

INTRODUCING THE NEW LOCAL CHURCH PROFILE

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!

Rachel Hackenberg

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

**First Congregational Church Bellevue, UCC,
Bellevue, WA**

Pastor of Spiritual Formation

Pacific Northwest Conference

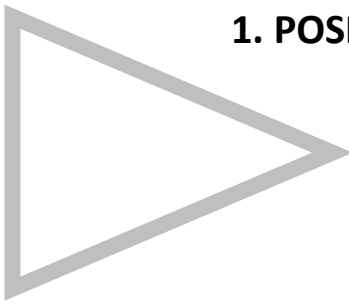
[February 6, 2024]

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





1. POSITION POSTING

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

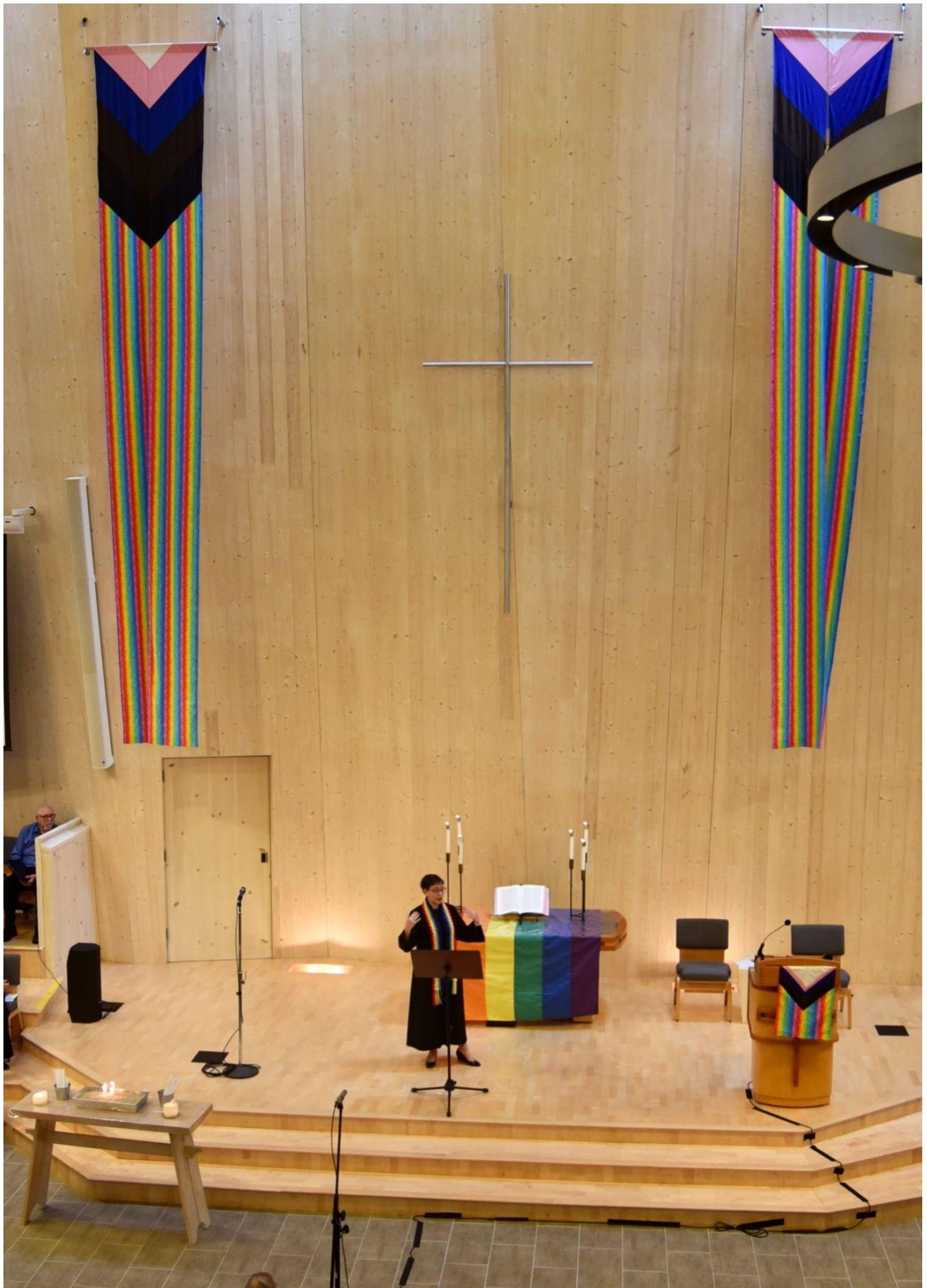
1a. LISTING INFORMATION

Church name: First Congregational Church, Bellevue, UCC (FCCB)
Street address: 11061 NE 2nd St, Bellevue, WA 98004
Supplemental web links: fccbellevue.org

Conference: Pacific Northwest Conference
Association: N/A
UCC Contact Person: Rev. Phil Hodson, Acting Conference Minister
Phone: (206)725-8383
Email: phil@pncucc.org

Summary Ministry Description:

First Congregational Church, Bellevue (FCCB), is an Open and Affirming and Immigrant Welcoming congregation in a downtown, urban setting east of Seattle that seeks to call a Pastor of Spiritual Formation. They will focus on spiritual nurture and on dynamic educational programs for all ages, genders, LGBTQ+ identifications and backgrounds. They will be responsible for creating and managing spiritual growth opportunities for children, youth, and adults. The Pastor of Spiritual Formation will supervise children and youth ministry staff and will also be a regular worship presence. There are many ways that we are formed in faith, and we want to explore ways to share your passion either through imagining a new way of welcoming through communication and hybrid church or through expanding our outreach through service and witness. We hope to partner with a new pastor on our staff!







What we value about living in our area:

The Bellevue area is a great place to live. Bellevue has the benefit of being an emerging, diverse, multi-ethnic city while maintaining close connection to the history and energy of Seattle. This area is a center for both large and small technology companies. There are good schools and opportunities for children and families. There are many cultural events available both locally and in Seattle. Recreational outdoor activities abound year-round from nearby mountains to Puget Sound. We also value being able to come together in a progressive church, which supports our quest of understanding our faith and reaching out to others.

Current size of membership: 431
Languages used in ministry: English
Position Title: Pastor of Spiritual Formation
Position Duration: Settled
Compensation Level: Full Time
Does the total support package meet conference compensation guidelines? Yes

1b. SCOPE OF WORK



Congregation's thoughts on qualities of new pastor:



1c. COMPENSATION AND SUPPORT

Salary, including Housing and Benefits:

Salary plus housing will range from \$72,000-\$82,000, with total compensation ranging from \$115,000 -\$125,000. Full benefits are included.

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

Our congregation draws from a wide region in the greater Seattle area, and we have had clergy living throughout the region as well.

Incentives:

Clergy are eligible for a sabbatical at 5 years, with the expectation of remaining an additional year.

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

Communities of Practice through the Pacific Northwest Conference UCC

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.

We value deep connections with one another and with our community. Our faith is best when it shows up in relationship. Our next pastor will focus on Faith Formation, working to support our ability to connect with one another across generations while meeting the needs of the world.

Our congregation is proud of its history as an opening and affirming church. As we look towards our future, growing in our ability to love, support, and lift up those who have often been marginalized is a core value. We believe that we have growth in our future. Diversity matters to us. We continue to work towards being a more open community and look for God in all the faces around us. A new Pastor should challenge us and support us in this space.

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

- Our new minister will engage children, youth, and teens to foster diverse connections within our multi-generational faith community and beyond.
- They will confidently collaborate with team ministries to empower and direct our congregation's energy and passion towards our goals.

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

First Congregational Church, Bellevue became an Open and Affirming church in 1996, and in 2016 expanded our welcoming to include a diversity of gender identity and expression. Our new minister will need to be both comfortable and familiar with the LGBTQ+ communities and remain open to learning as our understanding expands to ensure all are welcomed into our community of faith.

We are committed to our work with our neighboring churches, synagogues and mosques. We believe our work as Christians calls us to not only accept, but also partner with the many faiths to support each other and all members of our community. Our next minister needs to be both familiar with other faiths as well as passionate about partnering with leaders of the other faith communities.

The city of Bellevue has become a minority-majority city meaning that the population is composed of less than 50% non-Hispanic whites. At the same time, our church is significantly a majority of non-Hispanic whites. Our next minister will need to be able to lead the congregation in an exploration of what it means to be a faithful presence in a growing culturally diverse community.

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

EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE

- Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship.
- Praying actively and nurturing spiritual practices.
- Being called to ordained ministry by God and the Church.
- Continuing discernment of one's call in community.
- Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.
- Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.

ENGAGING SACRED STORIES AND TRADITIONS

- Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament.
- Maturing in effective proclamation and preaching.
- Understanding the history of the Christian Church, from biblical times forward.
- Bringing life to sacred stories and traditions in worship, proclamation, and witness.
- Leading faith formation effectively across generations.
- Holding the Holy with integrity especially as represented in the Sacraments.

PARTICIPATING IN THEOLOGICAL PRAXIS

- Practicing theological reflection and engagement as part of one's sense of ministerial identity.
- Integrating theological reflection in teaching, preaching, and ecclesial and community leadership.
- Articulating a theology and practice of ministry consistent with the UCC Manual on Ministry.
- Demonstrating an appreciation for and participation in the ecumenical and interfaith partnerships of the UCC.

- Experiencing and appreciating a variety of theological perspectives.
- Embodying the UCC Ministerial Code.

WORKING TOGETHER FOR JUSTICE AND MERCY

- Drawing on the ministry of Jesus Christ to confront injustice and oppression.
- Practicing the radical hospitality of God.
- Identifying and working to overcome explicit and implicit bias in the life of the Church.
- Understanding community context and navigating change with a community.
- Engaging in mission and outreach.
- Building relationships of mutual trust and interdependence.



2. Group -- 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 a community of folks drawn together by the love of God to care for an aching world. Our congregation is made up of many faith journeys, gay and straight, cis and trans, immigrants, seekers, searchers, and more. We are a proud member of the United Church of Christ (UCC). We proclaim in faith that God is still speaking in the church today.

We are living into our new reality as a hybrid church, with local and international members participating in meaningful ways in community. With less than a decade in our current building, we are imagining new possibilities of how we are called to be a congregation in downtown Bellevue as it grows and changes. We draw from throughout the Seattle area, creating a progressive church presence on the Eastside.

We believe that God is best at work when we engage in conversation together. In our polity, decisions are not made just by the pastors and leadership, but through the prayer and discernment of all in the congregation. We look forward to how the Spirit might invite us into something new.

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

First Congregational Church, Bellevue has been located in downtown Bellevue since 1896. The church has seen Bellevue transform from forests to fields to suburbs and now to an urban center. Our congregation made a commitment to continue in ministry in downtown Bellevue, serving the city and beyond.

We are seeking to work alongside our neighbors and interfaith partners, to address issues of homelessness, housing affordability, income inequality, climate change and more. We seek to support local efforts to find solutions together.

We have partnered for more than 3 decades with PorchLight hosting their rotating shelter and supporting men experiencing homelessness. Upstairs in our building, we house administrative offices for our community partners Catholic Community Services (CCS) and The Sophia Way for women experiencing homelessness. In our building, you can see activities from parent education classes to concerts from several non-profit arts organizations. We are glad to be a part of our community of downtown Bellevue and beyond.

What we want to become:





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

MISSION STATEMENT

To be an inclusive faith presence in the city and beyond—claiming one God with many names and the Christian faith with many paths, offering an open welcome to all, affirming diversity, and advancing the work of justice in our world.

Our Mission Statement includes the commitment of “claiming one God with many names, the Christian faith with many paths,” and this is lived out in our life of faith. Our congregation includes diverse theology, including those in the midst of great questions. We have our greatest diversity around how we view Jesus, as some in our midst quickly affirm Jesus as the Christ and others seek to follow a more earthly teacher. God is described using many images for the Holy.

Many find God through service, seeking to act in love in the world. Others find God through music, discovering the holy in the midst of beauty, while others find God through study. Book groups and study groups draw people together in wonder and questioning. We are enriched through hearing one another’s testimonies of faith in worship and in partners during an opening question to begin worship. In our time of reflection after the sermon, you will see people lighting candles, writing prayer cards, and giving offerings together in community.

STRENGTHS OF OUR CONGREGATION

In a recent survey, we asked our church community to share their thoughts about our congregational strengths and how we find connection with others. The word cloud below highlights the most frequent responses we received.



WORSHIP EXPERIENCE

Our worship services provide an opportunity to share the joy of our faith in community, to reflect and connect with others. We worship with a wide variety of music styles, instruments, and voices. As an inclusive congregation, we start every Sunday service with an open invitation and welcome to come together as one church. We are both an in-person and an online congregation, including participants from around the world. Members regularly switch between in person and virtual worship depending on their individual needs.

We plan worship themes for the year with clergy and music staff, and explore those themes through our opening question, music, and liturgy. On any given Sunday, you will see a large number of people actively engaged in contributing to the week's service. Music is an important part of how we know the Holy, create community and inspire action in the world, with a wide array of music, classical and contemporary styles.

Individual services can include a sermon or short reflections interspersed with more music. We have baptisms ranging from infants to adults in a variety of ways.

“Good preaching” in our church is described as intellectually stimulating, challenging the listeners to think critically and creatively about their faith and their world. It does not shy away from engaging with difficult questions, but rather invites dialogue and exploration. It is also inclusive, welcoming people of all backgrounds, identities, and experiences to participate in the community of God. It affirms the dignity and worth of every person and celebrates the diversity of God's creation. Meaningful sermons and reflections connect ancient stories and teachings of the scriptures to contemporary issues and struggles of our lives. They offer hope and encouragement, as well as challenge and conviction.

EDUCATIONAL PROGRAMMING AND FAITH FORMATION

Pre-K through 5th grade children typically attend worship for the first part of the service. We often have children join up front for a story in a Time With Children, and then scamper off for Faith Formation activities upstairs in the Education Suite. Children can choose to join their age-based classroom or remain with family through worship. In Faith Formation we typically gather in circle time, read a story, and complete activities that build relationships between the children and volunteers. Children aged three and younger will spend worship time in the nursery or remain with family. There are activity packs at the back of the sanctuary for those who prefer to draw or work on puzzles.

We also have activities for the wider Faith Formation community (the children and their grown-ups) such as playdates, communal faith growth, and community volunteering opportunities such as making sandwiches for PorchLight (formally Congregations for the Homeless) or baking bread for Communion.

Our middle and high school youth groups focus on building community, supporting each other, and offering a soft place to land during those challenging teenage years. We want our youth to know that they are beloved children of God, loved by the church and by each other. When they seek support and affirmation, they have an entire faith community to rely on.

We have active Middle School (6th – 8th grades) and High School (9th – 12th grades) Youth Groups. They each meet separately twice per month, once with a social meeting on Sunday morning where we focus on conversation and donuts, and once with a Sunday evening activity (Game Nights, Escape Rooms, Fun Centers, etc.). We plan additional service activities each year, along with lock-ins and youth retreats.

Our Confirmation program is held approximately every two years for a group of teens, along with mentors, as they explore faith in a deeper way.

Adult faith formation is inspired by the passions of those gathered together. This has involved book study, topic studies, and others. Recent events have included a 4-part series on death and dying and a series last spring on ecotheology.

We intend to foster robust programming for children and youth that will guide their foundational faith explorations in ways that make sense as they grow. We desire to seek out creative and energizing opportunities for them to develop connections with each other, as well as the wider church community. There is room for more consistency and vision in our adult faith formation offerings, perhaps building on the efforts of our committees and commissions. We welcome a new perspective for adult education.

CONGREGATIONAL ORGANIZATION FOR MINISTRY AND MISSION

Our congregation makes major decisions, represented by a moderator-led Church Council. The Council is comprised of 5 commission representatives along with officers and at large members. Our five commissions (Welcoming, Discipleship, Congregational Ministries, Service and Witness, and Administrative Management) have oversight and connections to the various facets of church life. Within those broad purposes, there is flexibility in how we live out our mission in any season based on the energies and movements of the Spirit. We hold three congregational meetings per year where we gather as a whole congregation for updates and decisions together.

DECISION-MAKING MONTHLY MEETING ESTIMATE

Executive Committee and Council Meetings (2 hours a month)

Commission Meetings (Can vary by commission and committee needs)

Congregational Meetings (3 per year)

Church Office Staff (Weekly 45-minute staff meetings, and individual bi/weekly 1 on 1)

Worship Staff (Monthly 1 hour planning meeting)

REFLECTION ON CRISIS RESPONSE

We needed to take quick action when the COVID-19 pandemic began in March 2020. For major decisions, Church Council convened over Zoom to move worship to online-only (first for 2 weeks, and then extended). In the meantime, clergy consulted with moderators for interim planning. We had not offered an online worship service before this point, and so the implementation went to staff. We first chose to livestream to Facebook with a small group, then continued to learn and develop livestream and

prerecorded services including virtual vocal and handbell choirs. We experimented with various ways to offer connection throughout the pandemic, including phone trees, all-congregation advent kits delivered to every household, and an all-congregational art project for Easter 2021. Our structure of leadership offers the support to make choices when needed, communicate effectively with the congregation, and leaves room for experimentation in new circumstances as we seek to follow the call of God. Throughout this experience, our congregation’s willingness to collaborate and try new plans reinforced our desire to embrace change with the spirit of goodwill.

ADDITIONAL CHURCH DOCUMENTATION

We can provide a copy of the organization structure, bylaws and/or annual report to further explain the patterns of the church’s activity and governance upon request. Our current Commission / Committee structure is shown below.

Commission Responsibilities

As of January 2024

➤ Welcoming

- Communications
- Membership
- Stewardship
- ❖ Nominating Committee

➤ Discipleship

- Worship
- Faith Formation
- Adult Education
- Bible Studies
- Music & the Arts
- ❖ Scholarship Committee

➤ Service and Witness

- Outreach
- Porchlight
- Sophia’s Way
- Immigrant Welcoming
- Social Justice
- Incarceration Justice
- Environmental Stewardship

➤ Congregational Ministries

- Congregational Care
- Parish Life
- Stephens Ministry
- Card Writers
- Reception Volunteers
- Men’s Group
- Women in Transition (WIT)
- Dinner Groups
- Book Groups
- Knitting Group

❖ Executive Committee

Pastor(s), Moderator,
Associate Moderator,
Treasurer, & Clerk

❖ These Committees are defined by the church’s Bylaws.

➤ Administrative Management

- Physical Assets
- Landscape Committee
- Audio / Visual / Technology Team
- ❖ Personnel
- ❖ Finance Committee
- ❖ Investment Committee
- ❖ Pastor / Parish Relations Committee
- ❖ Safe Conduct Committee

3b. Drop in 11-YEAR REPORT

UNITED CHURCH OF CHRIST
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC
YEARBOOKS



Church#: 840150
 Assoc: 820 Schedule: 0 First Congregational UCC Bellevue WA 98004

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2012	434	210	185	2	14	0	5	0	11
2013	462	218	139	3	27	4	6	0	28
2014	461	203	93	4	8	1	5	9	-1
2015	475	209	67	5	17	0	7	1	14
2016	472	228	75	1	4	0	9	0	-4
2017	477	221	95	3	10	5	13	0	5
2018	474	212	125	0	3	5	11	0	-3
2019	474	215	42	2	6	7	15	0	0
2020	473	211	39	0	4	2	7	0	-1
2021	462	50	43	0	3	3	17	0	-11
2022	462	83	9	0	0	0	0	0	0

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2012	\$537,577	\$0	\$25,000	\$5,125	\$30,125	\$20,483	\$50,608	4.65	\$588,185	\$469,203
2013	\$542,630	\$0	\$21,000	\$4,787	\$25,787	\$18,938	\$44,725	3.87	\$587,355	\$480,962
2014	\$539,700	\$0	\$21,000	\$4,976	\$25,976	\$14,598	\$40,574	3.89	\$580,274	\$497,030
2015	\$576,923	\$0	\$23,000	\$5,586	\$28,586	\$29,544	\$58,130	3.99	\$635,053	\$513,102
2016	\$599,360	\$0	\$22,981	\$10,412	\$33,393	\$29,119	\$62,512	3.83	\$661,872	\$508,264
2017	\$615,179	\$0	\$22,980	\$29,066	\$52,046	\$14,715	\$66,761	3.74	\$681,940	\$520,676
2018	\$688,879	\$3,968	\$22,980	\$25,329	\$48,309	\$14,152	\$62,461	3.34	\$751,340	\$492,657
2019	\$668,167	\$16,720	\$24,917	\$30,592	\$55,509	\$16,925	\$72,434	3.73	\$740,601	\$518,426
2020	\$640,371	\$0	\$21,083	\$8,066	\$29,149	\$18,888	\$48,037	3.29	\$688,408	\$500,769
2021	\$649,029	\$10,181	\$23,000	\$3,588	\$26,588	\$16,149	\$42,737	3.54	\$691,766	\$511,207
2022	\$681,059	\$19,669	\$21,083	\$7,895	\$28,978	\$9,656	\$38,634	3.10	\$719,693	\$493,274

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2017-2022	-3.14	-62.44	-90.53	-100.00	-100.00	10.71	-44.32	5.54
2012-2022	6.45	-60.48	-95.14	-100.00	-100.00	26.69	-3.81	22.36

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

In 2023, we continued to see growth in in-person attendance throughout the year with an annual average of 131 in service. Additionally, online viewership continues to be strong, both synchronously and asynchronously.

3c. Survey CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	431	✓
Number of active non-members:	60	✓
Total of church participants (sum of the numbers above):	491	✓

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	78%	✓
Less than 10, more than 5 years:	10%	✓
Less than 5 years:	12%	✓

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>
47	19	6	14	47	33	62	123	90	✓

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	5%	✓
Households with minors:	19%	✓
Single adults aged 35-65:	17%	✓
Joint households with no minors:	50%	✓
Single adults over 65:	20%	✓

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	1%	✓
College:	37%	✓
Graduate School:	58%	✓
Specialty Training:	1%	✓
Other (please specify): DMin	1%	✓

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	56%	✓
Adults who are retired:	49%	✓
Adults who are not fully employed:	5%	✓

OCCUPATIONS HELD BY WORKING ADULTS IN THE CONGREGATION

Technology, scientists, engineers, teachers, management, working professionals, musicians, non-profit, service industry

DIVERSITY WITHIN OUR CONGREGATION

We are primarily a White and Asian congregation; however, we strive to ensure that all feel welcomed when they walk through the doors. Diversity for us means that no matter who you are (including diverse ethnicity, the color of your skin, whom you love, your faith history or your socio-economic background) or where you are on life’s journey, you are (truly) welcome here. We invite all to join us in the exploration of what it means to be a child of God and who we are called to be.

WELCOMING DIVERSITY

The church council worked with the Welcoming Diversity Inventory in 2021 and we are continuing to live into our commitment to affirm diversity.

3d. PARTICIPATION AND STAFFING

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 Dinner Groups Prayer shawl	36-40 9	Lay Leaders

Monday Night Book Club	10	
Stephen Ministry	9	
Women in Transition	10	
Men's Group	5-6	
Daytime Book Group	8	
Card Writers	12	
Reception Volunteers (Memorial Services)	34	
Parish Life	17	
Parents of Middle Schoolers	8	
Faith Formation Parent Support	20	
Baptisms (<i>number last year</i>)	6 (1 infant, 2 children, 2 youth, and 1 adult)	Pastors
Children's Groups or Classes		
Faith Formation	7-20	Faith Formation Staff
Discovery Choir	6	Music Staff and Volunteers
Christmas Eve and Easter Worship	240 in-person	Pastors and Music Staff
Church-wide Meals		
Pie Share and Special Events	150	Lay Leaders
Choirs and Music Groups		
Chancel Choir	30	Music Staff
Bell Choir	16	
Horns O' Plenty	8	
Church-based Bible Study	N/A	
Communion (<i>served how often?</i>)	1/month	Lay Leaders
Community Meals	N/A	
Confirmation (<i>number confirmed last year</i>)	7 participants , 5 confirmed	Pastor and Lay Leaders

Drama or Dance Program	N/A	
Funerals (<i>number last year</i>)	9	Pastors and family
Intergenerational Groups	N/A	
Outdoor Worship	N/A	
Prayer or Meditation Groups	N/A	
Public Advocacy Work	15 (Local, State and Environmental Advocacy)	Lay Leaders
Retreats Women's Retreat Choir Retreat	25 20	Staff and Lay Leaders
Theology or Bible Programs in the Community	N/A	
Weddings (<i>number last year</i>)	0	
Worship (time slot: 10AM in person)	131	Pastors and Staff
Worship (time slot: 10AM Livestream– concurrent)	35	Staff
Young Adult Groups or Classes	N/A	
Youth Groups or Classes	15	Staff and Lay Leaders
Other		

ORDAINED, LICENSED, OR COMMISSIONED MINISTERS IN OUR CONGREGATION

Name	Three- or Four-Way Covenant? <i>(3 or 4 or No)</i>	Ministry Setting	Type of Ministry Role	Retired from Ministry? <i>(Y or N)</i>
Dennis Calhoun	No	Retired–UCC		Y
Matthew Emery	On way to ¾ way covenant	UCC, Serving United Church of Canada Congregation	Lead Pastor	N
Catherine Foote	No	Retired–UCC		Y
Jim Groves	No	Former-Presbyterian		Y
Bob Higgins	No	Retired--Presbyterian		Y
Dick Kroll	No	Retired–UCC		Y
Tom Quigley	No	Retired–DOC		Y
Tom Sorenson	No	Retired--UCC		Y
Susan Spurgeon	No	Retired--DOC		Y
Bob Turner	No	Retired–Presbyterian		Y

None of our retired clergy have official roles in the congregation but participate with their talents and encouragement.

CURRENT STAFF ROLES

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Lead Pastor	Head of Staff	Full Time	Council	Current role: 7 years On staff: 12 years
Parish Visitor		Part Time	Lead Pastor	1 year
Communications and Building Manager		Full Time	Lead Pastor	1.5 years
Financial Administrator		Part Time	Lead Pastor	0.5 year
Minister of Music and the Arts		Part Time	Lead Pastor	Current role: 4 years On staff: 10 years
Bell Director		Part Time	Minister of Music and the Arts	5 years
Organist		Part Time	Minister of Music and the Arts	7 years
Section Leader		Part Time	Minister of Music and the arts	15+ years
Custodian		Part Time	Communicati ons and Building Manager	7 years

Interim Children's Ministry Director		Part Time	Lead Pastor	4 years
Middle School Youth Group Leader		Part Time	Lead Pastor	2 years
Senior High Youth Group Leader		Part Time	Lead Pastor	0.5 year
Nursery Coordinator		Part Time	Interim Children's Ministry Director	0.5 year

REFLECTION

We are an active congregation with many different communities for connection and action. We seek to stay connected and focused on our common mission.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$450,000
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$172,000
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0
Fundraising Events	\$4,000
Gifts Designated for a Specific Purpose	\$0
Grants	\$0
Rentals of Church Building	\$57,000

Rentals of Church Parsonage	\$0
Support from Related Organizations (e.g. Women's Group)	\$0
Transfers from Special Accounts	\$0
Other (specify):	\$
Other (specify):	\$
TOTAL	\$683,000

Current annual expenses (dollars budgeted for most recent fiscal year): \$683,000.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 26% (for a single pastor)

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?

- 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?

Determined annually by Outreach Committee and budgeting process.

What is the church's current indebtedness? None

Total amount of loan debt: \$0

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. N/A

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

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

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

Does your church have an endowment? Yes
What is the market value of the assets? \$4.5 million
Are funds drawn as needed, regularly, or under certain circumstances? Regularly
What is the percentage rate of draw (last year, compared to 5 years ago)?
“Quarterly distributions shall not exceed 1.25% of the average closing fund balance based on the most recent 20 quarters unless authorized by a vote of the congregation.”

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

Same as above

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

Indefinite

Other Assets

Reserves (savings): \$230,000

Investments (other than endowment): \$0

Does your church have a parsonage? No

Describe all buildings owned by the church: Our church building and parking garage.

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

Which spaces are accessible to wheelchairs?

Both floors and all rooms are accessible to wheelchairs. Our chancel is accessible through a ramp and door behind the front wall.

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

First Congregational Church, Bellevue is a financially sound non-profit organization, and we seek to use our resources to support our mission.

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.

Our congregation has lived through changes in its life and identity. In the 1950s, as bridges were built to Seattle over Lake Washington, First Congregational grew tremendously, expanding in the new suburbs and becoming a place of movers and shakers in the community. In the mid-sixties, tumultuous times were also reflected in the church, with liberation theology preached in the pulpit and in guest speakers. Conflict grew in the church and many members left the church. A recently built Christian Education building needed to be sold. Yet, the congregation had found its new identity as a progressive voice in Bellevue.

In 1996, we became Open and Affirming (ONA). During this transition the church maintained open communication with the congregation and provided opportunities to learn more about LGBTQ+ experiences. We take our covenant with LGBTQ+ and our designation as ONA seriously. Our designation as ONA continues to draw people to our church. We have also learned that we need to be open to the movement of the Spirit to expand our welcome. In 2015, a high school youth of our congregation came out as transgender in presenting his senior sermon and received our congregation's applause of support. We were able to continue our conversations together, and in 2017 we extended our ONA statement to welcome a diversity of gender identity and expression. In June 2023, we co-hosted a choral event along with University Congregational, UCC called [Considering Matthew Shepard: A Choral Suite](#) which included original pieces and community speakers.

Here is the link to our presentation on YouTube: [Considering Matthew Shepard, A Choral Suite](#)

Over the course of conversations, from 2010 until 2014, we engaged with a process called "Shaping our Future." Its purpose was to determine our direction for a physical space because our beloved but aging building was surrounded by skyscrapers in a rapidly developing urban center. It was difficult to imagine leaving a space we had known and loved as we looked at the costs of staying and potential options to move. Over time, we learned the importance of congregational conversations and discussions which respect different points of view, but which allowed us to discern a vision together.

On Palm Sunday 2016, First Congregational Church, Bellevue, paraded from its historic home of 120 years to our new sanctuary. After more than 100 years in the same location, we moved to our new home within downtown Bellevue. Our new space is a light and airy renovated office building that we repurposed into a space for community, worship, and connection. Our new home allows us to live our values, creating a space for care and justice in downtown Bellevue. We remain committed to ministry in downtown Bellevue and act with courage together for how we are called as a church.



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

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.

A recent, significant example of addressing and managing conflict was the discernment process leading to the sale of our property and church building, then moving to our new site. Our church leadership did an excellent job over a number of years developing two separate projects to focus upon the different aspects of our decision.

The first project team (Shaping our Future) focused upon defining the needs of our church and options to address these needs up to and including leaving our existing facility.

The second project team (Embracing our Future) focused upon the emotional aspects of moving away from a physical building and long-standing traditions. Both of these project teams held countless informational meetings, sent out communication briefings, and addressed specific concerns that were raised. As a result, our congregation participated actively in the process of the move. We reached a consensus together and we moved together.

Over time, our church learned the importance of congregational conversations and discussions which respect different points of view and allow us to discern a vision together.

Ministerial History

Staff member's name	Years of service	UCC Standing (Y/N)
Harvey Buer, Senior Minister	1991-2005	Y
Deanna Murray, Associate Minister	1998-2000	Y
Gail Crouch, Associate Minister	2001-2004	Y
Tara Barber, Pastor, Minister of Family Life and Education	2004-2007	Y
Steve Lucas, Pastor	2007	Y
Multiple Interim Pastors	2007-2010	N/A
Kevin C. Brown, Lead Pastor	2010-2016	Y
Lisa Horst Clark, Lead Pastor, Pastor for Spiritual Formation	2011-Present	Y
Cristina Airaghi, Pastor for Children and Youth	2015-2019	Y
Patty Ebner, Pastor for Congregational Care and Outreach	2018-2023	Y

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

We have learned that we need collaborative leadership. We need to structure pastoral roles where autonomy is combined with communication as a staff team. We have learned that a successful pastor must have a working understanding of ministerial boundaries.

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

Yes

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?

More than 30 years ago.



4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION

4a. COMMUNITY VISION

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

Our faith compels us beyond our walls to love and serve our neighbors.

- ***Supporting those Experiencing Homelessness and those in Need.*** Our church hosts [PorchLight](#) (formerly Congregations For The Homeless) men’s shelter every November, and we founded [The Sophia Way](#) organization that provides shelter and outreach services to homeless women year-round. At Christmas, we run a gift drive to support clients of Bridge Disability Ministries in Bellevue.
- ***Open and affirming.*** Our church has been [Open & Affirming](#) since 1996, recognizing that all people are uniquely loved and valued by God. We have participated in pride events, hosted interfaith pride concerts, and advocated for equal rights.
- ***Immigrant welcoming*** We voted to become an [Immigrant Welcoming Congregation](#) to better follow the message of “love thy neighbor”. We have lived into this call through our communal welcome, along with efforts locally for supporting immigrants and immigrant justice.
- ***Environmental Justice.*** We are called by God to care for creation, to respond as a community to protect and sustain for future generations. At First Congregational Church, Bellevue, we are continually looking for ways that we can improve our sustainability practices and lead by example in our local communities. These ongoing efforts have included advocacy to lawmakers, education of ourselves and others, and service projects in our local community.

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

Our connections with different settings of the church have taken different forms based on the interests and availability to serve in our conference and denomination. All clergy attend the annual gathering of the Pacific Northwest Conference. Over the years, we

have had clergy and members of the congregation serve on committees for the conference, including Stewardship and Committee on Ministry. Many in our congregation have attended our conference camps at Pilgrim Firs and N-Sid-Sen. In 2019, the congregation hosted the conference's annual gathering. At times, our pastors have attended General Synod and participated in programs through the Pension Boards. All pastors are encouraged to participate in a Community of Practice.

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

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 deeply committed to our Open and Affirming and Immigrant Welcoming commitments. At present we are looking to work more deeply within these, before working on another UCC designation.

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

In interfaith work, we have developed a relationship with the Muslim Association of Puget Sound (MAPS), which has included welcoming a leader from their community to our pulpit, and multiple members of our community attending a multi-part series educating on the realities of Islamophobia. Our confirmation classes visit the houses of worship of other faith traditions to learn about what they believe and how they gather.

We also join other groups in service. Last year, we collected in-kind donations for MAPS's social humanitarian organization, specifically their program that supports refugees. Members learning about social justice collaborated with a local Unitarian church to write postcards encouraging voter turnout. We are a member of the longstanding Eastside Interfaith Social Concerns Council (EISCC), as well as supporting

prior sub-agencies of that organization addressing homelessness and childhood hunger in our community.

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

Our Mission:

To be an inclusive faith presence in Bellevue and beyond—claiming one God with many names and the Christian faith with many paths, offering an open welcome to all, affirming diversity, and advancing the work of justice in our world.

We regularly engage with our mission statement, as it is printed on the wall of our main meeting room and is often on the cover of our bulletins on Sunday morning. We work to be sure our activities match our call-in community.

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 feel the call of faith to service within our wider community. This pastoral role is predominantly focused within the congregation on Faith Formation, and we welcome leadership that would help us live into our faith through service and witness. Outreach relationships outside the congregation will be determined between pastoral staff based on communication and passion. The new pastor should help enrich our children and youth faith experience through outreach.

4b. MISSION IN-SITE

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?

FCCB serves the larger Eastside of Seattle as well as Bellevue specifically. We are one of the larger progressive congregations in the area. Our immediate community is highly racially and ethnically diverse and Bellevue is a majority-minority city. Bellevue has one

of the largest populations of people of Asian descent per capita in the country, and is relatively young, with ~60% of the population under the age of 44.

In many ways, our congregation does not reflect the demographics of the city. We are majority white and older; however, we are seeing some shifts in the recent growth of the church towards younger and more diverse members and visitors.

Our congregation is passionate about our commitment as an Opening and Affirming Congregation. This is reflected in how we welcome and make space for people who identify as LGBTQ+. We are active in the larger community in supporting equality for all people. In the larger Seattle area, 5% of adults identify as LGBT, our congregation has a higher proportion of adults who identify as LGBTQ+. In our youth population, we have a significant number who identify as LGBTQ+. The larger congregation is intentional about learning from our youth about how to love and support them as they discover who they are.

Bellevue in general is a wealthy community, with a median income of twice the national average. The city has a high cost of living driven by housing costs, which puts particular strain on people with lower incomes. Our congregation has a range of economic situations, including many who are impacted by the housing crisis. FCCB has been at the heart of the fight to expand both emergency and transitional housing in Bellevue. We partner with several local organizations that directly support people impacted by the lack of affordable housing.

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

As a downtown church, we are known for our work with homelessness, including advocacy with Bellevue City Council. Open and Affirming commitments and interfaith partnerships are key. We often are able to host music events that bring the wider community together.

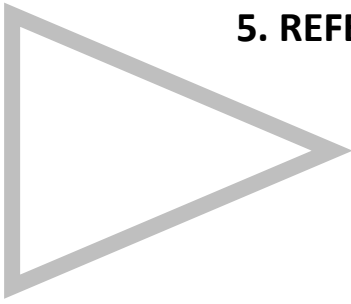
What do new people in the church say when asked what got them involved?

People say that our church was warm, welcoming, and aligned with their values. Our longstanding and ongoing commitment to being Opening and Affirming is often mentioned. The congregation is busy, so there are diverse opportunities for individuals to share their gifts and find their niche. The word cloud below depicts ways people in the church describe why they got involved.





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.

REFERENCE 1

Heidi Blythe: Former Interim Church Staff Member
(heidi.blythe@hotmail.com)

December 22, 2023

To Whom It May Concern:

It is my deep pleasure to write about my experiences in music and faith with First Congregational Church, Bellevue. I have known this congregation since 2017 in my role as Director of Music at University Congregational United Church of Christ and as a temporary music leader at FCCB.

In 2017 I collaborated with Dennis Coleman, Stephen O’Bent, and others on a presentation of the Fauré *Requiem*. This project brought together four UCC choirs and their directors at the gorgeous FCCB facility. The synergy with the UCUC and FCCB leaders and musicians was obvious, and in 2019 our two congregations presented *Street Requiem* by Mc Guire *et al.* We were due to present John Muehleisen’s *Borders* in 2020, but the pandemic put a halt to those plans.

Each of these joint presentations involved months and weeks of coordination and rehearsal. Through this process, I witnessed the enormous value FCCB places on music and the arts. The music staff, including Dennis Coleman, Stephen O’Bent, Laura Ouimette, and Nancy Bent, is

uniformly excellent – engaged, responsive, kind, and cheerful. There’s lots of buy-in from the choir and instrumentalists alike. The culture reflects that of the congregation at large – relaxed and upbeat. This easeful attitude combines with commitment and skill; creative, musically and spiritually sensitive presentations are bread and butter at FCCB.

If these were my only experiences at First Congregational Church, Bellevue, I could already recommend them with confidence. But I also had the pure joy of serving as interim music director during Stephen O’Bent’s paternity leave. I left every rehearsal and service invigorated and fulfilled. The choir is a supportive, good-natured, and skilled group of individuals. Thanks to a long culture of tradition and innovation, they are ready for anything. I found them to be facile and willing musicians, responsive to different techniques and interpretations. I believe this to be related to the individual singers as well as the musical culture.

During my time as music leader, I interacted several times a week with Pastor Lisa Horst-Clark. Even while recovering from a concussion, Lisa was an efficient, optimistic, and spiritually engaged leader (I find myself wanting to say “kickass” because she is!). Her ability to prioritize and delegate made her leadership look effortless—no mean feat while recovering from brain injury. Simply put, Lisa is one of the most capable leaders I’ve worked with in my 13 years as a church music director.

This church has many strengths; an area for improvement might be the youth program. The leaders are committed and engaged, but my understanding is that it’s been in a state of flux. I come from a congregation where youth and family ministries is a huge strength, so this observation comes from that perspective.

I find myself returning to the descriptors *easeful*, *cheerful*, *optimistic*. This congregation is a lovely mix of all three. And yet, I had many a meaningful, spiritually satisfying experience there. Run, don’t walk, to check out this congregation.

With gratitude,

Heidi Wyllis Blythe

REFERENCE 2

Shannon Hamrick: Faith Formation Volunteer
(revshannon@gmail.com)

Shannon Hamrick
RevShannon@gmail.com

December 31, 2023

Dear Prospective FCC Bellevue Pastor,

My name is Shannon Hamrick and I am an ordained clergy person in the United Methodist Church in Dallas, Texas. My family lived in Washington state for a time, during which we found a welcoming church home at FCC Bellevue. We worshipped there for over three years and experienced more warmth and involvement than in the local United Methodist churches we participated in.

FCC Bellevue has a culture of hospitality and welcome. Our first Sunday as visitors, we didn't even make it into the sanctuary before our young son was personally greeted and invited to children's programming. Parishioners recognized that we were visitors and made a point of learning about us and orienting us to the church community. Pastor Lisa makes it clear in the first moments of each Sunday that every person is welcome. In our time there, members initiated events like book clubs and game days to build community. The congregation is interested in knowing each other and sharing life together.

FCC Bellevue is intentional and encompassing in extending their ministry. I served on the Children and Youth Ministries committee and appreciated the care with which the members considered the wide variety of interests, needs, ages and gifts of the children in the program. They were thoughtful about providing a safe, welcoming space for all children and youth, along with solid adult leaders to whom the participants could relate. During the Covid shutdown, I was able to work with a group led by Pastor Lisa who aimed to connect congregants near and far as a part of worship. The spirit of the group was to help all who worshiped online to experience a sense of connection and God's love in community.

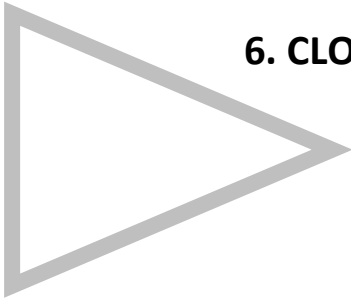
FCC Bellevue cares for all of God's children, both within the congregation and beyond. When my family arrived at the church, we were hurting and felt disconnected from church community. Pastor Lisa reached out to learn about who we are and help us get involved to the extent we chose. I had surgery shortly after beginning our tenure there, and Pastor Patty visited me in my recovery; she also checked in with my husband when his mother passed away shortly after that. And when we prepared to return to Texas in 2021, the church gifted us with prayer shawls that we still use today. It was such a blessing to wrap ourselves in FCC love, remembering our experiences and community there, while we journeyed back home to Texas.

As far as improvement in the church's ministry, I am at a loss. I had a personal preference of giving more depth and attention to the Eucharist than I experienced there, but that might be the difference between United Methodism and Congregationalism. Overall, my family experienced this church as intentional and thoughtful, self-reflective and open, drawing in and reaching out. The impression I have is that it is a place that expects a thoughtful, mature, engaged staff and will go to great lengths to care for each other – both staff and congregants. Our family deeply grieved leaving FCC Bellevue and still – two years after leaving – talks about our time there with great affection and some longing for all that the church embodies.

I am honored to provide this reference for FCC Bellevue.

In grace and peace,

A handwritten signature in black ink, appearing to read "Shannon M. Hurd". The signature is written in a cursive, flowing style.



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

**O Holy One, our profile is posted
Filled with facts, figures, photographs, and dreams
Much discussion and each section tested
Vision and accuracy—goals of our team
It's but a sample of what's in our hearts
Our love for our church, also the city
We feel deep connections are where love starts
We're a church affirming diversity
Engaging with children, adults and our teens
And an entire faith community
A vital role where our pastor is seen
Sharing love, faith, spirituality
We seek your blessing on those who will read
And pray that one's calling matches our needs**

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 a 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.

Which individuals and groups in the church contributed to the contents of this Local Church Profile?

- Pastoral Search Committee:
 - Brian Thorngate: Committee Leader
 - Jean Bell
 - Jim Bechtold
 - Kathryn Blackley
 - Cady Dannemiller
 - Margaret Stork van Swelm
 - Randy Wallingford
 - Lisa Horst Clark: Lead Pastor
- Staffing Task Force Committee
- Church Council
- Congregational Survey

Signed: Brian Thorngate

Brian Thorngate / Pastoral Search Committee Leader / January 21, 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:

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