

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

[Hayden Congregational Church]
[Hayden, CO]

[Pastor]

[Rocky Mountain Conference/Western Association]

[1/10/2024]

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.

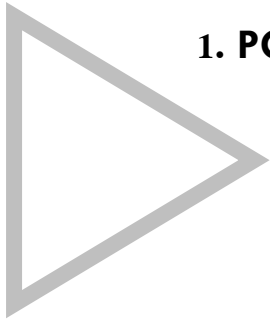
Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings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

Street address: 202 East Jefferson Avenue

Supplemental web links: haydencongooffice.wixsite.com/hccucc

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

N/A

Conference: Rocky Mountain

Association: Western

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

Erin Gilmore: Acting Conference Minister

720.738.8563

erin@rmcucc.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?

Our church's mission is to "...encourage spiritual growth, to worship God together, to build loving relationships among and between our members and community, to invite everyone into harmony with God, to be Christ's humble servants to human need, and to be respectful to God and all creation."

We are seeking a family and youth-oriented person who lives their faith, is generous and caring, and is a good administrator.

Photographs:







Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.

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

Our community is friendly and welcoming. We are a small town with a small-town feel. We live in a beautiful setting with plenty of opportunities for outdoor recreation.

Current size of membership:

(As of 2022) 47

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

N/A

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*):

Full time, settled

Does the total support package meet conference compensation guidelines?

No

1b. SCOPE OF WORK

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

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.)

Someone who...

- Preaches biblically, with lessons from the Bible
- Is approachable
- Is caring and compassionate

1c. COMPENSATION AND SUPPORT

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

\$46,000-\$49,000/year, depending on experience

Benefits (*choose one*):

- Salary plus benefits (salary is inclusive of allowance for housing and health insurance)
- Up to \$2,000/year of reimbursement for expenses incurred in service of the church
- 3 weeks of paid vacation/year

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

Living nearby with a housing allowance

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

Some commuting (15-20 minutes each way) may be required, depending on housing availability in town.

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

Paid, 3-month sabbatical after 5 years

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

There is local Conference and Association support. The ministerial groups meet in the neighboring towns of Steamboat Springs and Craig.

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

We understand the difficulties presented by the increase in cost of living due to inflation. We are open to negotiation based upon the needs of the pastor and the pastor's family.

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.

- Growth and sustainment
- Care for our aging members
- Assistance in how best to live the gospel each day
- Help with continued community outreach

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

Our ideal pastor will expand our existing community outreach, and foster additional relationships with other established entities.

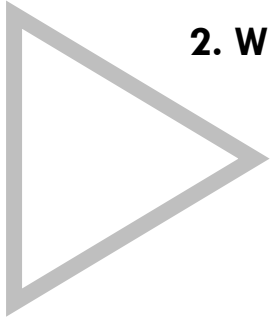
Specify language requirements or culturally specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

English

Unaware of other culturally specific needs at this time.

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.

- Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship
- Acknowledging Jesus Christ as the sole Head of the Church
- Engaging in mission and outreach
- Exhibiting strong moral character and personal integrity



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?

God is calling us to grow a younger church base, and to connect with younger people. This includes modernizing our worship experience and our music, while still maintaining some amount of tradition. Additionally, God calls us to increase our community interactions and outreach.

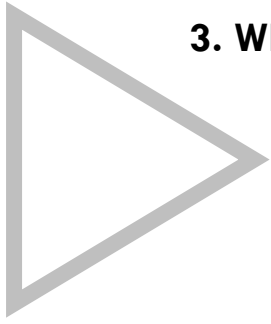
Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

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

- Blessing Box – helps with food scarcity in our community
- Thanksgiving Boxes – each comprises a complete Thanksgiving meal to a family in need
- Christmas gifts for children and food box for families in our community

These 3 programs help us to reach the community outside our walls, as most of those who benefit are not members of our congregation. They give us the opportunity to be generous, and to experience the joy of giving. Word of these programs spreads fast, and some of the younger families who hear of them have joined the congregation. For example, when an elementary teacher at the school learned of the Blessing Box and the need it's met, she spearheaded a food drive at the school, and her family began attending worship.

We are unique and fill a necessary niche in Hayden because we are a community church; we are one of 3 churches in town, and the other 2 are Baptist.



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.

For example, what beliefs and commitments are stated in your congregation’s purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

Each person –

- makes the congregation better through their individual contributions
- comes together to live out the values we hold dear:
 - compassion
 - loving all
 - commitment to our mission outreach

Describe several strengths or positive qualities of your congregation.

- Warm
- Welcoming
 - toward church attendees
 - toward the community
- Friendly
- Helpful
- Giving
- Supportive
- Open
- Eager to step up
- Self-sufficient

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?

We mostly worship in our sanctuary (but once each year, we worship nearby at the Yampa River). Worship is usually liturgy-based.

Our baptisms are joyful occasions! We recently baptized a baby whose family does not attend our church, but has strong ties to our community.

Preaching is:

- Relatable
- Down to earth
- Biblically-based
- A learning experience

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 currently have programs for Sunday School (during the school year), VBS (one week each summer), and sporadic, themed Bible studies throughout the year (duration is usually about 4 weeks)

We are looking to grow and expand each of these areas.

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?**
4-6 hours of meetings/month
- **Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?**

Phone tree and e-mail

- Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? [Yes/No]

Yes

3b. 11-YEAR REPORT

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

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	47	
Number of active non-members:	14	
Total of church participants (sum of the numbers above):	61	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	36	X
Less than 10, more than 5 years:	9	X
Less than 5 years:	17	X

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>
14	3	2	8	8	5	7	21	6	X

8

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	4	
Households with minors:	12	
Single adults age 35-65:	4	
Joint households with no minors:	70	
Single adults over 65:	10	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	53	
College:	32	
Graduate School:	9	
Specialty Training:	6	
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	30	
Adults who are retired:	65	
Adults who are not fully employed:	5	

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

Farming/ranching, mining, clerical, 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?

Majority is Caucasian/monocultural

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

N/A

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? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)
Adult Groups or Classes	N/A	Pastor
Baptisms (number last year)	2	Pastor
Children’s Groups or Classes	4 (Sun School) 20 (VBS)	Christian Education Team & Pastor
Christmas Eve and Easter Worship	100 (Christmas) 40 (Easter)	Pastor, Musician(s)
Church-wide Meals	40	5 & 2 Crew
Choirs and Music Groups	N/A	
Church-based Bible Study	6	Pastor
Communion (served how often?)	25-30, 1x/month	Pastor
Community Meals	Thanksgiving – 30 Easter – 30	Pastor, 5 & 2 Crew
Confirmation (number confirmed last year)	2	Pastor

Drama or Dance Program	N/A	
Funerals (<i>number last year</i>)	3	Pastor and Decedent's Family
Intergenerational Groups	N/A	
Outdoor Worship	N/A	
Prayer or Meditation Groups	N/A	
Public Advocacy Work	N/A	
Retreats	N/A	
Theology or Bible Programs in the Community	N/A	
Weddings (<i>number last year</i>)	N/A	
Worship (time slot: _____)	N/A	
Worship (time slot: _____)	N/A	
Young Adult Groups or Classes	N/A	
Youth Groups or Classes	N/A	
Other	N/A	

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)
Janet Babish	No			Yes
Jane McKune	No		Licensed	No

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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:

David Pearce is a retired UCC pastor who lives on the front range who wanted to become member of a UCC church on the western slope. He supports us financially.

Janet Babish and husband, Ralph, are half-time residents of Hayden. They bring a lot of joy and positivity to the congregation and are missed when they are gone during the winter.

Janet has continued to remain active in the church by serving on a number of committees since her retirement as pastor. We anticipate the same from Jane and Butch McKune following their year away.

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
Administrative Assistant	Pastor	Part-time	Pastor	9 months

REFLECTION

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

We are a small group trying to do a lot! Some of us perform multiple tasks, including our pastor – she takes on a significant role in each activity.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$ 58,000 + 21,000

Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$ N/A
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$
Fundraising Events	\$ N/A
Gifts Designated for a Specific Purpose	\$ N/A
Grants	\$ N/A
Rentals of Church Building	\$ 1000
Rentals of Church Parsonage	\$ N/A
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$ N/A
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.

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

61%

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%)

The amount is set by the Stewardship Team and is based upon what we can afford.

What is the church's current indebtedness? \$0.00!

Total amount of loan debt:

Reason for debt:

Are capital and other payments current?

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

Roof replacement – finished

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

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

If a capital campaign is underway or anticipated, describe:

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

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

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): \$168,000

Investments (other than endowment): \$N/A

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

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

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

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?

Our church is solid in its financial standing.

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.

- 125th Anniversary Celebration in 2023 – this was marked by a BBQ potluck on the church lawn and our annual Blessing of the Backpacks
- Blessing Box – established in 2019, when a community need was seen
- Worship at the River – a beloved annual tradition that began when one of our longstanding congregants kindly volunteered use of her riverfront property, this is followed by a potluck lunch

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

Our current pastor took a 90-day sabbatical in 2022. This made us step up as a congregation and fill the pulpit each Sunday (whether by one of us or a visiting pastor), as well as fill her shoes in her many other capacities.

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement....” Describe your congregation’s values and practices when it comes to conflict.

For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)

Resolution is very important. Unfortunately, we have, in past years, lost members due to misunderstandings or miscommunications. Should a conflict arise, both our Pastor and our Pastoral Relations Committee will immediately step in. They will listen to both parties, mediate, and assist in reaching an amicable and fair solution.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Bill Iamatto-Code	6	Y
Janet Babish	12	Y
Jane McKune	8	Y

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

We have formed a warm and loving relationship, and each time he/she has become a friend.

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

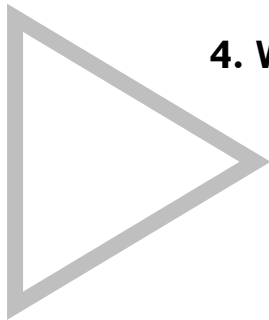
Y/N/Ask us Yes, years ago

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us No

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

Y/N/Ask us No



4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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?

- Our Blessing Box contains food and other essentials to anyone in need, 24/7
- Following a flood in 2023, a local daycare utilized our nursery until her building was repaired.

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

Some of our members attend Association and Conference meetings alongside our Pastor.

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

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?
We are open to input and guidance on this.

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

We join together with our sister Church in Craig for special events (e.g., Worship on the River). We also join with other local churches for VBS.

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

We spend our time –

50% in worship

25% on mission outreach

25% in building relationships

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?

Within 10%-15%.

This is negotiable, according to the pastor's discretion.

4b. MISSION InSite

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

Over the next 10 years, the population in the area is projected to increase by about 17%, bringing the total number of residents to almost 2500 people.

The area is about 84% Caucasian, and the dominant minority group is Hispanic/Latino.

Currently, the mean age in the area is 40. There is a relatively even distribution of people in varying stages of life, with "Families and Empty Nesters" (ages 35-54) making up about 26% of the area's population, and children 0-4 making up 6%. These trends are projected to remain about the same over the next 10 years.

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?

The ethnic distribution of our congregation is well reflected by the MissionInsite report, and is also representative of the surrounding neighborhoods and beyond. However, over 50% of our congregation is 55 and above in age. This is not representative of neighborhoods adjacent to our church nor the surrounding community.

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

The largest age group in the community is families, with or without children.

23% of our congregants are 11 and under. This group gives us a good audience for Sunday School, VBS and other activities geared toward children.

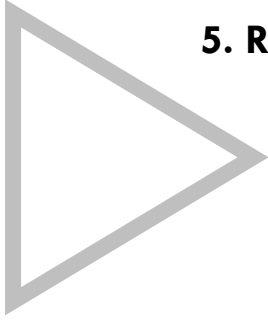
Similarly, there are Bible Study groups, Fellowship Hour, and Bingo geared toward the adults in our congregation.

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

We are a community church that is open to all.

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

We are welcoming and family oriented.



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)**

“How do you see us?”

I am the Library Director of the West Routt Library District – Hayden Public Library, and also “neighbors” with the church as we are located directly across the street. The church has been in my life as long as I have lived here (20 years), and I think it is one of the best churches I know. The congregation does so much to help our community—they are caring, helpful, generous, and welcoming. The pastors I have known have been amazing in their vocations and their kindnesses.

I am not a member of the church but have attended services off and on through the years and feel very welcomed when I am there. I have also attended some of their social events and have enjoyed them very much.

The main thing I appreciate is how much help they give to anyone in the town who needs it. They don’t just focus on their own members (but do help them too), but anyone who comes along and needs care or support.

Please feel free to contact me if you have further questions.

Sincerely,
Ana F. Lash, Library Director
(970) 276-3777

REFERENCE 2

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

The Congregational Church is a small but mighty support to Hayden community members, and they are an incredible partner to the staff and residents at The Haven Assisted Living. The congregation has always been very involved in connecting with our residents and facilitating easy access to prayer and worship for those who are interested. Because our residents all have different abilities and needs, it is difficult for most of them to be able to get out and go to church on Sundays. The Pastor historically comes a few times each month and facilitates a social hour where all residents can get together and discuss themes from the Bible – and this visit is always a highlight for our residents! Every year The Hayden Congregational Church offers a sunrise Easter Sunday service here at The Haven and our residents find this to be such a special event. The congregational members have donated much needed items for The Haven, provided bedside vigil to residents during end of life, helped with crafts, provided transportation for residents to get to church when needed, and so much more. The Haven Assisted Living is small with only twenty residents, but we are mighty as well thanks to the incredible community support we receive from partners like the Hayden Congregational Church.

Adrienne Idsal, LSW

Director | **The Haven Assisted Living**

The Haven: 970-276-4484 • Desk: 970-875-1888 • Fax: 970-276-4197
300 S. Shelton Lane, Hayden, CO 81639
www.havenseniorliving.org

REFERENCE 3

Name / Position / Setting

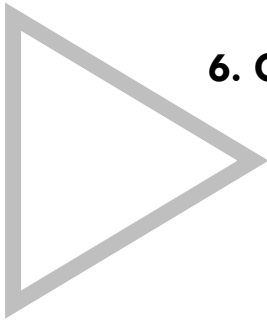
(Telephone / Email / Relationship to the Congregation)

I have worked with the Hayden Congregational Church in an auditing capacity for their annual finances. The individuals that handle the bookkeeping are very competent in their jobs. They have a very efficient system for deposits and check-writing with lots of safeguards in place. The atmosphere at the church is very friendly and welcoming. I have also attended many funerals and weddings at the church, and I am amazed at the outpouring of love and support from the members of the church. It truly is a community. The members take great pride in their church, and it is evident. It is a beautiful facility. A new pastor will be assured that they will be welcomed with open arms and a congregation of amazing people that will offer an abundance of support and loyalty.

Jnl Linscum

Finance Director, Hayden Public Schools (retired)

970-629-1927



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:

Timothy 3: 1-7 (The Message)

If anyone wants to provide leadership in the church, good! But there are preconditions: A leader must be well-thought-of, committed to his wife, cool and collected, accessible, and hospitable. He must know what he's talking about, not be overfond of wine, not pushy but gentle, not thin-skinned, not money-hungry. He must handle his own affairs well, be attentive to his own children and have their respect. For if someone is unable to handle his own affairs, how can he take care of God's church? He must not be a new believer, lest the position go to his head and the devil trip him up. Outsiders must think well of him, or else the devil will figure out a way to lure him into his trap.

Proverbs 4:18 (NIV)

The path of the righteous is like the morning sun, shining ever brighter till the full light of day.

Closing Prayer

Gracious Heavenly Father,

We ask Your blessing on Hayden Congregational Church, on its pastor, and on its parishioners. Give them grace and peace as they strive to be Your hands and feet in the world. Let us be welcoming, non-judgmental and without bias toward all. Let our lives reflect You in all aspects of our ministry, inside and outside our walls. Help us keep our focus on You and our gospel as we serve You in this community.

Thank You for watching over us and for keeping us in Your care.

Amen.

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.*)
 - Search Team
 - Pastoral Relations Team, Stewardship Team, and Church Council drafted the Financial Compensation Package.

2. Additional comments for interpreting the profile:

Signed: *Betty Barnes*

Name / Title / Date: Betty Barnes/Search Committee Chair/Jan 8, 2024

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: Rev. Erin Gilmore/Acting Conference Minister

Email: cm@rmcucc.org

Phone: 303-984-9118

Date: 1/10/2024

**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