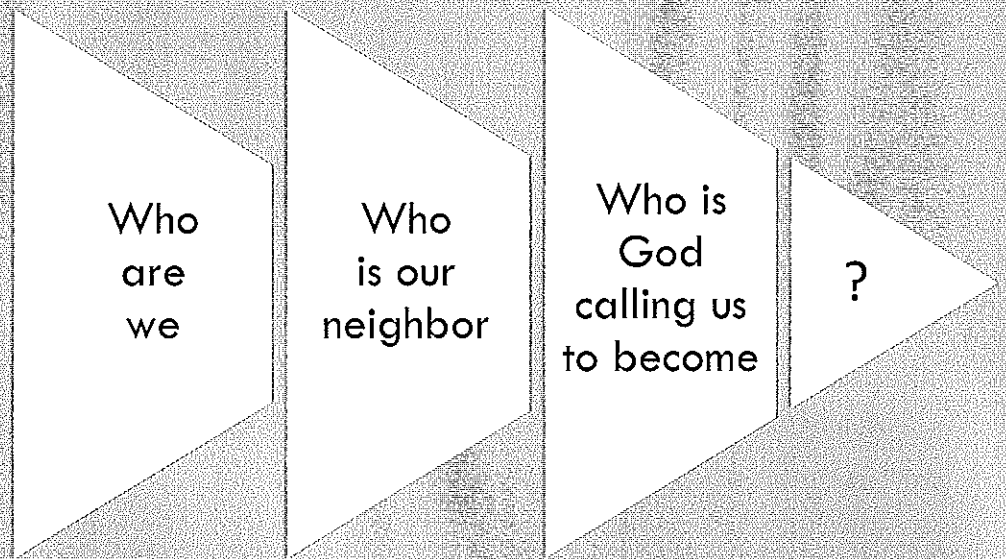


Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE



The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Federated Community Church
Alturas, CA 96101

Pastor

United Church of Christ

[Validation Date]

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- Consent and Validation

*“God is able to provide you with every blessing, so that
having all sufficiency in all things at all times,
you may abound in every good work.”
(2 Corinthians 9:8)*

INSTRUCTIONS

The new Local Church Profile supports the calling and discernment of United Church of Christ congregations with their current or future pastoral leadership.

For many congregations, the interim time between ministers is an intentional season that is guided in part by the preparation of a Local Church Profile. Using the Profile, the church can discover its data and express its story for the reliable discernment of a search committee and the beginning of a new pastorate. Searching ministers will want to see this document in its entirety.

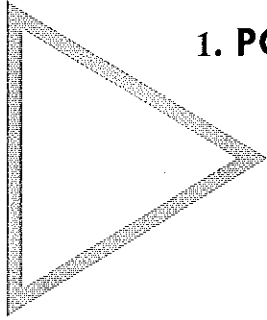
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – WHO ARE WE NOW, WHO IS OUR NEIGHBOR, and WHO IS GOD CALLING US TO BECOME – are meant to be updated every 3-5 years. Known together as the "Discovery Document," these three sections can be completed by a visioning group, a governing body, a transition team, or other group – not just the search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The church's engagement with the "Discovery Document" might not have the same sequence as the completed Local Church Profile that is read by candidates.

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings and many prayers. As the Spirit moves throughout the process, congregations will shape a collective articulation of Christ's leading (WHO IS GOD CALLING US TO BECOME). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11-Year Report containing data as reported by your congregation annually to the UCC Data Hub, and MissionInsite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook's Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (<http://oppsearch.ucc.org>).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: **Federated Community Church**

Street address: **307 E. 1st Street**

Supplemental web links:

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

Surprise Valley Community Church, Blue Lake Youth Camp, Thrift Shop & Food Pantry

Conference:

Association:

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

Summary Ministry Description:

Our church has remained an asset to our community through its outreach with our Youth Camp, thrift store, food pantry, and Pastor availability for weddings, funerals, and other services provided for congregants as well as those who are not affiliated with the church. Our non-denominational status welcomes people from many different religions and religious back- grounds. We would love to encourage more young families to attend, to help our congregation grow and remain a vibrant part of our 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: **We appreciate our relatively safe, unhurried life style with fresh clean air and many outdoor recreational activities a short walk or drive away. Our rural communities are free of heavy traffic and stoplights but full of immediate, active assistance in crisis situations.**

Current size of membership: **Approximately 50, with 35 active members attending Sunday services.**

Languages used in ministry (*other than English*): **English**

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*):

½ Time in Alturas, ½ Time in Surprise Valley for 1 full time position.

Does the total support package meet conference compensation guidelines?

1b. SCOPE OF WORK

Half time Pastoral Position (20-25 hours weekly / 5-6 units*)

- **preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music, preaching, offering of prayers, etc.**
- **faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them**
- **pastoral care in collaboration with lay people (at least to those who are sick, elderly, or grieving)**
- **participate in wider church activities such as conference and association meetings as time permits**
- **energizing and deepening spiritual connections and faith understandings of others in all they do**
- **availability to wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations**
- **counseling, listening and referral**

Core Competencies: **Biblically oriented/Sociable/Accepting**

1c. COMPENSATION AND SUPPORT

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

Benefits (*choose one*):

Partial Benefits allowance

What is the expected living situation for your next minister: **Living in either Alturas or Cedarville in housing of choice. There is no parsonage in either community. A small housing allowance is considered part of the salary.**

Comment on the residential/commuting expectations for your next minister. **There is an approximately 25-mile commute between Alturas and Cedarville. Winter driving can be hazardous due to snow and icy conditions. Some long distance, such as to out-of-the-area meetings may be necessary.**

State any incentives: **Paid vacation and sick leave days are permitted.**

Describe peer and professional supports available for ministers in your association/conference: **There are many other local pastors, as well as conference resources.**

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: **We are more than open to working with additional employment. Availability for Sunday services, weddings, and funerals would be a priority.**

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

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

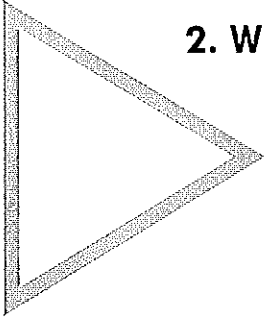
Congregational growth through young families would be an asset to our church. A continuation of Bible study groups or other educational activities would be expected, as well as time for office hours/counseling. Increasing interest and commitment to tithing would be beneficial.

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

Our church provides many opportunities for outreach. We have a social hall that is used regularly by many community groups; weddings and funerals are performed for community members regardless of religion or any other discriminatory issues. The church's food pantry is open to anyone who needs food; the Thrift Shop not only provides inexpensive or free clothing and furniture to all; it also supports ten \$500.00 scholarships for high school seniors. The Blue Lake Youth Camp is open to children from many walks of life and has been providing services to kids for 67 years. The church also participates in the 4th of July celebrations at the local park by providing a hamburger booth as an awareness and fund-raiser for the church. The church rents one connected but separate section of the social hall to the Alturas State Preschool, where they share the kitchen. One office space is used for local AA Group meetings.

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 English-speaking pastor is a must for our church. Spanish as a second language could be useful in community outreach, but is not a requirement.**

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. **1. Exhibiting a Spiritual Foundation and ongoing spiritual practice. 2. Engaging sacred stories and traditions 3. Caring for all creation 4. Strengthening inter-and intra-personal assets.**



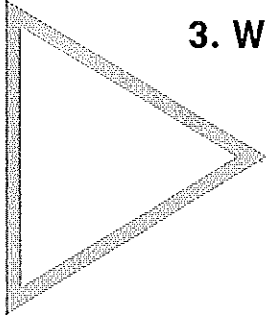
2. WHO IS GOD CALLING US TO BECOME?

"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? Living and leading by example as we reach out to our community and other congregations are essential to our well-being and sustainability. Building stronger ties with other churches and encouraging acceptance for people from all walks of life will benefit both the church and the community at large.

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

Our church regularly addresses challenges within our community. We have a food bank which is available to anyone who is in need of food at any time. Our thrift store offers nice clothing and furniture at very low prices, and items are occasionally given free when there is an immediate, emergency situation such as a fire or other disaster. The church social hall is well used by many groups, agencies, and families for many events. While the church charges a nominal fee for renting the facility, that fee is waived depending on the situation requiring the hall. The church strives to be welcome and accommodating to all who need our help or services.



3. WHO ARE WE NOW?

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

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

God is described with love and as the creator and head of the trinity. We believe he is completely forgiving and always present and close in all of our lives. We do not focus on the term “Holy Spirit”. Our faith is more centered on God and his presence in our lives. Our congregation is more traditional in its ways of quietly honoring God, not shouting or gesturing, or rolling in the aisles during our worship service.

Describe several strengths or positive qualities of your congregation. **Community service is one of our biggest strengths and is demonstrated through our Youth Camp, thrift store, food pantry and other helpful ways as needed. The congregation, as a whole, is very accepting of others from all walks of life and we do not have an agenda to meet certain criteria within our church family. We do not base our numbers or have membership drives based on percentages defined by ethnicity, social status, race, or creed.**

Describe what worship is like when your congregation gathers. **Our worship services are enjoyable, and frequently full of laughter. While we are respectful of the service at hand, we are not uptight about it. Our services are scripture based, non-political, and have a message that relates to current, everyday living. A solid biblical theme with historical context that is concise and engaging is always welcome and we appreciate the use of the entire bible, including the books of the Apocrypha.**

Describe the educational program/faith formation vision of your church. **The few, occasional young people in our church are always welcome to light the candles. There are no young people who regularly attend at this time. We have had church school activities for young children in the past. The adults in our church are welcome to attend a bible study group with educational materials selected by the pastor.**

Describe how your congregation is organized for ministry and mission.

For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?

- When it comes to decision-making, how many hours are spent in meetings per month?
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
- 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]

3b. 11-YEAR REPORT

We do not have an 11-year report.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	35	All of these figures are estimated and fluctuate.
Number of active non-members:	20	
Total of church participants (sum of the numbers above):	55	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	75%	All figures are estimated.

Less than 10, more than 5 years:	15%	
Less than 5 years:	10%	

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>
						10	20	20	All estimated.

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:		We do not track this information.
Households with minors:		
Single adults age 35-65:		
Joint households with no minors:		
Single adults over 65:		

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:		We do not track this information
College:		
Graduate School:		
Specialty Training:		
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:		We do not keep track of this information as we do not feel it has any bearing on anything our church offers.

Adults who are retired:		
Adults who are not fully employed:		

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

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?

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:

3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes		
Baptisms <i>(number last year)</i>		Baptisms are performed by request of an individual. Not a mass event.
Children’s Groups or Classes		
Christmas Eve and Easter Worship	30	
Church-wide Meals		
Choirs and Music Groups		
Church-based Bible Study	5	
Communion <i>(served how often?)</i>		Served once a month, plus on special holidays such as Easter and Christmas

Community Meals		
Confirmation (<i>number confirmed last year</i>)		
Drama or Dance Program		
Funerals (<i>number last year</i>)		
Intergenerational Groups	60-70	Blue Lake Youth Camp
Outdoor Worship	60-70	Blue Lake Youth Camp
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)		
Worship (time slot: _____)		
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes		
Other		

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? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staffperson 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

REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation’s overall ministry? **Our congregation is made up of mostly elderly attendees. We are a small, rural church with a part-time pastor, not a full-time staff with multiple positions.**

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$48200
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,</i>	\$0

<i>"drawing down the principal"</i>)	
Fundraising Events	\$3000
Gifts Designated for a Specific Purpose	\$0
Grants	\$0
Rentals of Church Building	\$7500
Rentals of Church Parsonage	\$0
Support from Related Organizations (e.g. Women's Group)	\$5800
Transfers from Special Accounts	\$0
Other (specify): Cash	\$3500
Other (specify):	\$0
TOTAL	\$68000

Current annual expenses (dollars budgeted for most recent fiscal year): \$72886

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

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **51%**

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)*

N- Our Church's Wider Mission (OCWM – Basic Support)

Y -One Great Hour of Sharing

N -Strengthen the Church

Y- Neighbors in Need

Y -Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? *(recommended 10%)* **Not gathered.**

What is the church's current indebtedness?

Total amount of loan debt: **0**

Reason for debt: **0**

Are capital and other payments current? **All regular bills are current.**

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

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

Year(s)	Purpose	Goal	Result	Impact
2019	New roof/roof repairs	\$27882	\$28000	Had roof work completed
		\$	\$	

If a capital campaign is underway or anticipated, describe:

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

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

Does your church have an endowment? **No**

What is the market value of the assets?

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

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

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

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

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): **\$51490**

Investments (other than endowment): **\$0**

Does your church have a parsonage? **No**

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church: **Church Building, Social Hall, Thrift Store, 5 cabins at youth camp.**

Describe non-owned buildings or space used or rented by the church: **5-acre parcel leased from Forest Service for youth camp.**

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) **Church and Social Hall buildings**

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

The church has not made any major budget changes for many years. We basically break even and maintain current services.

3f. HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years. **In 1963, the First Congregational Church and the First Baptist Church merged to become the Federated Community Church and the existing facility was built at that time. Another historical event that has shaped our church for almost 68 years was the formation of the Blue Lake Youth Camp, and more recently, the renewal of our lease for the camp property with the US Forest Service. The most recent major event in our church was a fund drive for a new roof on two sections of our buildings.**

Describe a specific change your church has managed in the recent past. **A big change for our church came rather unexpectedly on January 9, 2023. Our Pastor and his wife were involved in a serious vehicle accident and were not able to return home until March 31. Their recovery continues; however, our Pastor has not been able to return to the pulpit. A few people in our congregation have been taking turns leading worship services and carrying on with our usual business. With the Pastor’s retirement coming up at the end of May and his limited mobility, our volunteer leaders will continue to provide worship services for the majority of Sundays until this position has been filled.**

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. **While we rarely have any conflict worth mentioning, the general solution is to “agree to disagree” and move on. We do not dwell on issues that generally resolve themselves with a bit of time and prayer. While mediation between conflicting parties is an option, it is rarely, if ever, needed.**

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Benjamin Zandstra	30	yes

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

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

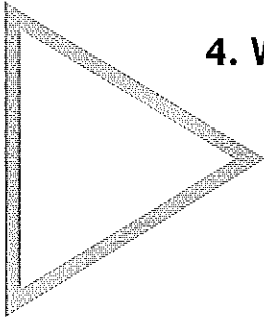
Y/N/Ask us

Has your church been involved in a Situational Support Consultation? **No**

Y/N/Ask us

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

Y/N/Ask us



4. WHO IS OUR NEIGHBOR?

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

a. COMMUNITY VISION

b. MISSION InSite

4a. COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy? **Our church regularly allows use of the social hall for many agencies, organizations, and family functions. The Hall is used as a command center by the Forest Service or other emergency personnel during incidents. Our hamburger booth at the 4th of July celebrations, scholarships for high school graduates, the Blue Lake youth camp and more keep us in the eye of the community.**

Describe your congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting). **Our current Pastor attends association and conference meetings as weather and time permit.**

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

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

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future? **No**

Describe your congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional). **Our church members attend functions at other churches and support many local fund-raising efforts. Special seasonal events by other churches are attended by many.**

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.

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? **We leave it to the Pastor to manage his time.**

4b. MISSION InSite

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

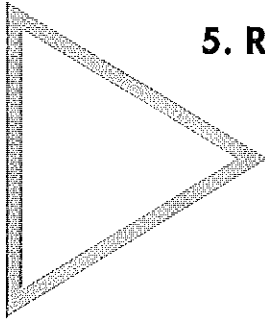
How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

How are the demographics of the community currently shaping ministry, or not? **The demographics of the community have nothing to do with our ministry.**

What do you hear when you talk to community leaders and ask them what your church is known for? **Community service, availability, ready to assist in a crisis.**

What do new people in the church say when asked what got them involved? **We do not ask. We accept them for who they are and do not question what private issues may have brought**

them our way. When they feel safe or comfortable with us, they give us their stories without us being intrusive. We are there to listen and sympathize or encourage/validate them.



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

Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)

REFERENCE 2

Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)

REFERENCE 3

Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)

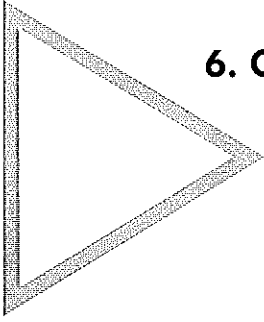
PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.



6. CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

6a. CLOSING PRAYER

Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

6b. STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? *(for example, church council or consistory, transition team, etc.)*
2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:

Name / Title:

Email:

Phone:

Date:

**UNITED CHURCH
OF CHRIST**



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

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

May 2, 2023

To Whom It May Concern,

It is my pleasure to write this letter regarding the Alturas Federated Community Church, where I was a member for many years until I moved out of the area.

The motto of the congregation is "The church is not the building, it is the congregation". This 35 active member congregation displays their strength by being an accepting congregation with an open invitation to everyone and all denominations. They are a welcoming older population that is easy going with a small town fun and supportive environment.

Federated members are a hardworking group that houses and supports a community food pantry, runs a thrift shop that funds ten \$500.00 scholarships to the graduating seniors each year, runs a hamburger booth at the July 4th celebration at the community park, maintains and runs the Blue Lake Youth Camp located 30 miles from Alturas in the southern Warner Mountains. This camp is extremely popular to fourth grade through middle school students. Many ex campers look forward to being counselors when they are older. Blue Lake is also the site of the outdoor worship service hosted by the Federated Church. As you can see, these members are very giving of their time supporting the community and its youth.

If you have any questions, please feel free to contact me.

Karen Siegel
3030 Rocky Mountain Way
Chico CA 95973
(530)708-0113

May 3, 2023

To Whom It May Concern,

It is my honor to recommend the Federated Church to you. While I am not a member, I have been fortunate to interact closely with the congregation.

I have found the Federated Church to be very welcoming. They are warm and inviting to all, not just those within their faith. They invite without judgment. The Church plays an integral part within the community through their many outreach programs. They are a role model in ways to answer Christ's admonition to "Feed my Sheep" in worldly and spiritual ways. The sense of community within the members creates an atmosphere of family that is hard to find in this day and age.

As all churches face today, the Federated Church has a small congregation. You would never know it by all they get done. Their enthusiasm and joy in service eclipses any struggles that small numbers may create.

While I have interacted with the Federated Church in some form or another for almost all of my life, my closest interaction is in working with Blue Lake Camp. The camp has been a source of joy, acceptance and friendship to so many children over the decades. The campers are not just members of the Federated Church. Children from all over Modoc County spend a week at camp playing, laughing and learning about God's love for them. The effort it takes to put together this ministry is significant but watching them come alive in their faith is wonderful. I have been a camper, a counselor, an assistant and a co-director for many years. It has blessed me and my family's life.

Please feel free to reach out to me at any time.

Best,

Cathy Long
618-567-7636
Nextchapter0303@gmail.com

To Whom It May Concern:

The Federated Church is a friendly community church where all are welcome. Church services are easy going and community centered. The service is followed by time to socialize and snack a bit. Ones hunger is sated in many ways.

The Federated Church serves the Modoc area in many ways. Its social hall is busy throughout the week with a quilting group, tai chi classes, and other groups needing space, a roomy kitchen and restrooms.

The church operates a thrift shop, totally run by volunteers, which nets enough income to fund ten five hundred dollar scholarships to local graduates each year. It also stocks a food bank for anyone with needs.

Blue Lake Camp is another service the church offers to youth and family groups. Each summer, two sessions of camp are offered to youth to provide them with a camp experience surrounded by nature. A men's church group, a teacher's group, plein air artists and small family get-togethers help to round out the summer season. The camp has been operated by the Federated Church for 68 years.

Being involved with members of the Federated Church through Sunday services, memorial gatherings, and helping at Blue Lake Camp, I can only speak very highly of this small community church and its purposes.

Richard A Read