

UNITED CHURCH OF CHRIST  
**LOCAL CHURCH PROFILE**

**First Congregational Church of Tulare**

220 West Tulare Avenue

Tulare, CA

Pastor

**Northern California Nevada Conference, Sequoia Association  
September 21, 2022**

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.

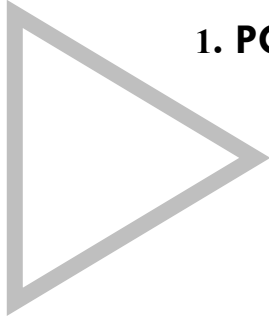
Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings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

### 1a. LISTING INFORMATION

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**Church name:** First Congregational Church

**Street address:** 220 West. Tulare Avenue

**Supplemental web links:** [www.ucctulare.org](http://www.ucctulare.org)

Facebook: First Congregational Church of Tulare, United Church of Christ

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

**Conference:** Northern California Nevada Conference, UCC  
1320 Willow Pass Rd., Suite 600, Concord, Ca. 94520  
(510) 426-5683

**Association:**

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

The Rev. Davena Jones

Associate Conference Minister

(510) 359-7208

davena@nncucc.org

**Summary Ministry Description:**

We are an open and affirming church where all are welcome. We are unique in our diversity and progressive ministries, worshiping in an historic church building located in an economically depressed, politically and theologically conservative community. This affords us great opportunity for growth in outreach, acceptance, love and compassion for our neighbors. It also challenges us to live out the faith we share as we address diversity

of action and opinion even within our congregation. It is our goal to honestly, faithfully, and compassionately know that we are God’s children through understanding written Word, messages from the pulpit, interaction with one another and with those yet to come to our faith community.

**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):**

This is a multicultural, community-oriented area that offers local theatre groups, a symphony, professional sports, and excellent home-owned restaurants. The cost of living is among the lowest in California. We are located in the central valley between Sequoia, Kings, and Yosemite national parks and the Pacific Ocean. San Francisco and Los Angeles are approximately three hours away and offer many attractions for young and old.

The Central Valley’s ability to feed the nation and the world is extraordinary, producing over 360 products, and 240 agricultural crops. Agriculture is the largest private employer in the county.

**Current size of membership:** Active members and Associate members 55, children/youth 18, inactive members/friends 11, Total potential participants: 84

**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*):**

$\frac{3}{4}$  Time --- 30 to 35 hours per week

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

Yes

## **1b. SCOPE OF WORK**

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

### **RESPONSIBILITIES OF A THREE-QUARTER TIME PASTOR AS LISTED IN THE CALL AGREEMENT WORKBOOK:**

- **Preparation and leadership of Sunday worship, including scripture study, crafting of liturgy and bulletin (including proof reading), sermon preparation, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.**
- **Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities.**
- **Leadership development by working with people in the church to create ministry and programs.**
- **Community engagement and leading the way for the church to be an ambassador of God's love.**

- **Participation in wider church activities such as conference and association meetings as time permits.**
- **Participation in church activities such as Christian Fellowship.**

We look forward to settled pastor who is skilled in leadership development and rejoices in providing pastor care.

We also acknowledge that we need and want a settled pastor who will take an active part in community organizations and events – this is an important means to improving the church’s visibility in our area and thus helping us grow our ministries.

Administration skills are important with a particular emphasis on technology.

**What tasks and ministries of the church do we agree will not be the responsibility of the three-quarter time pastor?**

Based on the tasks enumerated in the Call Agreement Workbook, a settled pastor would have little or no involvement in “faithful financial development and leadership.” The board of Trustee and Council are responsible for the financial viability of the church.

**How do we imagine these ministries being led by the congregation?**

Our current Officers and Council are skilled both in financial management and in strategic planning.

**Describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister’s bi-vocational employment:**

In view of the three-quarter nature of this Call, Council will be available to work closely with the pastor in programs and services related to worship, education, and pastoral care. Office hours may be adjusted to accommodate outside employment.

**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.)*

It is impossible to narrow the core competencies we seek to just three. Therefore, we look for a settled pastor with the following attributes and skills:

Compassion, charisma, temperamentally balanced

Organized, with excellent communication skills, including listening and writing skills

Skilled in the use of technology

A visionary

Flexible

Biblical understanding/speaking ability/pastoral care, are give with regards to ordained ministry are givens.

### **1c. COMPENSATION AND SUPPORT**

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

**Benefits (choose one):**

Salary plus Benefits: Include the following and fall in a range of \$58,000 to \$63,000:

Experience points based on each year of professional ministerial experience

Educational & Setting Points based on education and size of congregation

Housing Allowance

Social Security Offset

Pension Contribution

Health Insurance

Sick leave and vacation time are negotiable.

**What is the expected living situation for your next minister (e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed)?**

Living in Tulare or nearby with a housing allowance which is a part of the base salary.

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

This is a small, rural community with a population of approximately 70,000 to 71,000. Thus commuting should be within a 10-15 Mile radius.



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

We anticipate positive representation of our congregation's ministries and programs through pro-active involvement in local service and support groups, assistance in developing and implementing marketing opportunities through social media and website, encouraging church leaders and participants to be involved and to speak openly about our church ministries and programs. It is important that our minister can work with us to provide concrete, executable pathways to work toward achieving whatever goals our church will seek.

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

54% of the population in our geographic area is Hispanic and often Spanish-speaking. We do have bi-lingual members in the congregation who could support a mono-lingual pastor.

**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.**

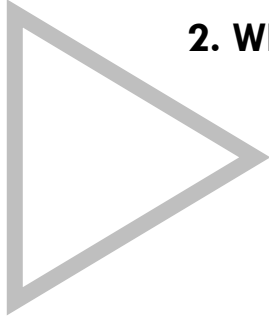
Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice

Engaging Sacred Stories and Traditions

Strengthening Inter- and Intra- Personal Assets

Caring for All Creation

Each and every one of the attributes and skills enumerated in all eight categories are important as we face the future, not only individually, but for our church, our community, state and nation as a whole.



## 2. WHO IS GOD CALLING US TO BECOME?

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

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

A beacon of hope for those who would choose a way of life based on the basic tenets of our church:

We are an Open and Affirming congregation that welcomes all who seek to follow Christ, regardless of gender, race, sexual orientation, socio-economic status, cultural background, political persuasion, and/or life experiences.

And we boldly proclaim a Christ-like love for all of God’s children, no matter where they are in life’s journey.

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

*For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?*

During the Pandemic the church was able to adapt to unique circumstances with the following accommodations:

- Virtual church service and communion
- Special music for virtual church services
- Virtual Church Council meetings
- On line youth group
- On line adult Bible study
- On line Christian Fellowship meeting

Special events:

- Virtual Christmas Eve Service
- Drive by Ash Wednesday
- Drive by communion
- Outside Christmas Nativity scene with live orchestra in conjunction with the chamber of commerce
- Outside flowering of the cross for Easter
- Church bell was rung every day at noon
- Outreach to local first responders and homeless
- Taco Tuesday drive through meals offered for members and community
- Partners in Faith was started to maintain personal contact between individual members of the congregation on a one-on-one basis.
- “One call” started to keep members of the church informed of what was happening with the church during the lock down
- Pastor did a “one call” message daily called the “Daily Reflection” with a short inspirational passage.

The results of these experimental accommodations were very successful. We continue to use some of these accommodations and feel that we can successfully adapt to what the future will bring.

### **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**

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**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?*

The mission of the First Congregational Church of Tulare, United Church of Christ shall be to implement the Great Commandment:

“Love the Lord your God with all your heart, and with all your soul, and with all your mind, and love your neighbor as yourself.”

Around this commandment shall be built the programs of the Church:

To nurture the Body of Christ by being a believing and loving congregation

To share our faith and love with those whose lives we touch

To impart Christianity throughout the wider community

To join those whose vision we share of a world of caring, faithful people

We work to live out our mission through our worship service and practices, commitment to minister to the youth in our neighborhood, provide sustenance to the homeless and less fortunate, care and compassion for those in need whether physical, emotional, or spiritual, knowing that we can do this because of the grace of God.

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

This congregation is truly blessed. Words to describe the congregation include: welcoming, friendly, caring, generous, loving, giving, and highly educated. Words to describe talents of individuals include: commitment to youth, professional musicians, business acumen, Biblical knowledge, excellent speakers, good cooks, and **willingness to step up.**

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

*For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?*

Ours is a very social church and the design of the building encourages that. One typically enters the sanctuary through the social hall during a piano/organ prelude. The order of

worship is often interactive with responsive reading, announcements, expressing joys and concerns. There is a Children's Time which is typically based on the lectionary as is the sermon, followed by dismissal for Sunday school. An offering is taken every week and communion is served once a month. Music is an important part of worship and because of the musical talent of our members we have enjoyed special music, including a choir, individual vocal performances, instrumental music, hand bells and, of course, hymns from various sources.

The scripture reading and sermon come towards the end of worship, followed by a hymn the benediction and ringing of the church bell.

Communion is served the first Sunday of every month and all are welcome at the Lord's Table. Baptisms and new memberships are held during the worship service.

**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?*

We are a lectionary-based Sunday school. We have two levels of ages (K thru 5<sup>th</sup>) and (6<sup>th</sup> thru high school). We have Youth Group meeting the last Wednesday of the month for all ages. That program offers sports activities, crafts and games, short Bible study, and a good meal. We have taken our youth group, which is made of members of the church and our neighborhood, and exposed them to outside events such as Fresno's Underground Gardens, train trip, miniature golf, bowling, waterslides, live community theatre in local area, school plays, and Christmas caroling. The youth also has responsibility in fundraising to earn money towards church camp. The youth puts on a Christmas musical each year and does Youth Sunday service. They help greeters, liturgist, offering and social hour. Our Christian Education committee is in charge of youth and adult programs. Adult classes are held every Tuesday at noon.

**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?*

Our Council is made up of six officers, together with Board and Committee chairpersons and members, all of whom are elected at an annual Congregational

meeting to serve for a one/year term. Sub-committees and /or ad hoc committees are approved by the Council.

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

Church Council: approx. 2 hours

Board of Christian Education: 2 hrs

Board of Trustees: 2 hrs

Stewardship: 6 hours per year

Staff Relations: as needed

Memorial: as needed

Outreach: 2-3 hrs, as needed

Pastoral Relations: 2 hours and as needed

Worship/ Diaconate: 6-12 hrs, and as needed

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

Our most recent pastor, Janice Hill, left her pastoral position in West Virginia for a position in California because her daughter and only child, Amy, who was fighting an aggressive form of cancer, lived in Los Angeles. We as a church were aware of the situation before the calling was extended to Janice. In the months prior to her death, when Amy needed her mother, and Janice needed to be with Amy, and in the weeks following Amy's passing, the congregation did what had to be done in order to keep the church viable and functioning in the interim. These tasks included holding [COVID-mandated] virtual worship services, serving as speakers for Sunday virtual services, holding virtual Bible studies, holding virtual Christian Fellowship meetings, and visiting members of the congregation in need of visitation. Members were also involved in helping to organize and coordinate Amy's memorial service.

- **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

### 3b. 11-YEAR REPORT

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

To our knowledge, an 11-year report has not been undertaken.

### 3c. CONGREGATIONAL DEMOGRAPHICS

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Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	64	No (includes youth)
Number of active non-members:	34	No (includes youth)
Total of church participants (sum of the numbers above):	98	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	50%	yes
Less than 10, more than 5 years:	25%	yes
Less than 5 years:	25%	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>
6	7	2	4	2	6	14	7	16	yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	5%	Yes
Households with minors:	10%	Yes
Single adults age 35-65:	5%	Yes
Joint households with no minors:	30%	Yes
Single adults over 65:	50%	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	5%	Yes
College:	10%	Yes
Graduate School:	5%	Yes
Specialty Training:	30%	Yes
Other (please specify):	50%	Yes

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	30%	Yes
Adults who are retired:	60%	Yes
Adults who are not fully employed:	10%	Yes

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

Professionals in the fields of education, government workers, librarians, music, ministry, sales, agriculture, cosmetology, law business owners, nonprofit, as well as 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?**

Amongst our parishioners we have Hispanics, Portuguese, Armenian, Irish, Scottish, German, Italians, Anglo-Saxons, Scandinavian, Dutch, Filipino, among others.

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

No

### **3d. PARTICIPATION AND STAFFING**

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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	6-10	Pastor and Members
Baptisms <i>(number last year)</i>	25-35	Diaconate and Pastor
Children’s Groups or Classes	8-18	Christian Education and Members
Christmas Eve and Easter Worship	25-35	Worship, Diaconate, and Pastor
Church-wide Meals	25-35	Meals rotate among committees, Youth, and Christian Fellowship

Choirs and Music Groups	8-16	Music leaders
Church-based Bible Study	6-12	Christian Education
Communion ( <i>served how often?</i> )	25-35	Pastor, Diaconate, and Worship
Community Meals	35-50	Outreach Taco Tuesday and Salt and Light
Confirmation ( <i>number confirmed last year</i> )		
Drama or Dance Program	6-12	Christian Education
Funerals ( <i>number last year</i> )	25-35	Pastor and Members
Intergenerational Groups		
Outdoor Worship		
Prayer or Meditation Groups	24	Day of Prayer- Pastor and Members
Public Advocacy Work		
Retreats	8-12	Woman Retreat - members
Theology or Bible Programs in the Community		
Weddings ( <i>number last year</i> )		
Worship (time slot: <u>  10:30 am  </u> )	25-35	Worship Diaconate
Worship (time slot: <u>          </u> )		
Young Adult Groups or Classes	6-12	Church Members, Pastor
Youth Groups or Classes	8-18	Christian Education, members
Other Chamber Concert, Organ Concert, Christmas Eve Program	25-55	Music Leaders, Worship

Additional comments:

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

Name	Three- or Four-Way Covenant? <i>(3 or 4 or No)</i>	Ministry Setting	Type of Ministry Role	Retired? <i>(Y or N)</i>
John Jordan	No			Y
John Mansell	No			Y
Allene Parker	No			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:**

The congregation consults with John Jordan concerning liturgical and theological concerns.

John Mansell liturgist pulpit supply.

Allene Parker liturgist pulpit supply.

**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
Organist/pianist	No	Part-time		
Office Administrator	No	Part-time		

## REFLECTION

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

Ours is a well-educated and talented congregation with a commitment to the life of the congregation and to its ministries.

## 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$120,213.00
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$ N/A
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$ N/A
Fundraising Events	\$1,055.00
Gifts Designated for a Specific Purpose	\$5,340.00
Grants	\$ N/A
Rentals of Church Building	\$50.00
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): Misc.	\$3,012.00
Other (specify):	\$ N/A
<b>TOTAL</b>	<b>\$129,670.00</b>

**Current annual expenses (dollars budgeted for most recent fiscal year): \$**  
*Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.*

**2021 Treasurer's Annual Report:**

**TREASURER'S YEAR TO DATE 2021 REPORT TO CONGREGATION  
 JANUARY THROUGH DECEMBER 2021**

Income to date (January through December)    \$129,669.60            \$10,805.80/avg per month  
 Expenses to date (January through December)    113,303.50\*\*            \$ 9,441.95/avg per month

Above/Below Budget    \$16,366.10

Budget	
Income	\$105,500
	\$8,792/month
Expenses	\$106,390
	\$8,866/month

**\*\*Where did it go:**

- 72%    \$81,895.49    **Employment Expenses: Salaries, withholding. Insurance, benefits**
- 20%    \$23,021.98    **Facility Expenses:**
  - \$8,035.00    **Insurance**
  - \$7,108.43    **Utilities (Electricity, gas, water, sewer, garbage)**
  - \$7,878.55    **Maintenance (lawn care, pest control, security, equipment)**
- 4%    \$4,674.13    **Misc. Expenses: designated fund expenses, youth, Christian Ed.**
- 3%    \$3,711.90    **Administrative Expenses: tech, paper and postage**

**Reconciled Bank Account Balance as of December 31, 2021:**

<b>General Fund Balance</b>	<b>\$68,994.04</b>
<b>Designated Fund Balance</b>	<b><u>\$16,706.80</u></b>
<b>Total Balance as of 12/31/2021</b>	<b>\$85,700.84</b>

**Respectfully submitted,  
 Tamara Hillman, Treasurer**

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

52%

**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

Because of circumstances related both to COVID-19 and to a change in church treasurers, our church did not contribute to any of the 5-for-5 designations in 2021. We did contribute to all five in previous years and plan to resume our financial support in the near future.

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

Free will offerings

**What is the church's current indebtedness?**

Total amount of loan debt: \$0.00

Reason for debt: N/A

Are capital and other payments current? N/A

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

N/A

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

Multiple projects were accomplished to improve our church through donations.

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

If a capital campaign is underway or anticipated, describe: N/A

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

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

N/A

**Does your church have an endowment?**

Jan Jackson Fund

**What is the market value of the assets?**

\$81,092.97

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

As needed. Voted on by the Council.

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

Nominal

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

N/A

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

Indefinitely

**Please comment on the above calculations or estimates:**

This endowment is for use in our family and youth ministries, which enjoy strong financial support from our members. If and when a special need arises it must be approved and voted on by the church council.

**Other Assets**

Reserves (savings): N/A  
Memorial Fund - \$6,167.04  
Christian Fellowship - \$3,802.16

**Investments (other than endowment):** N/A

**Does your church have a parsonage?** N/A

**Fair market rental value of the parsonage:**

**How is the parsonage used?**

**Street / City / State / Zip:**

**Finished square footage:**

**Number of Bedrooms, Number of Bathrooms:**

**Assessed real estate value:**

**Available for minister residence:** Y/N

**Expected minister residence:** Y/N

**Condition of structure, systems and appliances**

**Entity in the church responsible for review and needed repairs**

**Describe all buildings owned by the church:**

Church built in 1900 with sanctuary and fellowship hall. A chapel, classrooms, music room, nursery and kitchen were added to the main building in 1950s.

Hillman House, a two-story residence, built in 1910 and is used as church offices, for meetings, upstairs storage, and the living quarters are currently rented by a church member.



**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.*)**

Entire Church Building except for the chancel.

Hillman House does not meet ADA requirements.

**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?*

An annual budget is formulated with input from the Board of Trustees, chairs of committees and officers and is approved by Council and the Congregation. Financial reports are made at each Council meeting.

Beyond the annual budget we have financed the following:

- Remodeled the Hillman House
- Redesigned the curb and side walk
- Installed a rod Iron fence
- Sound system
- Security System
- Painted interior of the church
- Upgrade rear entry way, restrooms, and Sunday school room
- Refurbished pews

### **3f. HISTORICAL INFORMATION**

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**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.**

- Our Congregation called the first female pastor in Tulare.
- Declared Open and Affirming in 2009.
- The merger with Disciples of Christ ministry in 2016,
- Important Events: The celebration of our upcoming 150 anniversary.

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

As stated above the Pandemic created a need for many changes. Our church was able to adapt and manage the unique circumstances with the following accommodations:

- Virtual church service and communion
- Special music for virtual church services
- Virtual church council meeting
- On line youth group
- On line adult Bible study
- On line Christian Fellowship meeting

Special events:

- Virtual Christmas Eve Service
- Drive by Ash Wednesday
- Drive by communion
- Outside Christmas Nativity scene with live orchestra in conjunction with the chamber of commerce
- Outside flowering of the cross for Easter
- Church bell was rung every day at noon
- Outreach to local first responders and homeless
- Taco Tuesday drive through meals offered for members and community
- Partners in Faith was started to maintain personal contact between individual members of the congregation on a one-on-one basis.
- “One call” started to keep members of the church informed of what was happening with the church during the lock down
- Pastor did a “one call” message daily called the “Daily Reflection” with a short inspirational passage.

We continue to use some of these changes and feel that we can successfully adapt to what the future will bring.

**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?)*

We have Pastoral and Staff relations committees and an open door policy at council for discussion of issues.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Janice Hill	3.5	Y
Natalie Chamberlain	3.5	Y
Stephanie Bingham Doss	12	Y
Dwight Carlson	1	N
Hugh Floyd	2	Y
Jim Bowser	16	Y

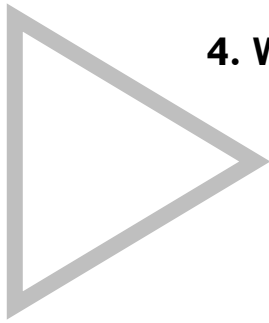
**Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:**

We are a loving congregation that strives to be flexible and work well with all our leaders, whether ministers or Members. We appreciate differences and the opportunity for growth in understand and compassion when faced.

**Has any past leader left under pressure or by involuntary termination? Y/N/Ask us**  
NO

**Has your church been involved in a Situational Support Consultation? Y/N/Ask us**  
NO

**Has a past pastor been the subject of a Fitness Review while at your church?**  
**Y/N/Ask us**  
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

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**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?*

Members/participants are actively involved with various outreach programs, feeding the homeless, working with the disadvantaged youth in our neighborhood, living out our open and affirming statement, financially supporting programs such as Blanket Sunday, Week of Compassion/One Great Hour of Sharing and a number of other programs.

The church has been particularly successful in working with the younger people of our neighborhood through activities, encouraging them in accepting responsibility, providing wholesome meals, tutoring, counseling, and Christian education.

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

Members participate in the NCCNC Annual conference, the Sequoia Association and our local Tulare Association of Churches.

**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.**

- Accessible to All (A2A)
- Creation Justice
- Economic Justice
- Faithful and Welcoming
- God Is Still Speaking (GISS)
- Border and Immigrant Justice
- Inter-cultural/Multi-racial (I'M)
- Just Peace
- Global Mission Church
- Open and Affirming (ONA)
- WISE Congregation for Mental Health
- Other UCC designations:
- Designations from other denominations
- 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?**

Our focus now in on Search and Call, with the assistance of the Conference.

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

Our congregation has participated in different services held by local churches, World Communion: T.A.C., Love, Inc., Lighthouse Mission, Community Christmas Events, Maundy Thursday, Good Friday, Make a Difference Day, Pride events, Prayer Breakfast celebrating National Day of Prayer, Tulare Emergency Aid, and Salt and Light's mission to feed the homeless.

**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.**

We believe that our ministries are based and carried out as set forth in our Mission Statement, as follows:

#### Mission Statement

The mission of First Congregational Church of Tulare, United Church of Christ is to implement the two Greatest Commandments:

Love the Lord your God with all your heart, soul mind, and strength. And love your neighbor as yourself.

- Around this commandment the entire church will be built. We exist to nurture the Body of Christ by being a believing and loving congregation,
- To share our faith and love with those whose lives we touch both inside the church and those out-side---no difference.
- To join those, whose vision we share, of a world of caring, faithful people. This never changes, regardless of the current or future status quo.

**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?**

**Maintain a schedule of pastoral services that will make the relationship with our church members feel the pastor is accessible and visible such as:**

- Maintaining scheduled office hours at the church
- Time management skills
- Visitation and offer communion to shut-ins
- Chamber of Commerce
- TAC
- Sequoia Association
- NCNC
- Proficient use of technology and social media
- Involvement in church activities outside of worship, i.e. church luncheon, Christian Fellowship, Youth Group and special events, etc.

## 4b. MISSION InSite

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

To our knowledge we have not participated in MissionInSite.

**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?**

We have the advantages of age and experience, as well as education, to guide the young people from the neighborhood who come to our church. We welcome, encourage, and love them.

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

Our community has a multitude of cultures and customs that have given us an opportunity to expand our own life experiences. Not only are we learning more about the people around us, but we have been given the opportunity to see the circumstances of the hardships they may be experiencing. As a church, we have had to expand beyond our traditions and theological boundaries. We have had to rethink our own outreach ministry thought process to meet the needs of those living in our surroundings community.

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

We are very well known for many factors:

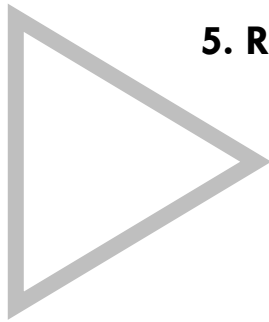
- Oldest church in Tulare
- Opening and affirming and welcome all with open arms.
- Outreach provides meals for the homeless, given fresh produce and other things to Lighthouse and other organizations, provide Christmas baskets to needy families.
- Involved in TAC (Tulare Association of Churches)
- Have had a booth at the PRIDE event
- We provided meals for first responders such as police, fire, hospital, post office, bus drivers and cafeteria ladies for the schools.

- We have members of our church who have been named Woman and Men of the Year of Tulare.

We have worked hard to get involved in our community and the community is very aware of our church and all its constant attention it pours out to our community with love.

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

When a visitor attends a worship service, they are greeted with a very warm welcome. When we see a returning visitor, we say “We are so glad to see you again.” Their responds is, “We felt so welcome and could see this church is very loving and welcoming”. If they have children, they are excited to see that we offer Children’s Time, Sunday School, and Youth Group. They enjoy our music, along with special music. They enjoy our social hour after service. We accept everybody no matter where their walk in life is and respect their beliefs.



## **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

Jordan Williams

Minister of Music, First Christian Church, Selma

2334 Goldridge

Selma, CA 93662

Independent Contractor (online worship editor)/ Friend of Congregation

559-725-7135

REFERENCE 2

Scott Horton

Director of Music, Organist, The Big Red Church, UCC, Fresno

712 N. Dickran Drive

Tulare, CA 93274

Non active Member of FCC, Tulare

559-799-8100

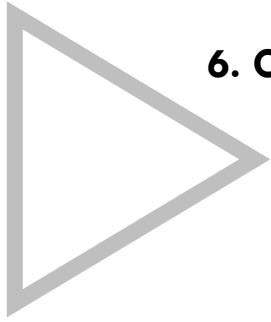
**PROMPTS FOR REFERENCES**

**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

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*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:*

*From the hymn "Here I am Lord" Based on Isaiah 6:8, composed by Daniel L. Schutte, 1981. "Here I am Lord. It is I, Lord? I have heard you calling in the night. I will go, Lord, if you lead me, I will hold your people in my heart."*

**6b. STATEMENT OF CONSENT**

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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.)*  
Members of the church council.
  
- 2. Additional comments for interpreting the profile:

N/A

Signed:  
Name / Title / Date:

*Susan Burley / Chair of Search Committee/*

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: *The First Congregational Church UCC of Tulare is in good standing with the Sequoia Association of the Northern California Nevada Conference of the United Church of Christ.*

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

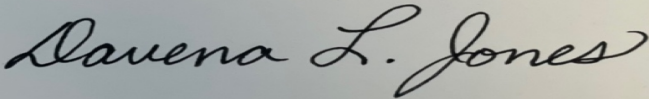
Staff Comment: *Yes, the ministerial history provided is complete best of knowledge.*

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

Staff Comment: *Yes, the provided financial information fully presented.*

My signature below attests to the above three items.

Signature:

A rectangular box containing a handwritten signature in black ink on a light beige background. The signature reads "Davena L. Jones" in a cursive script.

Name / Title: *Rev. Davena L Jones/Associate Conference Minister*

Email: [davena@ncnucucc.org](mailto:davena@ncnucucc.org)

Phone: *(510) 359-7208*

Date: *September 22, 2022*

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

*"Jesus answered them, 'Have faith in God!'"—Mark 11:12*

# UNITED CHURCH OF CHRIST



Scott Horton  
712 N. Dickran Drive  
Tulare, CA 93274  
September 15, 2022

To whom it may concern,

First Congregational Church of Tulare, U.C.C. holds a very special place in my heart and life. It is the church I call home, though I am not able to worship with them. I was born into this family of faith and was nurtured within its walls. I grew up active in the youth groups and musical groups, and at the age of 14, began my avocation of playing the organ for the weekly worship services. I served at this church as an organist for 22 years before becoming the musical director/ organist at another U.C.C. church 50 miles away. During my adult years at the church, I have served as a member of the Music Committee, a Trustee, custodian, yard maintenance, Interim Administrator, and Treasurer. I enjoyed working with and for this family of faith.

This church, not the largest in the city, holds an important position in the community as being the first church established, and a beacon for many civic, social, and cultural issues. We have held health screening fairs, a site for a mobile dental clinic, and a polling place for regional, state, and national elections. Members of this church are highly educated, with active and retired teachers, business owners, professionals, and civic leaders; and members have been recognized as Tulare's "Woman of the Year" or "Man of the Year". This church is a special place and so are its members and friends. Music has always held an important aspect of the life of this church. They have a pipe organ that is the best in town, four pianos, and a 4-octave set of Schulmerich Handbells and Handchimes. The handbell group served for many years as ambassadors of the church by playing at other area churches, service clubs, Disneyland, and performing tours of Hawaii. Concerts provided at and by the church have always advertised and invited the outside community to come. The church was home to the longest-running annual concert series in Tulare County, established by a member in 1960, until COVID-19. Also, a group of women in our church spearheaded the efforts to form and establish the Tulare County Symphony. This church has many strengths besides the ones already mentioned; it has always valued its youth and provides weekly meetings/dinners with the youth of the church as well as many in the neighborhood. The youth leaders provide multiple activities and outings in addition to their weekly meetings and promote the conference-sponsored summer camp in the Sierra Nevada Mountains. The Women's Fellowship has been an active part of the church since its founding.

Communication is key to any family, especially a church family. Even though this church has a smaller membership, and we believe we know what each other is doing, communication and transparency are a must. While some disagreements do occur; faith, love, and patience are always present while a consensus is reached.

I hope this gives added insight. If you would like to contact me with any additional questions, I can be reached by email at [shtulare@gmail.com](mailto:shtulare@gmail.com).

Respectfully Submitted,  
Scott Horton.



**FIRST CHRISTIAN CHURCH  
(DISCIPLES OF CHRIST)**

*"Called to love, connect, equip, and serve."*

September 13, 2022

To Whom it May Concern:

This letter is written for the First Congregational Church, United Church of Christ (FCC/UCC) in Tulare, California. I became connected to this church through a colleague who was previously a member of a sister Disciples church in Visalia before it closed its visible ministry. I have attended a Taizé workshop, an organ concert done in collaboration with the local LDS church, and, when the whole world came to a halt due to COVID-19, I was approached to edit and put together their (prerecorded) online worship services.

The leadership's willingness to continue offering worship services during the beginning of the pandemic speaks volumes to their commitment to spreading the Gospel of Jesus Christ, no matter what happens. Working with them each week for their online services was a great experience. Any necessary changes during the month were communicated to me immediately, and all the elements of the service were received in a timely manner.

My interactions with FCC/UCC members are always a joy. I am always ready to support events that are coordinated by the church when I am available, as they are to our events in Selma.

If you have any questions, please do not hesitate to contact me at 559-725-7135 or [jwpianist@live.com](mailto:jwpianist@live.com).

Musically Yours in Christ's Service,

Jordan Williams

Minister of Music  
First Christian Church (Disciples of Christ)  
Selma, California