Plymouth members and held every November. The event gives people from the wider community a chance to buy handcrafted holiday gifts that support organizations in Latin America and Africa addressing poverty and economically empowering local people, especially women. Plymouth also donates to Global Ministries (the mission and witness organization of the UCC and Christian Church (Disciples of Christ)). These organizations are just a few of the many programs in our local and wider communities Plymouth is involved in—for a complete list, visit our Outreach and Mission Board’s webpage at [www.plymouthucc.org/justice](http://www.plymouthucc.org/justice).

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

Plymouth takes pride in supporting the national setting of the UCC, the Rocky Mountain Conference (RMC), and Platte Valley Association. We are the largest financial supporter of the RMC in our association and are a “Five for Five” congregation, meaning that we participate in all five of the UCC’s special offerings each year. A current associate conference minister for the RMC, Rev. Erin Gilmore, is a former Plymouth member. Larry McCulloch, former director of LaForet Conference and Retreat Center, a UCC summer camp and event center in Colorado Springs, CO, is also a Plymouth member. Plymouth members, both clergy and lay, have also been active in recent years as members of the Platte Valley Association’s committee on ministry.

*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](http://ucc.org).) Check any statements below that apply to your UCC faith community.*

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

*Reflect on what the above statement(s) mean(s) to your community.*

These statements are at the core of who we are as a congregation. The Open and Affirming designation in particular, being the first process of this type that Plymouth undertook, is a major component of our identity, and is frequently cited by new members as a reason they joined. The



impact of these statements can be seen in the day-to-day life of the congregation, from our robust Immigration Ministry Team to our many queer members. We take pride in our role as the most prominent progressive Christian voice in northern Colorado.

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

Plymouth values ecumenical and interfaith connections. We are a leading member of the Fort Collins Interfaith Council; in fact, former Council president Rev. Laura Nelson is a Plymouth member. We have nurtured a strong relationship with our neighbors at the Islamic Center of Fort Collins. Plymouth staff and members attended a vigil at the Islamic Center following a bias-motivated act of vandalism in 2017. On a more day-to-day basis, Plymouth and the Islamic Center share parking on our respective major holidays. We are involved with Faith Family Hospitality (FFH), an interfaith organization that provides people experiencing homelessness with temporary accommodation in local congregation's facilities. We "co-host" FFH families for four weeks every year together with members of Heart of the Rockies Christian Church (Disciples of Christ). Interfaith connections are also woven into our programs for young people. Recent confirmation classes have attended services at Congregation Har Shalom, while Jewish and other Christian communities often join Plymouth youth for the annual Neighbor to Neighbor Sleepout.

*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.*

Mission Statement: To **worship God** and help **make God's realm visible** in the lives of people, individually and collectively especially as it I set forth in the life, teachings, death and living presence of **Jesus Christ**. We do this by inviting, transforming and sending.

Our mission statement's charge to "invite, transform, and send" is well-reflected in our time commitments. Ministerial staff spend the bulk of their time involved in the "transforming" work of developing worship and programming, and governance work. Although staff spend less time involved in the "inviting" and "sending" parts of our mission statement, these areas are well-represented with volunteer hours. Examples include our lay-led Progressive Evangelism Committee, and many lay-led ministry teams doing work in the community.

*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?*

At a recent forum to discuss the search process one attendee said we are looking for a super hero to be our next associate minister. True enough! Expectations are high. We followed this comment up with a discussion of the committee's hope to find the very best candidate that can complement our senior minister and do good work. The exact and final scope of work has not been decided giving the candidate the ability to work with the senior minister to decide how best to distribute responsibilities.

The job description lists supporting Plymouth's Board of Outreach and Mission as a responsibility of this position, and "social justice witness" as a core competency. Members of our congregation place a high value on engagement with our larger community and the wider church, and are happy to see ministers devoting a portion of their work hours to these efforts.

#### 4b. MISSION InSite

---

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

The MissionInsite highlights one of Plymouth's main unrealized opportunities, namely our location in a vibrant college neighborhood. Connecting with CSU students has proven to be a challenge over the years, but it is a goal that remains important to members of our community.

The report also shows that young families and working professionals are moving out of our neighborhood. This is a trend that we have observed in our congregation, as well. Unaffordable housing in Fort Collins has encouraged middle-income members to move to outlying communities. As a result, Plymouth now has a regional footprint. Our mailing address data confirms that a substantial portion of our congregation reside in neighboring communities, especially Loveland, Windsor, and Greeley.

*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?*

Plymouth's membership is older, more educated, and wealthier than the population of our surrounding neighborhood. Plymouth members are also more likely to be married. These

attributes are unsurprising, given our location in an area with a high population of young adult college students. Plymouth members are distributed across northern Colorado; even in this larger perspective, our congregation stands out as older, more educated, and wealthier than the community at large.

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

As housing in Fort Collins has grown more expensive, younger adults and families are increasingly being pushed to neighboring communities such as Wellington, Windsor, and Loveland. As a result, Plymouth has grown from having very few members outside Fort Collins, to having a footprint across northern Colorado. This is reflected in our fellowship groups, which often meet in neighboring communities. Remote worship also makes it easier for those who live far from the physical church to join us for worship.

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

Plymouth is known as a visible progressive Christian presence in our community, and is recognized for our involvement with social issues, particularly immigration and homelessness.

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

New people often mention our Open and Affirming stance as the reason they initially visited Plymouth. The worship experience, social justice ministries, and Christian formation programming are frequently cited as reasons visitors stay, get involved, and become members.

*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

Gretchen Haley—Associate Minister Foothills Unitarian Church  
1-303-877-0934/ Email / Colleague minister)

## REFERENCE 2

John Kefalas—Larimer County Commissioner  
(970-498-7001 Cell: (720) 254-7598  
/ [jkefalas@larimer.org](mailto:jkefalas@larimer.org) Community leader)

## REFERENCE 3

Kelly Evans—Director of Neighbor to Neighbor  
(970-484-7498 / [kevans@n2n.org](mailto:kevans@n2n.org) / Community collaborator)

## PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.

## CLOSING 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:*

<https://www.youtube.com/watch?v=8MKEpXqGko>

Lyrics: John Rutter

*Deep peace of the running wave to you  
Deep peace of the flowing air to you  
Deep peace of the quiet earth to you  
Deep peace of the shining stars to you  
Deep peace of the gentle night to you  
Moon and stars pour their healing light on you  
Deep peace of Christ the light of the world to you  
Deep peace of Christ to you*

Many in our congregation have a strong attraction to Celtic Christianity. As Coloradoans living near the beautiful, but fragile, environment of the Rocky Mountains, we feel deeply connected to the natural river that flows through our community from the Rockies. We are deeply grateful for the natural spaces of God's creation that are protected here.

<https://www.youtube.com/watch?v=ikupMHAYsbo>

Lyrics: John Lennon

*Imagine there's no heaven  
It's easy if you try  
No hell below us  
Above us, only sky  
Imagine all the people  
Livin' for today  
Imagine there's no countries  
It isn't hard to do  
Nothing to kill or die for  
And no religion, too  
Imagine all the people  
Livin' life in peace*

*I hope someday you'll join us  
And the world will be as one*

*Imagine no possessions  
I wonder if you can  
No need for greed or hunger  
A brotherhood of man  
Imagine all the people  
Sharing all the world*

*You may say I'm a dreamer  
But I'm not the only one*

*You may say I'm a dreamer  
But I'm not the only one*

*I hope someday you'll join us  
And the world will live as one*

The congregation at Plymouth is made up of many people who lived through the turmoil of the Vietnam War and the Sixties. We are all still living in trying times of racism, human displacement and migration, gun violence, and most recently, a pandemic threatening human health. Yet we remain committed to social justice and the hope of connection between all people.

## 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.*)

Many individuals and groups assisted in preparing this document. Special thanks to: Search committee, Church office, Personnel committee, Senior Minister, Strategic Planning committee, Phil Braudaway-Bauman, church administrator; Anna Broskie, IT/communications coordinator; Leadership Council members.

2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

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:

A handwritten signature in black ink, appearing to read "Anthony Scott". The signature is written in a cursive style with a large, stylized initial "A".

Name / Title: Anthony Scott / Associate Conference Minister

Email: anthony@rmcucc.org

Phone: 720-506-4880

Date: 8/11/2022

**UNITED CHURCH  
OF CHRIST**



This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

*"Jesus answered them, 'Have faith in God!'" – Mark 11:22*