

## Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

# INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who  
Are  
We ?

Who  
is our  
Neighbor ?

Who is God  
Calling us to  
Become ?

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

MINISTERIAL EXCELLENCE,  
SUPPORT & AUTHORIZATION

**UNITED CHURCH  
OF CHRIST**



# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

Hope United  
Georgetown, TX

Pastor

South Central Conference of the United Church of Christ,  
Heart of Texas Association

[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

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Church name: Hope United  
Street address: 4611 Verde Vista, Georgetown, TX 78633  
Supplemental web links: **PLACEHOLDER**

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

Christian Church (Disciples of Christ)

Conference: South Central Conference of the United Church of Christ

Association: Heart of Texas Association

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

Rev. Phil Hodson  
*Conference Minister*  
(830) 313-5855  
[sccm@sccucc.org](mailto:sccm@sccucc.org)

Summary Ministry Description:

*In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?*

Hope United was founded in 2010. It is a dual denomination (UCC and DOC) church founded as a truly open and affirming church in the predominately socially and politically conservative community of Georgetown. We are nationally certified by the UCC LGBTQ Coalition as “open and affirming”. Hope United has always embraced its open and affirming identity; welcoming everyone regardless of ethnicity, nationality, sexual orientation, gender identity, political beliefs, or where one is on their own faith journey. Our services are designed to be casual and

comfortable; to be thought provoking; and to be spiritually nourishing. We honor the Bible with a progressive, Christ-based focus; as God's "love letter" for guiding our lives and interacting with others in the model and manner of Jesus. Our biblical focus is more on how it demonstrates the love of Jesus Christ, than as a religious history book or set of authoritarian regulations to achieve religious piety or judge others. We believe there is a tremendous need for an open, affirming, accepting, and loving Christian environment in Georgetown, the fastest growing city in the country.

Of equal importance, we are an extremely "mission oriented" church, dedicated to supporting local charities and non-profits serving the needs of the area's most vulnerable. Each month, we dedicate our "special monthly mission" collection entirely to a specific local area charity selected by our Mission Committee.

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

Georgetown is one of the fastest-growing communities in Texas, with a variety of activities available for all ages. The growth of our community offers an increasing diversity in people, dining, shopping, and opportunity.

Current size of membership: 64

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

Position Title: Pastor

Position Duration:

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

Does the total support package meet conference compensation guidelines? Yes

## 1b. SCOPE OF WORK

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Our founding pastor left during the early stages of COVID. As we prepare ourselves for the next phase of our Church's existence, we need a spiritual leader who is not only well grounded in the faith, but who shares our passion as an open, affirming, welcoming Christian community. We are "small but mighty", and need a spiritual leader who possesses the desire, energy, love, and skills to help us grow our church, and continue to be a beacon for those searching for a safe, welcoming church that believes everyone is a beloved child of God.

Considering our size, our church is particularly well-suited to candidates who are bi-vocational or looking for a part-time position. We have no salaried staff to manage, nor building to operate or oversee. The primary duties of our new pastor will be conducting Sunday services, staying involved with the congregation through email, regular Bible studies (Zoom or in person), and occasional "meet ups"; as well as engaging with the community to increase Hope United's visibility and membership.

### 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.)*

PLACEHOLDER

## 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*): \$36,000.00

Benefits:

No Benefits

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*)?

We expect that our pastor will live in the area and secure their own housing.

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

N/A

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

The South Central Conference and Heart of Texas Association provide opportunities for clergy support and connection for ministers within the Association and Conference.

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 confident in our ability to manage day-to-day life of the church so that we can accommodate bi-vocational possibilities for our next pastor.

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

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

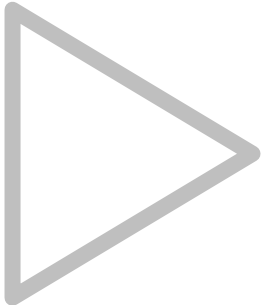
As Georgetown continues to grow, we believe this is a prime moment for our congregation to engage with the surrounding community, connecting and forming relationships with new people to grow the life of our congregation.

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

A minister who can help us foster relationships with new people and inspire connection in the life of our congregation and community will be a great benefit to the growth of our congregation.

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

N/A



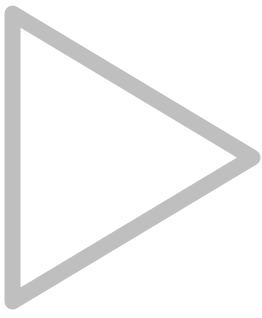
## **2. WHO IS GOD CALLING US TO BECOME?**

“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?

We are called to continue to be a safe, welcoming, and affirming congregation for members of the LGBTQA+ community in an otherwise socially conservative region; continue to be mission-oriented to aid local non-profits, and focused more on learning and sharing the love of Jesus within and outside the church.





### 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 several strengths or positive qualities of your congregation.

We are less focused upon religious rituals, and instead more on providing a casual, welcoming place to learn about and share Christian values. We are laser focused on our missions and assisting local non-profits in need. We are affirming and inclusive of all races and sexual identities and orientations in our church governance.

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?*

Very casual and relaxed. Participation by lay members in liturgy, call to worship, and communion. Our musical worship is led by a gifted musician. Sermons should be dynamic and focused upon how Jesus reached others through his words and actions to inspire the congregation to replicate such behavior beyond the church walls.

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 had a multi-week study of transgender identity and issues to educate cisgender members of what it is (and is not) to be transgender, and how we can be more supportive allies. It was successful in correcting many misconceptions.

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**

The Council meets monthly for about an hour and a half to address financial, mission, and other matters. The Missions Committee meets at least quarterly to propose monthly special missions to support for the ensuing quarter. When action needs to be taken quickly, it is handled through email and phone calls of the Council; ratified later at the next council meeting.

### 3b. 11-YEAR REPORT

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Church#: 700565

Assoc: 702      Schedule: 0      Hope United      Georgetown      TX      78633

YEAR	MEMBERS		AVG WEEKLY ATTENDANCE			CHR ED/		DEATHS OR TRANS OUT	OTHER
	FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	LOSSES NET MEMBS				
ADDS-REMOVED									
2012	43	36	46	0	0	0	0	0	0
2013	59	47	23	0	0	18	2	0	16
2014	60	47	22	0	0	1	0	0	1
2015	60	50	66	0	0	0	0	0	0
2016	62	45	27	0	0	9	1	6	2
2017	60	43	23	0	0	11	13	0	-2
2018	60	35	22	0	0	5	5	0	0
2019	64	35	14	2	1	6	3	0	6
2020	64	35	14	0	0	0	0	0	0
2021	64	35	14	0	0	0	0	0	0
2022	64	35	14	0	0	0	0	0	0

YEAR OCWM GIFTS	CURRENT EXPENSES		CAPITAL PAYMENTS				BASIC SUPPORT		TOT OTHER UCC GIVING		TOTAL
	OTHER	WIDER MISSION	BASIC SUPP%	% CURR	LOCAL	TOTAL EXPEND	PLEDGES	AND OFFERINGS			
2012	\$70,000	\$0	\$450	\$925	\$1,375	\$4,688	\$6,063	0.64	\$76,063	\$45,641	
2013	\$80,000	\$0	\$0	\$580	\$580	\$5,105	\$5,685	0.00	\$85,685	\$58,258	
2014	\$81,627	\$0	\$900	\$1,968	\$2,868	\$6,407	\$9,275	1.10	\$90,902	\$59,629	
2015	\$81,627	\$0	\$0	\$632	\$632	\$2,612	\$3,244	0.00	\$84,871	\$55,000	
2016	\$81,627	\$0	\$3,245	\$424	\$3,669	\$0	\$3,669	3.98	\$85,296	\$82,903	
2017	\$84,436	\$0	\$2,922	\$1,089	\$4,011	\$9,356	\$13,367	3.46	\$97,803	\$85,439	
2018	\$84,436	\$0	\$3,083	\$803	\$3,886	\$9,989	\$13,875	3.65	\$98,311	\$83,072	
2019	\$87,800	\$0	\$1,669	\$1,856	\$3,525	\$8,666	\$12,191	1.90	\$99,991	\$88,621	
2020	\$87,800	\$0	\$3,098	\$0	\$3,098	\$0	\$3,098	3.53	\$90,898	\$0	
2021	\$87,800	\$0	\$3,340	\$815	\$4,155	\$0	\$4,155	3.80	\$91,955	\$0	
2022	\$87,800	\$0	\$1,923	\$0	\$1,923	\$0	\$1,923	2.19	\$89,723	\$0	

% CHANGE FAITH FORM OCWM	MEMBERS		AVG WEEKLY ATTENDANCE				CHR ED/ CURR LOCAL EXPENSES	
	TOTAL ADDITIONS	TOTAL REMOVALS	TOTAL EXPENDITURE					
2017-2022	6.67	-18.60	-39.13	-100.00	-100.00	3.98	-52.06	-8.26
2012-2022	48.84	-2.78	-69.57	0.00	0.00	25.43	39.85	17.96

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	64	No
Number of active non-members:	0	No
Total of church participants (sum of the numbers above):	20-25	No

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	4	No
Less than 10, more than 5 years:	15	Yes
Less than 5 years:	5	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>
3			2	2		2	10	2	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	1	Yes
Households with minors:	1	Yes
Single adults age 35-65:		
Joint households with no minors:	8	Yes
Single adults over 65:	3	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:		
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:	3	Yes
Adults who are retired:	16	Yes
Adults who are not fully employed:	2	Yes

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

Office, medical, professional, retired education.

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?

Primary Anglo with a few Hispanic and one African American

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		
Baptisms ( <i>number last year</i> )		

Children's Groups or Classes		
Christmas Eve and Easter Worship	10	
Church-wide Meals		
Choirs and Music Groups		
Church-based Bible Study	3-5	Pastor via Zoom
Communion ( <i>served how often?</i> )		
Community Meals		
Confirmation ( <i>number confirmed last year</i> )		
Drama or Dance Program		
Funerals ( <i>number last year</i> )		
Intergenerational Groups		
Outdoor Worship		
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings ( <i>number last year</i> )		
Worship (time slot: 10:00 AM)	18-25	
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? <i>(3 or 4 or No)</i>	Ministry Setting	Type of Ministry Role	Retired? <i>(Y or N)</i>
Jim Robichaux (DoC)	4-Way Covenant	Kairos Prison Ministry	Clergy	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 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

## REFLECTION

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

We are a predominately older, retired congregation.

### 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$
Endowment Draw ( <i>beyond what is permitted by spending policy, “drawing down the principal”</i> )	\$
Fundraising Events	\$
Gifts Designated for a Specific Purpose	\$
Grants	\$
Rentals of Church Building	\$
Rentals of Church Parsonage	\$
Support from Related Organizations ( <i>e.g. Women’s Group</i> )	\$
Transfers from Special Accounts	\$
Other (specify):	\$
Other (specify):	\$
TOTAL	\$

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.*

We will provide budgetary information to candidates during the interview process.

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

See above.



Has the church ever failed to pay its financial obligations to a minister of the church?

No

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (*indicate those included during the most recent fiscal year*)

- Our Church's Wider Mission (OCWM – Basic Support)
- One Great Hour of Sharing
- Strengthen the Church
- Neighbors in Need
- Christmas Fund

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

We are congregation in covenant with the United Church of Christ and Christian Church (Disciples of Christ). Per our Constitution, we contribute annually 4% to the UCC, 4% to the DoC, and 2% to a specific locally-based non-profit organization.

What is the church's current indebtedness?

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:

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

If a capital campaign is underway or anticipated, describe:

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

Does your church have an endowment?

No

Other Assets

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

We rent the clubhouse of an “over-55” neighborhood for worship services.

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

All our spaces are accessible.

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?*

Giving is declining as members leave or retire. Budgeting is done annually in the Fall by the council. It is then presented to the congregation for approval in December/January.

### 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.

We lost our founding pastor at the beginning of the pandemic. Due to the pandemic, we lost access to our meeting place for over a year. Our transitional pastor was a gay, transgender seminary student who was recently ordained, but left the State to pursue other opportunities.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Ron Trimmer	2011-2020	Y
Rene Slataper		Y

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

We work with our pastors and do not expect them to be all things to all people. I main need of a pastor is providing thought provoking and inspiring sermons as opposed to managing an enterprise, counseling, budgeting, etc.

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

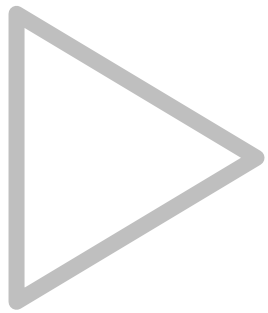
No

Has your church been involved in a Situational Support Consultation?

No

Has a past pastor been the subject of a Fitness Review while at your church?

No



## 4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

### 4a. COMMUNITY VISION

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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?*

We have a dedicated special mission each month. All giving related to that mission goes to that chosen, local non-profit. Our Constitution mandates 2% of our annual general giving to be given to a specific local non-profit.

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

We are certified “Open and Affirming” by the national UCC LGBTQ Coalition. We have minimal participation in other UCC matters.

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

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

- |  |  |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A)             | <input type="checkbox"/> WISE Congregation for Mental Health   |
| <input type="checkbox"/> Creation Justice                    | <input type="checkbox"/> Other UCC designations:               |
| <input type="checkbox"/> Economic Justice                    | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Faithful and Welcoming              |  |
| <input type="checkbox"/> God Is Still Speaking (GISS)        |  |
| <input type="checkbox"/> Border and Immigrant Justice        |  |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I’M)   |  |
| <input type="checkbox"/> Just Peace                          |  |
| <input type="checkbox"/> Global Mission Church               |  |
| <input checked="" type="checkbox"/> Open and Affirming (ONA) |  |

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?

To continue our commitment to the LGBTQA+ community

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

Our DOC commissioned pastor participates in the ecumenical Kairos Prison Ministry.

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?

Given the part-time nature of our needs of a pastor (at least initially), we expect our pastor to focus on preparing and presenting service on Sunday. Beyond that, we are open to discussion about what is a fair expectation of their time on matters outside Sunday service given the compensation we are able to pay.

#### **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?

*It appears that our focus should be on younger professionals and the older, retired communities in the area.*

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?

*Closely match it*

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

*Georgetown and its surrounding communities are generally socially conservative and less welcoming of the LGBTQ community. There is an ongoing, increasing hostility in our State politics to members of this community. Our church was founded, and its mission is to continue to be a safe, affirming, and welcoming Christian community for this community.*

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

*We have had success with getting newer folks involved. The problem is the lack of “new” people. We tend to have the same 8-10 members doing all the jobs.*



## 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)

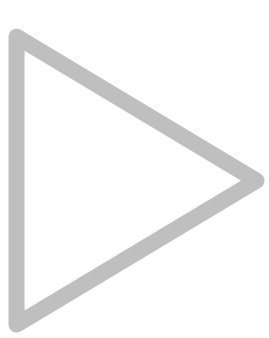
### PROMPTS FOR REFERENCES

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**

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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:*



## 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.*)
2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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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*