

## Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

# INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who  
are  
we

Who  
is our  
neighbor

Who is  
God  
calling us  
to become

?

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

MINISTERIAL EXCELLENCE,  
SUPPORT & AUTHORIZATION

**UNITED CHURCH  
OF CHRIST**



# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

**First Congregational Church**  
Stockton, California

Settled Pastor

Northern California-Nevada Conference

April 8, 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.

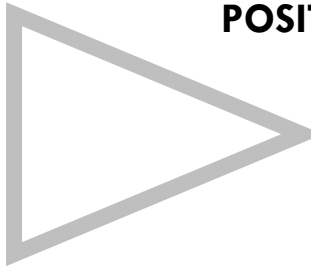
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. 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 storytellings and many prayers, and 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.



## POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

### LISTING INFORMATION

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Church name: The First Congregational Church of Stockton UCC  
Street address: 3443 Deer Park Drive, Suite B, Stockton, CA 95219  
Supplemental web links: [www.firstcongregationalstockton.org](http://www.firstcongregationalstockton.org)

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

Conference: Northern California-Nevada Conference

Association: Sacramento Association (Conference acts on behalf)

UCC Conference or Association Staff Contact Person: Rev. Davena Jones

Title: Conference Minister

Phone: (510) 247-8990

Email: [davena@ncncucc.org](mailto:davena@ncncucc.org)

Summary Ministry Description:

We are currently in a period of transition and re-evaluation. We strive to keep our congregation unified as we face less attendance at Sunday Worship. We continue to visit our members who cannot attend because of advanced age or illness. We continue to reach out to our community, feed the homeless, work with the Family Promise Project, and stay involved with local LGBTQ activities. We are a caring and inclusive congregation. We are financially secure, and we seek membership growth. Our long-term goal is to be a dynamic congregation with a strong youth program to attract young families. We need a solid and exciting music program. We live-stream our Sunday service to reach a more comprehensive number, but something needs to be added because Sunday live attendance is dropping. To get to where we want to be, we need new members with energy, new ideas, and the enthusiasm to make changes happen. We need

to reflect on where we are, evaluate what we can do to make necessary changes, plan our next steps, and act with our future in mind. We want to involve the whole congregation on this faith journey, and we want young families to join us. We want to involve college students and the LGBTQ community as well.

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):

We value living in our area because of the lower cost of living compared to the San Francisco Bay Area, and because it is safe and well maintained. There are good schools and shopping nearby. There is convenient access to airports and larger communities with more employment opportunities and additional entertainment.

Current size of membership: 43

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

Position Title: Pastor

Position Duration (*choose one, delete the other options listed*):

Settled

Compensation Level (*choose one, delete the other options listed*):

Full Time

Does the total support package meet conference compensation guidelines?

Yes

## **SCOPE OF WORK**

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

Preaching and worship leadership

Work improving outreach to children, youth and families

Attend monthly Cabinet meetings and work closely with committees

Conduct Bible or other adult studies

Hospital visitation

Homebound member visitation

Assist with other aspects of the church as needed.

Core Competencies:

Caring

Personable

Progressive

## COMPENSATION AND SUPPORT

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Salary Basis: \$70,000-\$80,000 based on experience

Cost of Living for San Joaquin County: \$3,500

Social Security and Medicare Offset: 0.0765% of Salary Basis (\$5,355-\$6,120)

Pension: 14% of Salary Basis (\$9,800-\$11,200)

Health Insurance (Family health, vision and dental): \$17,500

Life & Disability Insurance (1.5% of Salary Basis): \$1,050-\$1,200

Expenses: \$3,000

Moving Expenses to be negotiated

Total Compensation: \$110,205-\$122,500: negotiable based on experience.

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.

We expect our minister to live nearby for convenient commute.

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

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

Clergy support through the Committee on Ministry, Section B, Clergy Communities of Practice and trained coaches.

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

## WHO IS GOD CALLING TO MINISTER WITH US?

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



Dynamic inspirational sermons with worship services that inspire congregation growth.  
Growth in membership and participation of youth  
Engaged activity in the community and outreach  
Reaching out to the LGBTQ community, welcoming them into our congregation  
Nurture our members through counseling, visiting shut-ins, and social participation.  
Must communicate in writing and speaking using excellent skills in English.  
Ability to connect with all ages and the digital social-media world  
Leading faith formation effectively across generations.  
Empower the church to be faithful to God's call, reflective of Christ's mission, and open to the words of the Holy Spirit.

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

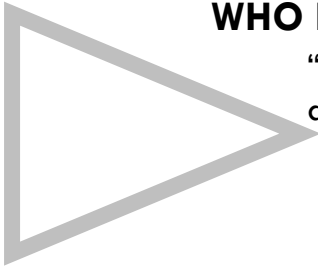
Communicating with the Cabinet and Congregation about issues beyond the walls.  
Participating in the local Ministerial Association.  
Engaging in the community through various activities and social connections.  
Interaction with community groups, such as governmental and NGOs.

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

N/A

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.

Strengthening inter-and intra-personal assets  
Engaging Sacred stories and traditions  
Working together for justice and mercy  
Exhibiting a spiritual foundation and ongoing spiritual practice



## 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?

Accepting of new people and new ideas

A safe church home for families, young people, the LGBTQ community, and others.

We have been distressed by the large number of homeless in our community. For 10 years we have provided peanut butter and jelly sandwiches to the homeless. Each Christmas we participate in an Adopt-a-Family program to provide gifts and clothing to a needy family. We are currently providing food in conjunction with a neighboring United Methodist Church, that is housing homeless families as part of the Family Promise in San Joaquin County.

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

We actively reach out to the LGBTQ+ community through both internal and external means.

We note the unhoused issue through our Peanut Butter & Jelly Ministry and through Family Promise.

## WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

## CONGREGATIONAL REFLECTIONS

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Describe your congregation’s life of faith.

Our congregation’s life of faith is centered around following the caring ways of Jesus. We accept all people as Jesus did, no matter their gender, race, sexual orientation or identity, or economic status. We are generous to those less fortunate in our community, especially the homeless. We are like a family and when one of our members is ill or in need of our help, we are there to do what we can. We work together to share the load of maintaining our church without thought of the time and effort it takes.

We are faithful and believe in the power of prayer. We come from mixed backgrounds in our foundations of faith, but we have come together as a caring family unit. We love each other and support each other through life’s journey.

Describe several strengths or positive qualities of your congregation.

Positive strengths and qualities of our congregation are first the willingness of members to generously give of their time, completely without reimbursement. Many hours are spent in keeping the church running smoothly. Our members are asked to use their varied knowledge and experience to improve the life of our church by attending meetings, helping plan events in the life of the church, and taking part in the physical work to make things happen in the church. Our church members are generous not only with their time and talents, but with the funds to keep the church going. We value each other and the unique abilities and personalities of our members.

Describe what worship is like when your congregation gathers.

When our congregation gathers to worship, there is a good feeling in the room as members greet each other warmly. The big screens display items that are happening that week, to keep members informed. Music is softly offered by Josh at the piano. When the Pastor and Liturgist come up the aisle from the back, everything becomes quiet. At that time, current announcements are made. Josh plays an intro-piece and the service begins. Everything is displayed on the screens and members can choose to follow with the bulletins or with the screens. Participation in the singing is light and the choir is very small. The service is traditional in style. The members are focused and participate wherever required. The room feels warm and friendly, though many seats are empty. We use the Chalice Hymnal, the New Century Hymnal and the Spirit Anew Hymnal which provide variety in the music during our services. We strive to be welcoming and friendly to everyone.

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

We currently have a Bridge Pastor, giving weekly Bible studies for adult attendance. Our young people participate at the tech desk running the service on the screens, help set up for communion, distribute handouts and hymnals when required, and help with the church decorations when needed.

**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*

- When it comes to decision-making, how many hours are spent in meetings per month? Generally, just one Cabinet meeting of under 2 hours.
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished? When Covid shut down our church facility, we continued to contact members directly and moved services and studies to online and outdoor services.
- 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.

## 11-YEAR REPORT

*(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite) Spoke with Rev. Bill on 3/5. Updating. Deadline is 3/6 at midnight.*

## CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	25	Everyone is considered a member.
Number of non-active members:	18	
Total of church participants (sum of the numbers above):	43	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	74%	
Less than 10, more than 5 years:	16%	
Less than 5 years:	7%	

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
0	4	0	0	3	0	4	16	16	

Percentage of adults in various household types:

	<i>Is this number an estimate? (check if yes)</i>

Single adults under 35:	9%	
Households with minors:	5%	
Single adults age 35-65:	0%	
Joint households with no minors:	14%	
Single adults over 65:	72%	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	100	
College:	17	
Graduate School:	4	
Specialty Training:	2	
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	8	
Adults who are retired:	27	
Adults who are not fully employed:	4	

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

Workers in school systems as educators and classified employees. Office personnel.

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?

Primarily white. One Hispanic member. We have traditionally had persons of Filipino extraction, but have none at this time (they chose not to move with the church and are now attending a Filipino Roman Catholic Church).

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

No. We are open to having this conversation in the future.

## PARTICIPATION AND STAFFING

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

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	8	Pastor, Lay leaders
Baptisms ( <i>number last year</i> )	2	
Children's Groups or Classes	0	
Christmas Eve and Easter Worship	30	Pastor, music director
Church-wide Meals	4	Lay leaders
Choirs and Music Groups	4	Music director
Church-based Bible Study	8	Pastor
Communion ( <i>served how often?</i> )	20	Pastor once per month
Community Meals	3	Lay leaders
Confirmation ( <i>number confirmed last year</i> )	3	
Drama or Dance Program	0	Lay leader

Funerals ( <i>number last year</i> )	4	Pastor
Intergenerational Groups	0	Lay leader
Outdoor Worship	0	Pastor, Lay leaders, music director
Prayer or Meditation Groups	5	Lay-led prayer chain
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings ( <i>number last year</i> )	0	
Worship (time slot: 10:00am)	20	Pastor, Lay leader, music director
Worship (time slot: _____)		
Young Adult Groups or Classes	0	
Youth Groups or Classes	0	
Other: Sunday School classes	0	Lay leaders

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)
Rev. William Pifer-Foote	3	N/A	Bridge Pastor	Y
Rev. Erin King	No	N/A	Occasional supply	Y



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: (See Chart Above)

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
Office Assistant	no	Part time	Pastor	Less than a year
Music Director	no	Part time	Pastor	5 years

## CHURCH FINANCES

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

Source: 2023 Financial Reports	Amount
Annual Offerings and Pledged Giving	\$41,739
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$ 0
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$ 0
Fundraising Events	\$ 0
Gifts Designated for a Specific Purpose	\$ 0
Grants	\$ 0
Rentals of Church Building	\$ 18,613
Profit on Sale of church building	\$ 1,067,738
Support from Special events	\$ 1,703
Transfers from Special Accounts	\$ 0

Other (specify): Bequest from former member	\$ 500,000
Other (specify): Interest	\$ 938.
<b>TOTAL</b>	<b>\$ 1,630,731</b>

Current annual expenses (dollars budgeted for most recent fiscal year): \$133,042.78

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

36%

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?

The Cabinet proposes a Basic Support line item each year, which is voted on by the Congregation.

What is the church's current indebtedness? \$0

Are capital and other payments current? Yes

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.

We are currently leasing our church space.

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

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

Year(s)	Purpose	Goal	Result	Impact
	N/A	\$	\$	
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
	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? No. Our invested funds are available for use.

What is the market value of the assets? \$2,529,958

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

Only when needed.

What is the percentage rate of draw (last year, compared to 5 years ago)? 0% last year; N/A 5 years ago.

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

Bequest from former member helped to meet operating expenses last year and before that rental of the building and draws on invested funds; N/A 5 years ago.

At the current rate of draw, how long might the endowment last? N/A; Based on projected draw our investments would last more than 10 years.

Please comment on the above calculations or estimates:

Because we sold the previous church building, we have investments of over \$2,500,000 with UC Funds, as well, the Bower bequests of \$725,000. We estimate we will be financially secure well into the future.

#### Other Assets

Reserves (savings): \$251,494.17

Investments (other than endowment): \$2,529,957.96

Does your church have a parsonage? No

Describe all buildings owned by the church: None

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

We recently sold our church building at 3409 Brookside Road, Stockton. We are now leasing a 3000 sq. ft. space at 3443 Deer Park Drive, Suite B, and 400 sq ft of storage space is being used for items not currently being used.

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

All spaces are accessible.

01/18/24

**First Congregational Church of Stockton**  
**Profit & Loss YTD Comparison**  
 December 2023

	<b>Dec 23</b>	<b>Jan - Dec 23</b>
<b>Income</b>		
3010 · Pledges	1,365.00	27,324.62
3020 · Sale of Property	0.00	1,067,737.81
3050 · Identified Gifts	505.00	13,601.00
3080 · Plate	80.00	813.17
3110 · Facility Use	0.00	13,500.00
3120 · Brookside Lake Event Center	0.00	5,112.82
3160 · Bequests	0.00	500,000.00
3170 · Special Events Income		
3176 · Holiday A'Faire	0.00	100.00
3170 · Special Events Income - Ot...	0.00	1,603.00
<b>Total 3170 · Special Events Income</b>	0.00	1,703.00
3190 · Interest Income	21.79	355.12
3192 · Interest Income_UCF	0.00	582.15
<b>Total Income</b>	1,971.79	1,630,729.69
<b>Gross Profit</b>	1,971.79	1,630,729.69
<b>Expense</b>		
4000 · Minister		
4010 · Minister's Salary	400.00	4,800.00
4020 · Pulpit Supply	250.00	1,750.00
4050 · Housing	475.00	5,700.00
4070 · Minister_Health Insurance	180.00	2,160.00
4095 · Mileage	592.80	6,092.80
4120 · Pastor Discretionary Fund	27.50	487.41
<b>Total 4000 · Minister</b>	1,925.30	20,990.21
4125 · Music Director		
4130 · Music Director Salary	1,000.00	10,050.00
4131 · Soloists	200.00	800.00
<b>Total 4125 · Music Director</b>	1,200.00	10,850.00
4145 · Administrator		
4150 · Administrator Salary	0.00	4,340.10
4155 · Newsletter Compensation	100.00	1,100.00
<b>Total 4145 · Administrator</b>	100.00	5,440.10
4160 · Custodian	400.00	4,600.00
4200 · Payroll Expense	134.10	2,798.93
4302 · Building rental	7,998.00	31,992.00
4303 · Misc. Expenses	0.00	473.41
4305 · Office		

01/18/24

**First Congregational Church of Stockton**  
**Balance Sheet**  
As of December 31, 2023

	<u>Dec 31, 23</u>
Net Income	1,497,686.91
Total Equity	<u>2,951,203.01</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b><u><u>2,952,350.58</u></u></b>

01/18/24

**First Congregational Church of Stockton**  
**Balance Sheet**  
As of December 31, 2023

	<b>Dec 31, 23</b>
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Checking/Savings</b>	
1010 · Checking_Bank of Stoc...	41,166.11
1020 · Savings_Bank of Stockton	251,494.17
<b>Total Checking/Savings</b>	<b>292,660.28</b>
<b>Other Current Assets</b>	
1030 · Petty Cash	73.46
1062 · United Church Foundat...	2,529,957.96
<b>1110 · Prepaid Contracts</b>	
1110f · Hefferman Insurance	931.62
1110I · The Hartford	781.70
<b>Total 1110 · Prepaid Contracts</b>	<b>1,713.32</b>
1220 · Rental deposit	7,500.00
<b>Total Other Current Assets</b>	<b>2,539,244.74</b>
<b>Total Current Assets</b>	<b>2,831,905.02</b>
<b>Fixed Assets</b>	
1230 · Furniture & Equipment	120,445.56
<b>Total Fixed Assets</b>	<b>120,445.56</b>
<b>TOTAL ASSETS</b>	<b>2,952,350.58</b>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
<b>Accounts Payable</b>	
20000 · Accounts Payable	1,092.12
<b>Total Accounts Payable</b>	<b>1,092.12</b>
<b>Other Current Liabilities</b>	
2070 · Accrued P/R Taxes	57.45
24000 · Payroll Liabilities	-2.00
<b>Total Other Current Liabilities</b>	<b>55.45</b>
<b>Total Current Liabilities</b>	<b>1,147.57</b>
<b>Total Liabilities</b>	<b>1,147.57</b>
<b>Equity</b>	
2500 · Opening Balance Equity	1,453,516.10

01/18/24

**First Congregational Church of Stockton**  
**Profit & Loss YTD Comparison**  
December 2023

	<u>Dec 23</u>	<u>Jan - Dec 23</u>
4310 · Office Supplies	0.00	493.48
4350 · Postage	0.00	265.00
4730 · Bank Fees	0.00	154.43
4731 · Copier	125.10	1,991.89
4305 · Office - Other	0.00	1,921.64
<b>Total 4305 · Office</b>	125.10	4,826.44
4330 · Pantry Supplies	0.00	0.00
4400 · Storage rent	793.00	4,450.37
4419 · Insurance	931.62	10,472.65
4420 · Workers Compensation	111.66	1,234.80
4421 · Security_Fire Alarm	0.00	1,860.38
4422 · Utilities		
4390 · Telephone	157.75	2,126.74
4425 · Gas & Electric	0.00	6,737.71
4430 · Refuse Disposal	0.00	1,875.74
4431 · Sewer/Storm Drain	0.00	584.10
4432 · Water	0.00	1,261.03
<b>Total 4422 · Utilities</b>	157.75	12,585.32
4450 · Building/Maint/Repair	500.00	10,069.92
4520 · Maintenance Supplies	0.00	1,550.84
4700 · Conference Dues	0.00	1,200.00
4721 · Brookside Fees	0.00	3,141.43
4740 · Mortgage Interest	0.00	4,505.98
66900 · Reconciliation Discrepancies	0.00	0.00
<b>Total Expense</b>	14,376.53	133,042.78
<b>Net Income</b>	<u><b>-12,404.74</b></u>	<u><b>1,497,686.91</b></u>



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

Our congregation is made up of many retired people, who even though living on fixed incomes are very generous to the church with their money and time. This past year we sold our building and have invested over \$2,500,000 securely with UC Fund. We also received large bequests from the estate of a deceased member.

Our plan is to hire a full-time pastor to guide us in making a new start as a congregation. We have been in Stockton for over 150 years and want to continue to be welcoming and caring force in this community. To this end, we are searching for a pastor who has the gifts for essentially a new church start, but with a strong base of current members.

### **Major Budget Change:**

In June of 2018, our minister of ten years retired and after serious deliberation, we decided that we could only pay 50% of his salary. Even with this change, we needed to rent out space in our building for events, in order, to not be in deficit. This led to the recent decision to sell the building and use the funds to make a new start.

### **How is the budgeting process done?**

Based on results from the prior year's operating needs, plus the current Stewardship Campaign, the treasurer generates a budget, which is first approved by the Cabinet and later by the membership at a Congregational Meeting.

### **New ministry initiative:**

We are currently getting involved in Family Promise, an organization made up of several churches that house homeless families for a short period of time to help them be able to transition to their own housing. Our participation by preparing and serving meals at one of these churches.

## **HISTORICAL INFORMATION**

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Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

Perhaps the most memorable activities of the last 14 years, were the move to the Brookside location and staying there for 12 years, then selling that building, and moving to our current location on Deer Park, our becoming an ONA congregation and our celebration of 150 years as a church in Stockton.

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

Voting to move to a new location. It took much hard work to come to this decision, and several members decided not to move with the congregation to its new location. While this created a smaller congregation, those who chose to move are united in their support for our new location and the opportunities it offers.

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

We give time to hear all sides of an issue, and then after trying to reach consensus, move on from there.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. William Allen Pifer-Foote	3	Y
Rev. Jeff Hopson	10	Y
Rev. Amy J. Johnson, Associate	6	Y
Rev. Dennis Johnson	8	Y
Rev. Sally Stevens Smith	5	Y

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

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

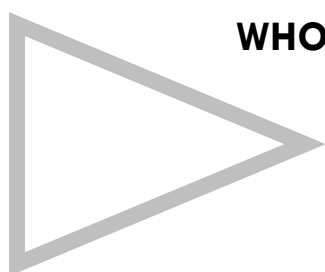
Yes-In the early 1990s one pastor was terminated by a near unanimous vote of the Congregation.

Has your church been involved in a Situational Support Consultation?

No

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

No



## WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

MISSION InSite

## COMMUNITY VISION

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

The relationships and activities of our congregation reach out to help the homeless with sandwiches made every two weeks. In the past events like the Crab Feed, Jazz and Coffee evenings, the Holiday Affaire and Spaghetti suppers were open to the community as well as members. We all work together to make these activities a success and plan to continue at our new location.

Funds raised from many of our events have been used for needs in our community. Our members keep informed about what we can do to help in our community and often spearhead our involvement in community activities. Currently some of our members are working with Family Promise, a church-run program to help homeless families save money by staying rent free in churches, until they can afford a home of their own. We have been providing meals for these families.

We have worked with a fraternity from the University of the Pacific for several years. They have helped with yard work, painting, cleaning, and recently they helped with our move. In turn, we provide them with a place to meet free of charge.

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

We have sent delegates to Association and Conference meetings as well as to General Synod. We chose to join the Sacramento Valley Association, after the Association we are in geographically, chose to no longer function.

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

- |  |  |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A)           | <input type="checkbox"/> 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 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 would be open to working on these as they were brought forward (for example, in the past we worked with the United Farm Workers).

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

Family Promise and Peanut Butter & Jelly are the two we are currently participating in, but we are open to other interdenominational/interfaith ministries.

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 church covenant states that we “are committed to following the footsteps of Jesus: welcoming, accepting and loving others along the way.” We proclaim that we “are an inclusive and diverse church; a place of unconditional love that inspires all individuals in our community, regardless of race, culture, age, gender identity, gender expression, sexual orientation, abilities and socio-economic status.” From worship to fellowship to meetings, we try to orient ourselves along these lines, knowing that we may fall short of our ideals. But we spend the bulk of our time trying to live up to them and not spend it on the minor details that often bog churches down. One benefit of moving into rental space is that the time we previously spent on building maintenance and supervising rentals is now able to be used for more productive ministry.

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

We expect that they will spend significant time on such activities.

## MISSION InSite

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N/A No longer using.

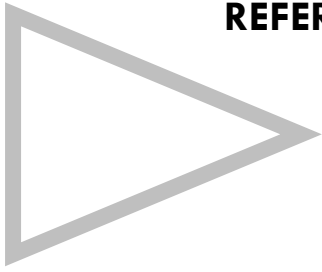
What do you hear when you talk to community leaders and ask them what your church is known for?

We are known for our work with the homeless and that we are a “liberal” church.

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

They are glad that everyone is welcome and that the church is warm and welcoming. Being United Church of Christ was noted as a positive. They are happy that they are asked to use their skills.

## 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: Steve Werner / Owner / Werner Properties

209-608-1120 / Steve@WernerProperties.com / The Realtor who helped facilitate our move

March 12, 2024

Re: First Congregational Church

I am writing this letter to highly recommend First Congregational Church as a beautiful addition to our community in Brookside in Stockton, CA.

I have had the pleasure of working closely with E.J. Sugar and other members of the executive team and Board of Directors this last year when they recently sold their previous building/location. My family and I recently attended a service and felt a sense of belonging from the moment we arrived. We were deeply moved by the message and the music and impressed by the live-streaming technology they had set up to share the service on Facebook. The feeling of Spirit and community was palpable, and we are eager to attend service again very soon. The benefits of attending services at First Congregational Church include a welcoming community, inspiring messages, uplifting music, and the convenience of live streaming for those unable to attend in person. Feel free to call me, as I can't say enough great things about First Congregational Church. Best Regards,

*Steve Werner*

Steve Werner  
Broker, Werner Properties, Inc. (209) 608-1120

## REFERENCE 2

Name / Position / Setting: Rita Steele / Coordinator for Mercy Peddlers  
858-414-3020 / kyrsteele@sbcglobal.net / A local ministry we work with

We are called on, not only to meet as a church family, but to share God's love. We are fortunate to have two excellent opportunities to share with others in our Stockton community. One is FAMILY PROMISE of San Juaquin. The other is MERCY PEDALERS. I have been involved with both for just over a year now and am the coordinator of both at Holy Cross United Methodist church. I urge you to join me in these meaningful endeavors. As part of Family Promise Holy Cross partners with First Congregational to house and feed up to four homeless families for a week at the Holy Cross facilities. First Congregational is our support congregation and provides 3 dinners and a sumptuous Saturday breakfast for the families in the program. That breakfast I would say is the highlight of their week with us. Holy Cross is a small congregation also. It would be very difficult to manage independently without the help of the caring volunteers from First Congregational: EJ Sugar, Susie Freas, Judy Masterson, Nina Freedom. After their week with us, the families move on to other churches and synagogues until they find jobs and housing.

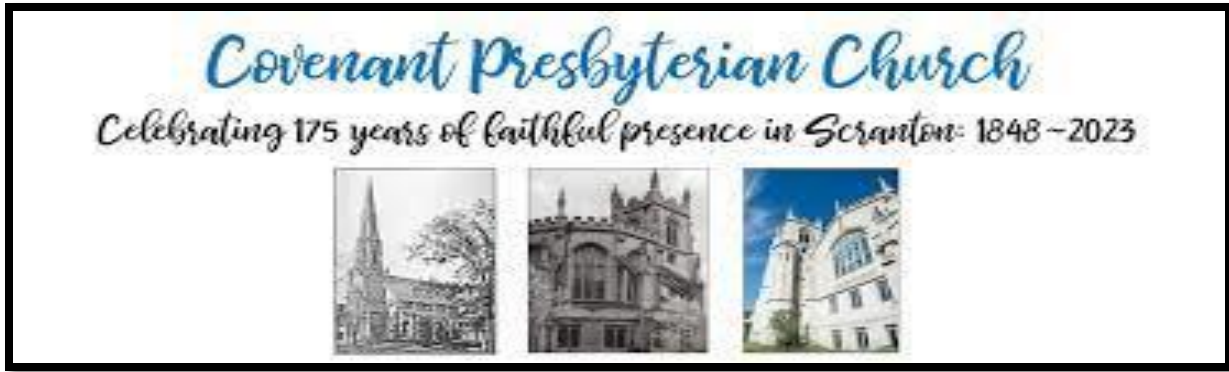
Mercy Pedalers began in Sacramento, then came to downtown Stockton and now we have 3 North Stockton teams going out from Holy Cross UMC. In downtown we travel on 2 wheel bikes with a tall cabinet in the back basket. In North Stockton we go by car, and we cover 12+ miles to take coffee or hot cocoa, a fruit and a peanut butter sandwich and cookie or muffin to unhoused people that we see. We stop wherever we see someone in need. When we started February 2023, we were giving out ½ sandwiches. We now give 135 + bagged lunches every week with a whole sandwich! Some are donated bagels. First Congregational Church has been providing 100 peanut butter sandwiches every other week for us for the last 3 months. Also, Judy Masterson has signed on as one of our regular monthly bakers. This has been a real blessing. Instead of having to buy peanut butter, bread, and jelly, we have been able to buy gloves and hats and socks to give out. Partnering with the volunteers at First Congregational has been a tremendous help, and we are deeply grateful for their support.

Rita Steele 858 414-3020

kyrsteele@sbcglobal.net

## REFERENCE 3

Name / Position / Setting: The Rev. Jeff Hopson  
209-337-8493 / Jeffhopson@gmail.com / Former pastor of First Congregational



March 2024

To any saint contemplating Stockton!

I loved my time at First Congregational Church, Stockton. It was, without doubt, the congregation that treated me best. (nine churches now over 37 years)

I know they are in a rebuilding season. My perspective on potential candidates for membership in Stockton was very high. I cannot think of another church in the area with more potential!

'Tis a time of challenge for Christian churches nationally. And worldwide. Still, these folks will love you. If you give them heart and soul, you will be rewarded. Stockton has some extraordinary saints; I believe the best may be yet to come.

I wish FCCS the best! May God guide them and you to New life!

In God's grip,

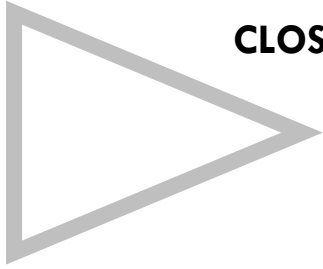
Rev. Jeff Hopson

(Transitional Pastor, Covenant Presbyterian, Scranton, PA)

Should you want to visit with me more personally, feel free to connect via email or phone.  
[JeffHopson@gmail.com](mailto:JeffHopson@gmail.com)

610 425 2920





## **CLOSING THOUGHTS**

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

### **CLOSING PRAYER**

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

Most Sundays, we conclude the service with “Let There Be Peace on Earth.” This song, introduced shortly after the Russian invasion of Ukraine, reminds us of our commitment to work for peace everywhere: internationally, locally, within our families, and within our congregation. We expect any pastor to keep this dream of peace alive. We can only do the work God calls us to do in unity and peace.

## STATEMENT OF CONSENT

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

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

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

Prepared by the Church Cabinet in consultation with other members of the congregation.

2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

## VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: *First Congregational Church is in good standing with the Bay Association in the Northern California Nevada Conference*

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

Staff Comment: *To my knowledge, the information provided for FCC Stockton is complete.*

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

Staff Comment: *The presented financial report of FC Stockton is presently thorough, to the best of my knowledge.*

My signature below attests to the above three items.

Signature: 

Name / Title: Rev. Dr. Davena Creer-Jones/ Conference Minister

Email: davena@nncucc.org

Phone: (510) 359-7208

Date: April 8, 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*