

UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

Medford Congregational
United Church of Christ
(MCUCC)
Medford, Oregon

Designated-Term Pastor
*(with option to extend
or transition to settled status)*

Central Pacific Conference

Updated 1/23/24

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)*



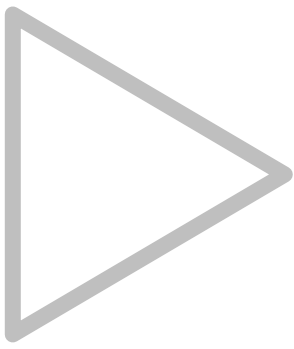
Located in beautiful Medford, Oregon, the “heart of the Rogue,” you will find the **Medford Congregational United Church of Christ**, a small, yet active group of educated and engaged members looking to make a difference in the lives of the people who call this place home. This land was inhabited for more than 10,000 years by the Takelma, Shasta, and Athabaskan peoples. Some of their descendants were

forcibly moved to the Grande Ronde and Siletz Reservations. We inhabit this land and worship here with gratitude for the gifts of our ancestors. We strive to be faithful stewards of this land, which provides us with an expansive playground of God’s creation. An outdoor lover’s paradise, hiking, rafting, and other opportunities to experience God in nature abound here. Southern Oregon is also the home of numerous cultural venues and renowned events like the Oregon Shakespeare Festival and Britt Festival. Small enough for connection, but large enough for variety, Medford offers quality medical care, excellent educational opportunities and a mix of shopping experiences. Our beautiful church is located within a day’s drive of Crater Lake, Oregon’s only National Park, and the untamed beauty of the Pacific Coast.

The Search Committee invites qualified applicants who feel called to work alongside our Church Council, staff, and congregation, to submit their materials through the conference office. Interviews will be scheduled on an ongoing basis.



POSITION POSTING



LISTING INFORMATION
SCOPE OF WORK
COMPENSATION & SUPPORT
WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: Medford Congregational United Church of Christ

Street address: 1801 E. Jackson St., Medford, Oregon 97504

Supplemental web links: www.medforducc.org www.cpcucc.org
www.travelmedford.org www.medfordchamber.com

Additional ecumenical affiliations: n/a

Conference: Central Pacific

Association: Central Pacific

UCC Conference Contact Person: Rev. Tyler Connoley, Conference Minister
575-956-3316 | tyler@cpucc.org

Summary Ministry Description:

Medford Congregational United Church of Christ is an *Open and Affirming* congregation. We are designated a *Just Peace* and *Creation Justice Church*. Our goal is to serve those in need while offering meaningful outreach and worship. We are a community grounded in Progressive Christian Theology and believe we are called to define and discern our ministry for the future.

Our pastor retired in June 2022 and we most recently had an intentional interim pastor who left before the end of her one-year term. We are currently using pulpit preachers to lead Sunday worship, and retired clergy from within the congregation are providing pastoral care to members. We are a healthy congregation and dedicated to being a valuable support system for our pastor. We work closely with many charities and nonprofits in our area, and several use our facility regularly for meetings and special events.

We are seeking a designated-term pastor (with the option to extend or transition to settled status) who will work in partnership with the Church Council and church staff, who will provide quality pastoral care, and who is a good communicator with strong organizational skills. The primary concerns of the congregation are the desire to return to regular use of our beautiful but aging sanctuary and extended use of technology for live-streaming and social media. Currently, a Sanctuary Heating Research Team (SHRT) is exploring a path forward for replacing the inoperable heating system in the sanctuary, along with funding options, so we can return to the use of our sanctuary, which has been unusable for three years. A pastor who understands and promotes good financial stewardship will be important as we look to our future.

Photographs:

see website: www.medforducc.org

What we value about living in our area:

Medford Congregational UCC is located in Medford, Oregon, the heart of the beautiful Rogue River Valley. Per the 2020 US Census, the City of Medford consists of approximately 85,000 people, while the metropolitan area population is 223,259, which makes the Medford MSA the fourth largest metro area in Oregon. Because of our commitment to serve those who have previously been harmed by the church, people are willing to drive to us for safe and inclusive worship, and we have a large population base to whom we can provide outreach. Rogue Community College and Southern Oregon University are located here. We are a caring community with good social support systems, outdoor recreation including lakes, rivers, mountains for skiing, and other outdoor activities. Our area is known as the center of cultural arts in Southern Oregon/Northern California with numerous live theater venues, including Ashland's world-renowned Shakespeare Festival and Jacksonville's Britt Festival. Our climate is mild with an average of 85° in the summer and 41° in the winter. We enjoy a little snow on the valley floor most years. Our economy is driven mainly by the healthcare industry, and we have two large hospitals. We have a good transportation system. Agriculture is another large industry: grapes, pears and other large crops. We have a large Hispanic population. Our community has a large retirement population.

Current size of membership: 97

Languages used in ministry (*other than English*): n/a

Position Title: Pastor

Position Duration: Designated-Term (with option to extend or transition to settled status)

Compensation Level: Half-Time to Full-Time (Negotiable)

Does the total support package meet conference compensation guidelines? Not at full-time, but comparable for positions in the Southern Oregon region.

SCOPE OF WORK

The Medford Congregational UCC is seeking a minister who has very good communication skills and sees themselves as strong in pastoral care and worship planning and preaching. The congregation also seeks a pastor who is a strong advocate for social and climate justice. Preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon

preparation, recruiting and coordinating lay liturgists, planning of music in coordination with music staff or volunteers, preaching, and offering of prayers, is an important part of weekly workflow.

- **faith formation and vitality** through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them
- **leadership development** by working with people in the church to create ministry and programs
- **pastoral care** in collaboration with lay people
- **community engagement** and leading the way for the church to be an ambassador of God's love
- **weddings and memorial services** for participants in the worshiping community and the wider community
- **strategic planning** for current and new directions in ministry
- **attendance at meetings and providing leadership** as needed to church programs, in collaboration with lay leadership
- **participation in wider church activities** such as conference and association meetings
- **administrative responsibilities** (unless delegated) such as email, website, church supply purchasing, etc
- **faithful financial development** and stewardship
- **supervision of staff**
- **regular communication** with onsite Montessori School Administration and relationship building with the various groups who use our facilities
- **collaboration** for special worship programs and **representation** of the church to local organizations
- **counseling**, listening and referral
- **study and prayer** to increase faith and to improve skills so as to lead, teach, preach better
- **energizing and deepening the spiritual connections** and faith understandings of others in all they do

Core Competencies:

We are seeking a pastor familiar with current church challenges. We have studied the books Canoeing the Mountains and Beyond Resistance and are becoming aware of changes in ministry in both focus and organization. We are looking for someone who is future-oriented. Administrative skills are helpful. Our church has a part-time Office Administrator.

Caring and sensitivity are excellent qualities in any pastor. Our congregation has a large number of retired members and there are challenges they face. A pastor who will make hospital and home visits would be very appreciated. We have an active Congregational Care program.

Our church has suffered loss: retirement of a pastor, the unexpected resignation of the interim pastor, loss of use of our sanctuary due to heating issues, and loss of our Music Director stand-alone position due to budget issues. A pastor who understands grief and is sensitive to the need for healing before and while we move forward, extends grace and can manage complex change will help us to name and overcome these challenges.

The Pastor Search Survey (n=38) reveals the following competencies as the three most important to the congregation:

Worship Planning and Preaching (n=26)

Pastoral Care (n=22)

Communication Skills (n=19)

Other high priorities include:

Social and Climate Justice Advocacy (n=14)

Leadership and Management (n=13)

Biblical Knowledge and Theology (n=8)

COMPENSATION AND SUPPORT

Salary Range: \$91,000 (Total Package)

Salary Basis: Conference Guidelines (based on Southern Oregon region)

Benefits: Salary Includes Optional Benefits

What is the expected living situation for your next minister: MCUCC provides a housing allowance and it is expected the pastor will live within daily commuting distance of the church. It is expected that the pastor will be an active member of the greater community, representing the church in both ecumenical and non-religious collaborations and partnerships.

Comment on the residential/commuting expectations for your next minister: MCUCC provides a housing allowance (percentage of salary put toward housing allowance negotiable). It is expected the pastor will select housing that is within daily commuting distance of the church.

State any incentives: none

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

CPC UCC Clergy Facebook Group; CPC UCC Clergy Cluster Meetings monthly on Zoom; and a local UCC church in Ashland (approx. a 20-minute drive) providing opportunities for peer support. There is no organized Ecumenical Group; however, our previous pastor had a close working relationship with the Methodist and Presbyterian ministers, and they met weekly for lunch and planning sessions. We would like to see this and additional collaboration continue.

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

WHO IS GOD CALLING TO MINISTER WITH US?

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

- Grow and expand our ministry for social justice and climate change issues.
- Help us to reach and fulfill our mission of caring for others; connecting and networking with other churches and agencies.
- Church growth, not just to increase our numbers, but to bring others to Christ in order to make a difference. We are small, but mighty.
- We value new ideas and ways of doing things.
- We value a pastor who places importance on Sunday morning worship, teaching and sharing scripture.
- We value caring for our own congregation and would like a pastor who places importance on calling on those who can't come to church, visiting and connecting.

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

- Be a leader of inclusiveness.
- Participate in connecting with other pastors with similar theology.
- Help us to focus on areas of ministry where we can make the biggest impact. We can't do it all, but can do some things well.
- Help us with technology, how to get the word out through media, social platforms, online worship.
- We want a pastor who places importance on social action, connecting with all faith groups, to strengthen our presence in the community.

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

- An overwhelming majority (84%) of the members of the MCUCC who completed the Pastor Search survey are seeking a pastor who has the ability to connect with the LGBTQ+ community. Over half of respondents also mentioned the ability to serve the houseless community and to connect with communities of color.
- We don't have a strong need for a bilingual pastor. We do have an active Hispanic community in Medford. In the past, we had a Hispanic congregation use our facility on Sunday afternoons.
- A pastor who fosters inclusiveness with all members of the community and encourages a welcoming presence to all who want to join us is what we want to represent.

Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.

- We are a Peace and Justice church, actively supporting issues pertaining to legislation on social justice issues, timely concerns, community needs.
- We are Open and Affirming, we are welcoming.
- We are a Climate Action church, we are seekers on ways to make a difference.
- We care deeply for one another and have a strong Congregational Care program.



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?

Just before the pandemic began, a team of amazing people was pooled from our congregation interested in finding out what is next for our church. We centered our conversation by reading and discussing the book, Canoeing the Mountains, following the path of discovery that Lewis and Clark must have faced on their trek to the Pacific Ocean, for that was a great unknown at that time. We started by listing our strengths and weaknesses.

Our now retired pastor was our guide, setting a tone for our journey, inviting collaboration, helping us make decisions, mapping a direction, establishing boundaries, encouraging self-expression, and keeping our direction aligned with our purpose.

Ah, a purpose. What are we passionate about? What do we have the potential to do better than anyone else? What will pay the bills? Whom will we serve? What might resonate with the people we wish to serve?

Who are we? It was decided that we needed an easy to remember and yet descriptive vision statement answering that question. “Doing Justice, Living Kindness, Walking Humbly with God” (based on Micah 6:8) was born. In any direction we take, we look to this statement to make sure our actions are reflected there.

COVID happened just as we were getting started but this didn’t deter us. The former pastor learned and instructed us in the use of Zoom. With the help of volunteers, we stayed connected with our church service on YouTube. We also learned that we needed to step up our technology for better broadcasts. A technology team was formed to help us reach all those we wish to serve via social media. We are also working to improve our in-person church service. We haven’t forgotten our sanctuary and the many things it could be used for in addition to worship.

Another use for our facilities is events both by us and our community. For this purpose, an event form is being developed to make events as successful as possible. The use of our facility is another way of letting the people of Medford know we are here.

Each of our ministry teams were contacted during this process and asked to report back what they are currently doing and what they would like to expand to in the near future.

These are exciting times with many opportunities ahead and we will continue to reach our goal of a strong church and healthy community.

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

Simply put, the church believes we are called to provide excellent pastoral care to our existing members and to reach out to two specific communities to offer welcome: those who have previously been harmed by the Church, specifically the LGBTQ+ community; and retirees relocating to the Medford area who have previously participated in a church and are looking for a friendly place to worship that has progressive theology.



WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

- We are faithful, receptive, innovative, generous and loving.
- We live our Sunday morning opening statement “No matter who you are or where you are on life’s journey, you are welcome here”.
- We put emphasis on helping people to feel welcome.
- We appreciate scripture and its perspective.
- We are sensitive to our aging members and the challenges they face.
- We have developed an online church service that reaches those who are unable to come to church. This was especially effective during the long Covid lockdown period.

Describe several strengths or positive qualities of your congregation.

- We are friendly.
- We are prayerful and have an active Prayer Network. We care for one another and place importance on our “church family”.
- We are aware of what is going on in our community, support many programs, and we are generous in donating to help a variety of agencies. We have a group that makes sandwiches for the Homeless Program every week, sometimes making as many as 200.
- We have a small but amazing music program; outstanding organist/accompanist.
- We are a wise group with many and varied life experiences.

Describe what worship is like when your congregation gathers.

Sunday mornings begin with the arrival of the choir for rehearsal from 9a - 9:45a in the choir room. Others begin to arrive in Lidgate Hall (our fellowship hall that is also our current worship space) and greet one another with friendly smiles, warm hugs, and connecting conversations. A variety of volunteers ensure the facility is prepared, guests are welcomed, the microphones placed, and everything is readied for the service to be live-streamed. At 9:55a the church musician begins to play the gathering music as people settle into their seats. Our worship service begins at 10a in-person and via livestream and includes opportunities for announcements from the congregation. A lay liturgist welcomes worshipers, reads scripture, and offers prayers. Music is included throughout

the service: the church musician offers a prelude and postlude; the congregation sings an opening hymn and a closing hymn; and, the choir offers a variety of service music to transition elements of worship. Call and response is used to involve the congregation in a call to worship and prayers. After the livestream cameras are off, the service concludes with the opportunity for in-person attendees to provide personal prayer requests. Communion is served on the first Sunday of each month. Special worship throughout the year includes a Longest Night Service (during Advent), Christmas Eve worship, Ash Wednesday, and Maundy Thursday Communion. Our church also hosts the annual community-wide AIDS Memorial service.

Describe the educational program/faith formation vision of your church.

Prior to the pandemic, a group met each Sunday morning from 9 - 9:30a for a centering prayer. In-person Mindfulness Meditation was available. A Book Group met weekly. Book studies were done on books of interest beyond the established book group. Multiple committees were active. There was a Wednesday evening prayer group. Some of these activities transitioned to Zoom and survived. Others were paused and have not yet resumed. It is clear from our Pastor Search survey that we desire that our next pastor restore some of these lost practices and also be innovative in creating new opportunities for faith formation.

Describe how your congregation is organized for ministry and mission.

Church Council helps provide direction and focuses that are voted on by the Congregation. We have teams set up to handle ministry and mission. We live out leadership models among the congregation that are democratic, transparent and participatory. A copy of our bylaws is available. We have a Mission Statement that is applicable and relatable to living it.

- We have a very active Justice and Peace Ministry Team and Creation Justice Team.
- Congregational Care has divided our congregation into "teams" and has a leader who shepherds each group. We have 8 leaders.
- Ministry Teams are formed when there is a need and leadership. Some have been around for years, others have fulfilled their purpose and gone on to other areas of service.
- Spiritual Practice has helped with worship plans, enlisted congregation input and meets regularly. They are a group that cares deeply about the spiritual life of the church and how we can worship together.
- Depending on what a Ministry Team is currently involved in would decide whether Council approval is required. The church calendar keeps close track of events, reserved space and scheduled meetings.
- A quick decision has been accomplished via Council input, phone calls, emergency meetings. Zoom meetings have been effective.
- The church has by-laws and can provide its administrative structure, Standing Committees and elected officer information.

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	97	
Number of active non-members:	0	

Total of church participants (sum of the numbers above):	97	
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Number of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	62	estimate
Less than 10, more than 5 years:	20	estimate
Less than 5 years:	15	estimate

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>
0	0	0	0	2	6	3	32	53	estimate

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	0	
Joint household with minors:	1	
Single adults age 35-65:	8	estimate
Joint household with no minors:	32	estimate
Single adults over 65:	29	estimate

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	23%	estimate
College:	63%	estimate

Graduate School:	11%	estimate
Specialty Training:	3%	estimate
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	10%	estimate
Adults who are retired:	85%	estimate
Adults who are not fully employed:	5%	estimate

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

Most members are retired, many being former educators or other professional occupations. A number of our current working members serve in either education or health care positions.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. We are a predominantly white congregation made up of mostly retirees. We have several members who identify as part of the LGBTQ+ community.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future?

We are an Open and Affirming congregation. We desire to have even more intentional outreach to the LGBTQ+ community. We currently participate in the Medford Pride parade and display a pride flag on our outdoor signage during Sunday worship. We have a "Support Marriage Equality" banner in our worship space celebrating the fact that we supported marriage equality before it became state and later, federal law.

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	varies	book study leaders
Baptisms <i>(number last year)</i>	0	
Children's Groups or Classes	0	
Christmas Eve and Easter Worship	50	pastor and church musician
Church-wide Meals	0	(haven't had since start of pandemic)
Choirs and Music Groups	12	church musician
Church-based Bible Study	0	
Communion <i>(served how often?)</i>	first Sunday monthly	pastor and communion team
Community Meals	0	
Confirmation <i>(number confirmed last year)</i>	0	
Drama or Dance Program	0	
Funerals <i>(number last year)</i> 3	180	pastor, family, church musician
Intergenerational Groups	0	
Outdoor Worship	0	
Prayer or Meditation Groups (2)	Prayer network =78	
Public Advocacy Work	varies	Justice and Peace Team
Retreats (2)		Leadership Team, Canoeing the Mts
Theology or Bible Programs in the Community	n/a	
Weddings <i>(number last year)</i> 0	0	
Worship (time slot: 10a Sunday)	45	pastor and church musician
Young Adult Groups or Classes	0	

Youth Groups or Classes	0	
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List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers.

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rev. Caren Caldwell		retired		Y
Rev. David Brown		retired		Y
Rev. Joyce Ellis				
Rev. Christina Kukuk				

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: Our retired ministers sometimes serve as liturgists and as pulpit preachers when our full-time pastor is on vacation leave.

List all current staff, including ministers.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Church Administrator		part-time (20h)	Pastor	2 months
Church Musician		part-time	Music Director (unfilled)	2+ years
Custodian		part-time		

REFLECTION

There are no surprises here. We are a small congregation made up of mostly retired, white individuals, some of whom identify as part of the LGBTQ+ community.

CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$ 126,004.00
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$ 0
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$ 0
Fundraising Events	\$ 0
Gifts Designated for a Specific Purpose	\$ 0
Grants	
Rentals of Church Building (Montessori School) (other groups)	\$ 22,260.00 \$ 2025.00
Rentals of Church Parsonage	n/a
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$ 0
Transfers from Special Accounts: interest and dividends	\$ 1109.00
Other (specify): non-pledges	\$ 7500.00
Other (specify): loose offering	\$ 750.00
TOTAL	\$ 159,648.00

Current annual expenses (dollars budgeted for most recent fiscal year): 159,648.00

The most recent budget report is available by clicking on this link:

[BudgetvsActuals2023AnnualBudget-FY23PL-1.pdf](#)

Considering total budgeted expenses for the year, compare total ministerial support. **What is the percentage?** 44%

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*)

- X Our Church's Wider Mission (OCWM – Basic Support)
- X One Great Hour of Sharing

- Strengthen the Church
- Neighbors in Need
- Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of the operating budget, what is that percentage? (*recommended 10%*) 2.5%

What is the church’s current indebtedness? n/a

Total amount of loan debt: 0

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. The Sanctuary Heating Research Team (SHRT) is currently exploring options for a new HVAC system that will allow MCUCC to resume worship services in the sanctuary. Details are not yet available.

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

Year(s)	Purpose	Goal	Result	Impact
2020-21	Upgrade Tech/Pastor Sabbatical	\$ 19,000.00	\$ 13,000.00	Improved online services

Other recent campaigns include funding to enhance the church grounds. This was a church-wide program where people purchased desired plants from a list of requested plants on the landscape plan. This was a successful endeavor resulting in the beautification of our grounds, which are admired by many.

Another successful fundraising campaign was the purchase of a new church organ after the existing organ stopped working. Research was done to determine the best size and type of organ for our sanctuary. Some were concerned the church couldn’t afford to replace the organ, but more than \$50,000 was raised in a relatively short time period.

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

Does your church have an endowment? Yes

What is the market value of the assets? \$77,742.00

Are funds drawn as needed, regularly, or under certain circumstances? No

What is the percentage rate of draw (last year, compared to 5 years ago)? None

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: No

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

Other Assets

Reserves (savings): \$

Investments (other than endowment): \$ 146,000.00

Does your church have a parsonage? no

Describe all buildings owned by the church: one campus includes a sanctuary, educational space (leased to a Montessori School), and Lidgate Hall which contains a social hall with kitchen and offices for the church administrator and pastor.

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

Which spaces are accessible to wheelchairs? all spaces are wheelchair accessible

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

Like many mainline churches, financial contributions have declined in proportion to our declining membership. We have had to make difficult decisions such as delaying facility repairs and eliminating our stand-alone music director position. However, the congregation is optimistic about the future and believes that with the right pastoral leadership we have much potential.

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.

Three of the most significant happenings in the history of our church that have shaped who we are today, as revealed on the Pastor Search survey, are under the leadership of our Justice and Peace Ministry team: we are an Open and Affirming Congregation, a Creation Justice Church, and a Just

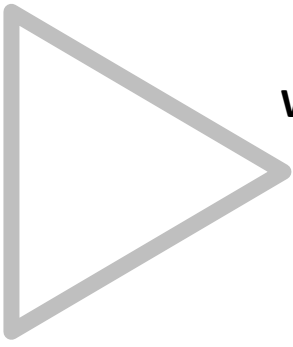
Peace Congregation. Becoming Open and Affirming is viewed by survey responses as the most significant.

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

In the last 18 months, we have experienced the retirement of our pastor and early departure of our interim pastor. We also had to eliminate the stand-alone Music Director position due to budget constraints. Some would think this would be debilitating for our small church. On the contrary, we have come together as a tight-knit community and utilized the strengths of many volunteers to not only survive but thrive. Our Council Moderator has scheduled pulpit preachers who have inspired us with meaningful sermons leading to increased attendance. Our Church Musician has volunteered to keep the choir alive and there has been an increase in participation. Volunteer liturgists lead most of the worship allowing the pulpit preacher to focus only on the sermon and providing our congregants with consistency in worship format. Retired ministers who are part of our congregation have stepped up to provide pastoral care as needed. Others have volunteered to plan special services in honor of Earth Day. We are a church that can get things done. We appreciate having a pastor who honors the desire of our members to be engaged and active participants in planning and worship.

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.

We are a group of educated, committed, and active leaders and learners. We are not shy to share our thoughts and suggestions. We are willing to engage respectfully with one another. When impact doesn’t match intent, we aren’t afraid to talk to one another to work through any concerns. We don’t hesitate to apologize. We believe in repairing harm.



WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

MISSION InSite

COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy?

A quick glance at the calendar hosted on our church website reveals our willingness to partner with our community to allow our space to serve in a variety of ways. In addition to renting our educational space to the Montessori School, our church provides space at no charge for Al Anon, LGBTQ+ AA, ACA 12 Step Group, private piano lessons, Al Anon Family Groups, AA Candlelight Meeting, Queers Crackpots Fallen Women AA, Living Sober LGBTQ, NA Book Study, Photography Club, and more. We had a booth at the Medford Pride Parade. We have hosted the annual AIDS Day Memorial Service since its inception. Our members gather to show our support of climate causes when major votes are taking place, such as the PNG pipeline. Weekly a group of members gathers to make sandwiches for the homeless ministry at the Presbyterian Church.

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

We are in good standing with and regularly seek counsel from our conference office. We have supported members participating in regional and national meetings.

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

Check any statements below that apply to your UCC faith community.

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

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

Our now retired minister gathered weekly with the ministers of the Methodist and Presbyterian churches for planning and connection. We desire for our next pastor to build relationships and look for opportunities that allow for collaboration and connection.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

Our mission statement, based on Micah 6:8 is: Doing Justice, Living Kindness, Walking Humbly with God. We attempt to center all of our worship and ministry in this statement.

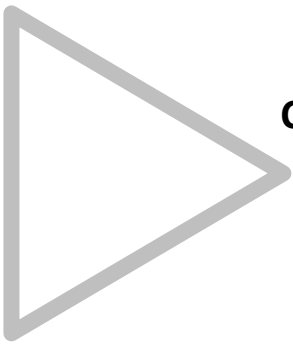
Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?

The church council does not micromanage the pastor's weekly time schedule beyond the expectation of working an average of forty hours per week. This forty hours includes time for planning and conducting Sunday worship, providing pastoral care, administration, and time for collaboration with others beyond our congregation. The pastor provides the council a report at the monthly council meeting. We have a pastoral relations committee where the pastor could share any time burdens or scheduling challenges should they occur.

MISSION InSite

The Medford, Oregon MISSION InSite report is available by clicking on this link:

[ExecutiveInsite.pdf](#)



CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

Dear God,

We pray for the pastor who is journeying toward Medford Congregational United Church of Christ. May they feel your guiding hand upon them as they navigate this new chapter in their life and ministry.

We pray that you would grant them wisdom, discernment, and a heart full of love for the people they will serve. May they have a deep passion for engaging with us in our mission of doing justice, living kindness, and walking humbly with God.

May this pastor be a beacon of hope and encouragement for the congregation, leading us into a deeper relationship with you and with one another. May they be a source of comfort and strength for those who are hurting or struggling, and may they have the ability to inspire and motivate those who are complacent or stagnant in their faith.

Lord, we ask that you bless this pastor with a clear vision for the future of our church, and the courage to lead the congregation in that direction. May they be sensitive to the needs and desires of the community, while also staying true to your leading.

Above all, we pray that you would fill this pastor with your Spirit, empowering them to do your work with joy and enthusiasm. May they be a faithful servant, always seeking to glorify you in all they do.

We ask these things in the name of Jesus, Amen.

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?

The Pastor Search Committee of eight members did most of the work gathering and providing the information in the profile. The committee initiated a Pastor Search Survey that was completed online by 38 people and an additional three people via paper copy. Members of the search committee held two group meetings, one with eight participants who gathered at a member's home and another meeting where seven people gathered at Horton Plaza (their retirement community) to discuss the survey questions. Follow-up phone calls were done with five participants who requested them. The congregation was invited to a meeting held after church to do a "member check" during which the responses were reviewed and supported before the profile was submitted.

The Church Council was involved in completing sections of the profile for which they had the most accurate information.

The Church Treasurer provided all the financials included in the profile.

2. Additional comments for interpreting the profile: n/a

Signed:  Mark Angle-Hobson
ED.D.

Name / Title / Date:

Mark Angle-Hobson, Search Committee Chair, May 01, 2023

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 blue ink, appearing to read 'Tyler Connoley', with a long horizontal stroke extending to the right.

Name / Title: Tyler Connoley, Conference Minister

Email: tyler@cpcucc.org

Phone: 575-956-3316

Date: 1/23/24

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

“Jesus answered them, ‘Have faith in God!’” – Mark 11:22

**UNITED CHURCH
OF CHRIST**

