

LOCAL CHURCH PROFILE

*Who Are We
Now?*

*Who Is Our
Neighbor?*

*Who Is God
Calling Us To
Become?*

*First Congregational
United Church of Christ
“Boise First”*

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

First Congregational United Church of Christ

Boise, Idaho

Settled Pastor

Central Pacific Conference, Idaho Association

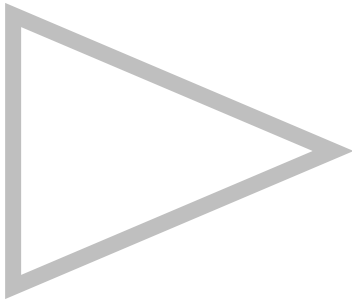
June 2024

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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 United Church of Christ

Street address: 2201 Woodlawn Avenue, Boise, Idaho

Supplemental web links: <http://www.boisefirstucc.org>

Additional ecumenical affiliations:

None

Conference:

Central Pacific Conference

Association: Idaho

UCC Conference or Association Staff Contact Person:

Rev. Tyler Connoley, Conference Minister

Central Pacific Conference of the United Church of Christ

PO Box 22588

Portland, OR 97269

tyler@cpcucc.org

575-956-3316 (Mobile)

Boise First Church Profile

Summary Ministry Description:

As a progressive Christian community, we strive to actively reflect God's love as we care for one another and engage in worship, education, inclusive hospitality, and compassionate action for social justice. We are striving to be a beacon of open-minded Christianity for the city of Boise and surrounding Treasure Valley. We need a leader to offer advice, share their expertise, and to energize our community and congregation.

Photographs:



Christmas Eve Candlelight Service 12/23



Ukulele Band 9/23



Family Inner-Tubing & Potluck 2/24



Monthly Senior Luncheon 1/24



Sunday Morning Worship 3/24



Our Church Entrance



Our Sanctuary

What we love about living in Boise:

Boise, Idaho has an exceptional quality of life. It's been at the top of many recent lists of "Best Places to Live." There are numerous places to enjoy outdoor activities within the city - along (or in) the Boise River, in the outstanding city parks, and on the trails in the Boise foothills. Within a short drive there are opportunities for excellent downhill and nordic skiing, hiking, camping, fishing, hunting, and boating.

As the state capital of Idaho, Boise includes multi-cultural activities such as museums, theaters, concerts, and a vibrant university. Boise is proud of its progressive leadership, commitment to environmental sustainability, sanctuary city status, and recognition of various cultural and social movements. These attributes paint a picture of a city that values inclusivity, diversity, and the well-being of its residents. This unique blend of characteristics positions Boise, Idaho as a city that challenges preconceived notions about political landscapes in conservative states.

Current size of membership: We have 163 members in our congregation.

Languages used in ministry (other than English): None

Position Available

Position Title: Pastor

Position Duration: Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association.

Compensation Level: Total compensation package range of \$95,000 - \$105,000, which includes a **salary of \$53,100**, housing allowance of \$20,000, and benefits including medical and dental for employee and immediate family, life and disability insurance, UCC Pension/Annuity, and \$4,000 - \$7,000 reimbursements for transportation and continuing education.

Boise First Church Profile

1b. SCOPE OF WORK

Duties of First Congregational United Church of Christ (Boise First) Full Time Pastor

This comprehensive role encompasses not only the spiritual and pastoral aspects but also involves active engagement in the broader administrative and community dimensions of the church's life:

- **Worship Leadership:**
 - Lead and prepare Sunday worship, including scripture study, crafting liturgy and bulletins, sermon preparation, guiding lay liturgists, coordinating music with staff or volunteers, and offering prayers;
- **Faith Formation:**
 - Foster faith formation and vitality through prayer, Bible study, service initiatives, identification of helpful resources, and facilitating laypersons' engagement with them;
- **Leadership Development:**
 - Collaborate with church members to create and develop ministries and programs, especially those for Sunday School and youth;
- **Pastoral Care:**
 - Engage in pastoral care activities in collaboration with lay individuals;
- **Community Engagement:**
 - Lead the congregation in becoming an ambassador of God's love within the community;
- **Strategic Planning:**
 - Develop strategic plans for existing and new directions in ministry;
- **Board Meetings and Leadership:**
 - Attend meetings and provide leadership as required for church boards and programs, working closely with lay leadership;
- **Denominational Participation:**
 - Actively participate in wider church activities, including conference and association meetings;

- Financial Development:
 - Demonstrate faithful financial development and stewardship;
- Staff Supervision:
 - Supervise church staff;
- Life Events Officiation:
 - Officiate weddings, funerals, baptisms and other ceremonies for participants in the worshipping community;
- Community Representation:
 - Be available to the wider community for various events, including funerals, weddings, special worship programs, and as a representative of our congregation to local organizations;
- Pastoral Counseling and Study:
 - Provide pastoral counseling, active listening, and referrals when necessary. Dedicate time to personal study and prayer to enhance faith and improve leadership, teaching, and preaching skills;
- Spiritual Connections:
 - Energize and deepen the spiritual connections and faith understandings of the congregation;
- Lead and Fulfill Social Mission:
 - Support the Covenant on Justice, highlight social justice programs, leadership on progressive thoughts and ideals such as concept of implicit bias, contextualizing current events and providing relevance in preaching;
- Administrative Responsibilities:
 - Oversee various administrative tasks, including website updates, church supply purchasing, and other duties that fall within the pastoral responsibilities.

Core Competencies We Are Seeking:

While the position of church pastor is extremely complex and requires a vast toolbox of competencies, five stand out as especially important to our congregation:

- Commitment to Social Justice;
- Genuine and authentic spirit;

- Understanding the “business of being a church;”
- Skilled at preaching;
- Strategic planning.

1c. COMPENSATION AND SUPPORT

Salary Basis (from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance): \$73,110 which includes \$53,100 in salary plus \$20,000 in housing allowance.

Benefits: We offer medical/dental for the pastor and dependents, disability insurance, transportation reimbursements, and will commit to pay for Continuing Education/Professional Expenses, Relocation expenses, and Sabbatical Leave after a set time period, as approved by the Church Council.

Expected Living Situation: The Settled Pastor will receive a housing allowance and should live in our community.

Residential/Commuting Expectations: It is our hope that our Settled Pastor lives in and becomes part of our community.

Peer and Professional Support Available in Our Association/Conference:

The seven churches in the Idaho Association are spread over a very wide area. Distance makes regular meetings of UCC clergy difficult. Despite this fact, Idaho clergy have worked together to maintain contact with each other and traditionally have had close relationships. The ministers in the five UCC churches in the Treasure Valley try to get together at least quarterly, and there is a monthly Zoom for clergy hosted by the conference. Boise has a plethora of faith communities, and our pastors and other faith leaders have forged strong interfaith relationships with clergy of other denominations. Two of these faith leaders are serving as references for us (see reference section).

Boise First Church Profile

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

Our Ministry Goals:

Our congregation has identified a variety of priorities within our church in which we spend our time. Our settled pastor would support and further these priorities. They include:

We want to continue to provide **spiritual education** for all ages and walks of life in an environment that allows people to come as they are. This has been a fundamental part of our tradition and is an important aspect of what draws people to us now. Whether it be adult book clubs, Bible studies, youth and family programs, young adult service projects, regular guest speakers at our senior luncheons, or incorporating new rituals and ways of thinking about worship, we take seriously our call to continue our spiritual development. This will be increasingly important as people who have been turned away by other churches, or Christianity, start to seek spiritual answers. At Boise First, they will find a safe and welcoming place to ask questions and explore their faith.

Our worship services have a longstanding tradition of **incorporating artistic programs**, which have become an integral and cherished aspect of our community. With a dedicated artist-in-residence, on-staff musician, a skilled choral director, a talented handbell choir director, and a large pool of gifted singers and musicians, we have cultivated a rich heritage in the arts. Preserving and enhancing this cultural legacy is of utmost importance to us. As we move forward, we are committed to building upon this foundation, ensuring that the blend of the arts and worship continues to inspire and uplift our community and feed our souls.

We hope our next pastor can help meet the **needs of all** members of our community, which includes members in varied phases of life including families and individuals with diverse identities and backgrounds.

Our goals also include making an impact beyond our walls. To this end, Boise First has developed a strong **social-justice commitment**; it is crucial that our pastor works with us to further that mission in our community.

A pastor **actively engaged in the community** serves as a pivotal anchor for our church, facilitating our outreach endeavors and influencing dialogues. Functioning as a public figure, they play a vital role in articulating our voice of progressive Christianity, particularly crucial in our context as a church located in a conservative state.

Our commitment to **fostering a spirit of understanding and unity** extends beyond our church walls. Our involvement spans a variety of initiatives, past and present. In the past, we have participated in an interfaith youth camp designed to enhance connections among individuals of Islamic, Jewish, and Christian faiths. Currently, we work to promote the acceptance of immigrants into our community, actively engage in advocating and demonstrating at the Statehouse, Boise Pride Festival, Interfaith Sanctuary Homeless Shelter, Alternative Gift Market, Furnishing Hope, and CROP Hunger Walk. We host discussions and education on many issues such as anti-racism, anti-white supremacy, immigration, implicit bias and indigenous truth. We engage in collaborative efforts on affordable housing projects. Our Reparations Funds support Native and Black students at Boise State University.

Our settled pastor would not only support these ongoing efforts but also has the opportunity to **identify additional areas of need** within our community. This allows us to continuously evolve and make a meaningful difference. In essence, our minister, embodying our values, becomes a catalyst for positive change within and beyond our community. They actively contribute to the advocacy of social justice causes, promote understanding among diverse faith communities, and through their support, help our church deepen and grow our own values.

Four Areas of Excellence for Our Next Minister:

Based on what we have learned about who our congregation is, who our neighbor is, and who we believe God is calling us to become, we have identified four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry*. We seek a minister willing to employ these abilities, furthering our ministry in these areas:

Working together for justice and mercy

- Practicing the radical hospitality of God
- Identifying and working to overcome explicit and implicit bias in the life of the Church
- Building relationships of mutual trust and interdependence

Engaging sacred stories and traditions

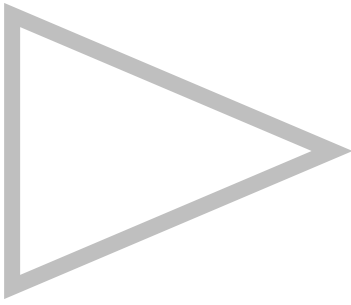
- Leading faith formation relevant and effective across generations

Strengthening inter- and intra- personal assets

- Respecting the dignity of all God's people

Building transformational leadership skills

- Encouraging leadership development of self and others through continuing education and lifelong learning



2. WHO IS GOD CALLING US TO BECOME?

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV) “Act justly, love mercy, and walk humbly with God.” (Micah 6:8 NIV)

Boise First is called to be a haven for *all* members of our community. We have the potential to make a considerable impact in Boise, particularly given the current political climate and the ‘us vs. them’ thinking that exists in our society.

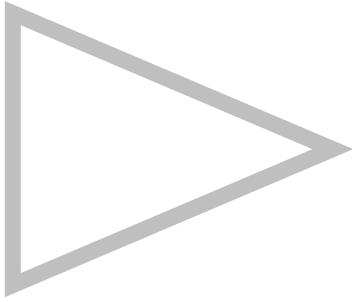
How God Is Calling Us to Address the Emerging Challenges and Opportunities of Our Community and Congregation:

Our congregation focuses on social justice and hopes to serve as a light to our community. In part, we are working to understand how we can bridge our differences and celebrate our similarities. We have seen anecdotal evidence of new paths of understanding being formed between members of different faith traditions through community efforts such as the Interfaith Equality Coalition, in which our previous Settled Pastor served a leadership role. We are committed to further interfaith conversation and engagements, with a goal of advancing interfaith relations and understanding.

We do our best to consistently move forward and address our privilege and the social justice issues around us. Boise First is committed to standing up for the vulnerable in our society.

As a body of learners, we are accustomed to change and growth. In worship services, and in our weekly discussion groups, we have engaged in challenging discussions on topics

such as white privilege and reversing climate change. We seek out opportunities to deepen our knowledge, spirituality, and faith-in-action.



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 on our Life of Faith

Our Mission Statement:

As a progressive Christian Community, we strive to actively reflect God’s love as we care for one another and engage in worship, education, inclusive hospitality, and compassionate action for social justice.

How God Is Most Often Described in Worship Liturgy:

We refer to God as “God”, “Creator”, “Mother”, “Father” and “Holy One ” in our services. Our names for God continue to expand as we welcome opportunities for faith formation.

How the Holy Spirit Is in Our Midst:

The Holy Spirit is active in our midst through our worship, music, prayer, education and faith development opportunities, the arts, and the actions of our congregants within our church community and within the wider community.

Our Strengths and Positive Qualities:

Our congregation is an intergenerational loving family that likes to laugh together; we honestly enjoy spending time with one another. We are a welcoming, inclusive, compassionate, social justice, action-orientated church. Some of our strengths include:

- We have a written behavioral covenant;
- We are *Open and Affirming*;
- We are a *Just Peace* church;
- We enjoy a rich tradition of joyful worship through music and the arts;
- We have strong lay leadership;
- We engage in community activism;
- We share our resources, housing 12-step groups, and a Girl Scout troop;
- We use a *Godly Play* curriculum for children's education;
- We understand that differences are our strength;
- We are a progressive church, ever-moving forward;
- We plan monthly family-friendly outings and activities;
- We have a *Covenant on Justice*;
- We have regular gatherings of a social group for seniors;
- We honor each person's individual faith journey and encourage faith development.

Our Worship Life

We usually worship in our sanctuary, which holds 205 people when full. We integrate the arts and are open to innovative ways to experience ritual. We worship in our fellowship hall when we need to engage our congregation in addressing a specific topic (like completing a church profile!). We have also worshiped offsite at a local community park, along the Boise River, and at a local homeless shelter. We strive to be a church whose worship reflects our beliefs.

How a Recent Ash Wednesday Service Looked

An example of our collaboration and the integration of tradition, ritual, and creativity is our recent Ash Wednesday service. After realizing we were unlikely to have a meaningful

Boise First Church Profile

turnout for our traditional Mardi Gras “Pancake Dinner” on Tuesday, as well as Ash Wednesday (which was also Valentine’s Day this year), we combined the two events, beginning the evening with a robust and joyful community dinner of pancakes and children’s activities in the fellowship hall and then transitioned through music and quiet time to a reflective service in the sanctuary.

The Ash Wednesday service included poetry read by clergy and lay members, and featured a time for members to walk to stations around the sanctuary. The stations allowed congregants to take communion, be marked with an ash or a glitter-and-ash cross, and/or write a confession on a piece of paper that would break down in a bowl of water, followed by a blessing.

Our Congregation Values Thoughtful, Inclusive, and Relevant Storytelling and Preaching

Some of the characteristics that are important to our congregation include the following:

- Contextualizing Christianity to current events happening in the world and in our community;
- Intelligent, and meaningful content in an engaging manner; a sense of humor is essential;
- Emphasis on faith rather than beliefs and how it can have meaning and usefulness in daily life;
- A call to look beyond a personal frame of reference and an openness to ways of engaging with people from any walk of life.

Education at Boise First - Our Curriculum and The Topics and Ways We Study

We have a lively Sunday School Program, which uses the *Godly Play* curriculum, highlighting for youth the stories that shape our beliefs and encouraging youth to re-tell these stories and imagine themselves as figures in the stories. In this way they learn the rhythms, values, and themes in our faith tradition, and we watch as they put the “big ideas” together in a way that is relevant to their development and life.

In our Adult Education Program, we have studied climate change, white privilege, the history of Black oppression, the history of indigenous peoples, gun abuse/control, among other

topics. After studying Black oppression and history of indigenous peoples, our church set up a Reparations Fund that is distributed annually to persons of color attending local colleges/universities.

Another form of education, adult book clubs, meet weekly or monthly to hold continuing conversations about literature, current events, and faith. Senior luncheons invite speakers each month, continuing education opportunities.

Organization and Communication in Our Church:

We offer a printed Sunday bulletin, available in large print and standard print. Church Council minutes are available in hard copy in the church office. Sunday worship can be viewed through Facebook Live and the link is included in weekly communication. Beyond this, much of our communication is in electronic form, and includes:

- The Sunday bulletin for worship, which includes announcements and a calendar for the week;
- A weekly update with announcements and calendar for the week;
- A monthly “Herald” newsletter of activities and a reflection from the pastor/pastoral team;
- An Annual Report which includes board activities and finances/budget;
- Email posts which are delivered in case of special communications.

We also communicate news of activities and events at the beginning of the worship service each week.

Organization of Church Boards

Our church’s organizing structure consists of Boards elected to be responsible for specific areas: Deacons; Stewardship and Finance; Christian Education; Justice, Witness and Mission; Worship Arts; and Building and Grounds. Responsibilities of each board are detailed in our by-laws. Boards report to the Church Council. The pastor, as an ex-officio member, attends these meetings. There are also various committees and groups such as: the Green Team, the church safety group, and those looking at affordable community housing options.

Council and most other Boards meet once a month for an hour or two. Some Boards only meet once a quarter. Committees and groups meet as needed.

An Example of How We Reacted When Action Had to Be Taken Quickly Due to a Crisis or Disaster

During the tumultuous period of the COVID-19 pandemic, Boise First underwent a profound transformation, adapting its practices and extending a helping hand to both its members and the broader community.

In response to the necessity of physical distancing, the church swiftly pivoted to virtual services and gatherings. Online platforms became the new sacred space, where congregants found solace, connected with their faith community, and sought spiritual guidance. This shift, while initially challenging, became a unifying force that transcended physical barriers.

Recognizing the emotional toll of isolation, the church redoubled its pastoral care efforts. Our Pastor and community members engaged in regular outreach, offering a comforting presence through virtual means. These connections provided a lifeline for those grappling with the uncertainties of the pandemic. Understanding the heightened vulnerability of isolated individuals, the church engaged in outreach efforts to the elderly, the sick, and those living alone. Personal connections, virtual visits, and intentional efforts to bridge the gap of isolation demonstrated the church's commitment to caring for its members.

Going beyond its traditional role, the church initiated community assistance programs. Food drives, and partnerships with local organizations became integral to supporting community members facing hardships. The church's commitment to our community exemplified the essence of compassionate outreach.

Technology played a pivotal role in this adaptation. Embracing virtual platforms not only allowed for the continuation of worship services but also facilitated Bible studies, community meetings, and educational programs. The integration of technology became a powerful tool for maintaining spiritual connectivity.

Innovative worship approaches emerged as a response to the desire for communal worship. Outdoor gatherings adhering to safety protocols, and other creative solutions, such as digital Christmas and Easter pageants, were introduced to foster a sense of togetherness in a socially distanced world.

Amidst the challenges, the church seized the opportunity for spiritual growth. Online resources, virtual workshops, and collaborative learning experiences provided avenues for members to deepen their faith and understanding. The adversity of the pandemic became a catalyst for renewed spiritual exploration. Virtual connections established during this time are still being used by some groups.

In essence, Boise First not only navigated the challenges posed by the pandemic but emerged as a resilient and compassionate community. By supporting one another and extending help beyond its immediate circle, the church not only weathered the storm of separation but also demonstrated the strength and adaptability of its faith community.

More Information Available upon Request

For a greater sense of our organization, you may request our *Articles of Incorporation, By-Laws, Behavioral Covenant, Covenant on Justice*, and other documents which guide our conduct and practices. Some of these documents are on our website:

<http://www.boisefirstucc.org/what-we-believe> . Additionally, copies of our Annual Reports may be provided to further inform your understanding of who we are and how we function as a church body.

3b. 11-YEAR REPORT

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



Church#: 73020
Assoc.: 92
Schedule: 0
First Congregational UCC
Boise
ID: 83702

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBERS
2013	270	138	70	5	0	14	6	6	7
2014	289	94	72	3	0	12	16	0	-1
2015	289	94	72	0	0	0	0	0	0
2016	193	94	72	0	0	0	0	76	-76
2017	212	72	80	0	0	26	7	0	19
2018	209	74	82	0	3	4	9	1	-3
2019	208	72	63	0	0	3	4	0	-1
2020	208	58	0	0	0	4	4	0	0
2021	197	51	16	0	0	2	5	8	-11
2022	204	69	12	0	0	8	1	0	7
2023	163	74	10	0	0	0	2	39	-41

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT UCC GIVING	TOTAL OCCM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURRLOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2013	\$24,777	\$39,816	\$11,868	\$2,714	\$14,570	\$1,991	\$16,561	4.86	\$304,154	\$204,748
2014	\$215,975	\$0	\$9,892	\$4,960	\$14,892	\$0	\$14,892	4.60	\$230,867	\$218,131
2015	\$215,975	\$0	\$10,000	\$3,500	\$13,500	\$0	\$13,500	4.63	\$229,475	\$0
2016	\$215,975	\$0	\$8,500	\$3,159	\$11,659	\$0	\$11,659	3.94	\$227,634	\$0
2017	\$175,516	\$0	\$9,200	\$6,104	\$15,304	\$6,829	\$22,133	5.24	\$197,649	\$158,536
2018	\$191,908	\$0	\$9,084	\$3,546	\$12,630	\$1,000	\$13,630	4.73	\$205,538	\$176,327
2019	\$178,101	\$0	\$6,544	\$2,029	\$8,573	\$0	\$8,573	3.67	\$186,674	\$158,126
2020	\$30,303	\$0	\$4,600	\$8,808	\$13,308	\$1,000	\$14,308	14.65	\$44,611	\$156,034
2021	\$28,661	\$0	\$4,600	\$3,124	\$7,724	\$0	\$7,724	16.11	\$36,265	\$167,482
2022	\$56,440	\$0	\$6,635	\$9,884	\$16,719	\$0	\$16,719	18.76	\$53,159	\$173,800
2023	\$22,261	\$0	\$5,763	\$3,052	\$8,815	\$510	\$9,325	2.85	\$21,686	\$188,756

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURRLOCAL EXPENSES	TOTAL OCCM	TOTAL EXPENDITURE
2018-2023	-22.01	0.00	-87.80	-100.00	310.00	5.45	-30.21	2.99
2013-2023	-39.63	-46.38	-85.71	-100.00	241.67	-16.99	-39.50	-29.47

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.

3c. CONGREGATIONAL DEMOGRAPHICS

Our Church Participants:

<i>Active/Non-Active Members</i>	<i>Amount</i>	
Number of active members:	163	
Number of active non-members:	12	(estimated)
Total of church participants (sum of the numbers above):	175	

Percentage of total participants who have been in the church:

<i>Length Members have been Active</i>	<i>%</i>	
More than 10 years:	50%	(estimated)
Less than 10, more than 5 years:	37%	(estimated)
Less than 5 years:	13%	(estimated)

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	
16	10	8	15	10	20	18	37	33	(estimated)

Percentage of adults in various household types:

<i>Adults in Household Type</i>	<i>%</i>	
Single adults under 35:	16%	(estimated)
Households with minors:	22%	(estimated)
Single adults age 35-65:	4%	(estimated)
Joint households with no minors:	35%	(estimated)
Single adults over 65:	23%	(estimated)

Education level of adult participants by percentage:

We do not keep this data.

Percentage of adults in various employment types:

<i>Adults - Employment Status</i>	<i>%</i>	
Adults who are employed:	40%	(estimated)
Adults who are retired:	40%	(estimated)
Adults who are not fully employed:	20%	(estimated)

The Range of Occupations in Our Congregation:

Though we don't track statistics on this information, it is possible to note that we have members with a diversity of career experience, both in their working years and retired. From retired educators and educational administrators, to those currently teaching, to those who work in the non-profit sector, to social workers, retired clergy, lawyers, contractors, those who worked in the trades, those who work in business or own their own business, and stay-at-home parents, our congregants have a wide range of occupations and work experiences. As a downtown church in the capital of the state, we also have those who work in government and with organizations who intersect with the government.

Our Diversity:

The ethos of our church centers around being an open and affirming community committed to social justice. While we don't maintain specific statistics on race or ethnicity within our congregation, it's important to acknowledge Boise's historical lack of diversity, a narrative that is gradually changing.

At present, the majority of our congregation falls within the "white" category. However, our overarching goal is to underscore that everyone, regardless of background, is not just welcome but genuinely embraced and loved here. We take pride in the diverse identities within our church family, including members from the LGBTQIA+ communities, those with diverse abilities, and various ethnic backgrounds, exemplifying our dedication to creating an inclusive space for all.

How We Have Worked to Welcome Diversity:

We have recently delved into the study of radical hospitality and immersed ourselves in books on the subject. Our commitment to acknowledging our white privilege and taking steps towards reparations is unwavering. The sight of our rainbow flag proudly displayed in front of our building has piqued the interest of members of the LGBTQIA+ communities. Through our church pantry and referrals to social services, we strive to assist those in need; we strive to embrace diversity. Our congregation warmly welcomes people of all backgrounds who seek a place to worship. We are dedicated to advancing these initiatives and are earnestly seeking support to propel us forward.

3d. PARTICIPATION AND STAFFING

How We Gather Together:

<i>Ways of Gathering</i>	<i>Estimated number of people who participate</i>	<i>Who organizes/plans the event?</i>
Adult Groups or Classes	25	Lay leaders
Baptisms (2023 total)	2	Pastor
Children's Groups or Classes	15	Lay leaders and parents
Christmas Eve and Easter Worship	300 (combined)	Pastor
Church-wide Meals	30-90 (over the year)	Board leaders
Choirs and Music Groups	40	Professional choir director & professional handbell director
Church Group Discerning Their Faith Journey	15	Lay leader
Communion	estimated 75 at monthly service	Pastor
Confirmation (2023 total)	0	Pastor
Drama or Dance Program	10	Lay leader
Funerals (2023 total)	1	Pastor
Monthly Family-Friendly Activities	15-30	Lay Leader
Outdoor Worship	25-40	Lay Leader/Pastor
Prayer or Meditation Groups	10 people	Lay Leader/Pastor

Public Advocacy Work	See <i>Community Vision</i> , pg. 33	Justice, Witness, and Missions Board
Retreats	1 with 15 people attending	Pastor, Council Leadership (At the beginning of the new church/fiscal year we hold a Council retreat)
Weddings (2023)	0	Pastor
Worship Time Is 10 AM to 11 AM	on average 75	Pastor, community speakers, Drama group, pulpit supply
Summer Vacation Bible School	10-15	Lay leaders

Congregation Members Who Are Ordained, Licensed, or Commissioned Ministers:

<i>Name</i>	<i>Three- or Four-Way Covenant? (3 or 4 or No)</i>	<i>Ministry Setting</i>	<i>Type of Ministry Role</i>	<i>Retired? (Y or N)</i>
Doug Lobb	No	United Church of Canada		Y
Ed Keener	No	Presbyterian minister		Y
Nikki Leonard <i>Seminary Trained, not ordained</i>	No	UCC	Bridge Pastor/Worship Leader	N
Jenny Jahn (Member in Discernment)	Yes, MID Covenant	UCC	Intern	N
Bruce Irvin	No	UCC	Interim	Y
Jen Nelson	No	UCC	Chaplain	N

<i>MA, Theology, not ordained</i>				

Church Staff:

<i>Staff Position</i>	<i>Head of Staff?</i>	<i>Compensation (full time, part time, volunteer)</i>	<i>Supervised by</i>	<i>Length of Tenure for current person in this position</i>
David Burton	Choir Director	Part time	Pastor	8 years
Derek Schaible	Church Musician	Part time	Pastor	8 years
Paula Weitemier	Handbell Director	Part time	Pastor	22 years
Jaime Georgeson	Nursery Attendant	Part time	Pastor	2 years
Mary Guinard	Communications Manager	Part time	Pastor	3 years

3e. CHURCH FINANCES

Current annual income (dollars used during 2023 fiscal year)

<i>Source</i>	<i>Amount</i>
Annual Offerings and Pledged Giving	\$185,442
Endowment Proceeds (No endowment proceeds were used to pay for expenses)	\$1,500
Endowment Draw	\$0
Fundraising Events	\$6,100
Gifts Designated for a Specific Purpose	\$0

Grants	\$0
Rentals of Church Building	\$4,766
Rentals of Church Parsonage	\$0
Support from Related Organizations (e.g. Women's Group)	\$0
Transfers from Special Accounts	\$0
Other: Interest and Miscellaneous	\$5,165
TOTAL	\$202,973

*Current annual expenses (dollars budgeted for most recent fiscal year): \$202,131
(2023 budget and Annual Report available under the "What's Happening" section of our website,
boisefirstucc.org)*

*Total Ministerial Support (salary, housing, and medical/dental):
Benefits, including FICA, education, medical, dental, etc., \$14,592
Housing: \$17,133
Salary: \$30,340
Total: \$62,065 or 30.7%*

Has the church ever failed to pay its financial obligations to a minister of the church? No

Our church is 5-for-5, including 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

OCWM (Basic Support) as a percentage of operating budget:

For 2023, 2.7% of income

Current Indebtedness?

Total amount of loan debt: \$0

Reason for debt: N/A

Are capital and other payments current? N/A

Capital Campaigns in the Last Ten Years:

<i>Year(s)</i>	<i>Purpose</i>	<i>Goal</i>	<i>Result</i>	<i>Impact</i>
2016– 2017	Relocated office space, accessibility	\$35,000	\$33,000	Office on main floor, upgrade main entrance, remote locking

Endowment:

Does the church have an endowment?

Yes, but endowment funds are not drawn regularly. The church can take a percentage of the gains.

What is the market value of the assets? \$71,995.00

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

Funds were drawn in Jan 2018 to capture significant market appreciation (\$6,000). Otherwise, funds are drawn only under special circumstances, and there are limits on how much can be drawn.

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

N/A

Draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: None

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

Comments on the above calculations or estimates:

If there is an extreme financial emergency, the church may withdraw from the endowment.

Other Assets

Reserves (savings and CDs): \$66,720

Investments (other than endowment): N/A

Does our church have a parsonage? No

All buildings/property owned by the church: Church building includes the sanctuary, fellowship hall, offices, and Sunday school classrooms. The church also owns a parking lot across the street from the block the church sits on.

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

Which spaces are accessible to wheelchairs? The sanctuary, pulpit area, fellowship hall, offices, and first floor single-use bathroom are accessible.

Reflection:

The budget reflects a small, active church with a committed congregation. Many members volunteer their time for committees, boards, community events, and in maintaining the life of the church.

Steps have been taken to maintain a healthy budget, including a fully transparent budgeting process, and cutting operating expenses by employing congregational volunteers. An example is that seven households volunteer to mow the lawn each summer.

In the last two years, pledged amounts have increased by 6.8% and 3.7% respectively.

Comments on growth trends seen in the Community Data report:

Boise First is located in Boise’s downtown core, an area on the north side of Boise that trends progressive and is growing. Within a two-mile radius of the church, population grew by 3.6% between 2014 and 2019. It was projected to grow another 2% by 2024. The Treasure Valley, the roughly 60-mile corridor along the Boise Foothills in which Boise is located, has seen an enormous population growth in the last five years. Between 2020 and 2022, Ada (the County Boise sits in) and Canyon (the adjacent County) saw a 7.8% population increase. While Boise First draws many congregants from the downtown and north side of the Valley, we also draw membership from neighboring cities within the Treasure Valley. The growth increase in the Valley provides many opportunities for Boise First.

3f. HISTORICAL INFORMATION

Our Efforts in Creating a Land Genealogy and A Land Acknowledgment:

Boise First participated in the Reckoning With Racism Cohort, a regional course for churches in the Pacific Northwest, from January through May 2023. The objective of Reckoning With Racism is to help churches unveil the hidden racist histories in their local contexts and build relationships toward repair and reconciliation. Our church members who participated wrote a Land Genealogy for the land that our building and parking lots occupy as well as the surrounding lands in the Treasure Valley. We learned more about the Indigenous peoples, the Shoshone, Paiute, Bannock and what the land was like before the settlers arrived. One way we honor this work is through a land acknowledgment that begins each worship service. A link to the complete report is [here](#).

Our Recent Church History- What Has Shaped Us:

Founded in 1891, the original Boise First church building was located across the street from the State Capitol. Due to the expansion of the state government campus, the congregation was forced to move. In 1967, the church moved to its current location which was chosen for its proximity to Downtown Boise and the North and West End neighborhoods. The unique design and open architecture of our church building reflects our identity as a progressive, inclusive, open-worship community.

An important, defining time in the history of Boise First was in 1998-1999 when we considered, and adopted, a Covenant on Justice to make public our commitment and priority to extend God's hospitality to all people. At that time, our congregation was the first *Open and Affirming* church in Idaho. Even before that, Boise First was involved in other efforts to fight for equality, such as the formation of Voices of Faith for Human Rights, an interfaith Coalition which rose in response to a statewide proposition that would have prevented simple contract rights, such as health care, to LGBTQIA+ families.

In 2001, Pastor Nancy Taylor accepted another position in Massachusetts. Nancy was a well-liked pastor with national standing. This led to significant conflict for the congregation, which resulted in reflection, work, and positive steps forward. A counselor was employed to help the church heal and reunite. In 2009, Rev. Kim Cran became Boise First's pastor and with her guidance, continued strides in growth occurred. During this time of healing and discernment, we created a *Purposeful Plan* which finalized restructuring and outlined goals. The *Purposeful Plan* continues to guide present and future activities for our church. We wish to continue growing our church, not with the focus on reproducing the past, but instead with a focus on improving the future.

Rob Tulloch, hired as Settled Pastor in August of 2020, helped us navigate the new challenges that COVID-19 created. We began to use platforms like ZOOM and Facebook Live to worship safely as a congregation. In September of 2023 he moved out of state for personal reasons, and took another position in the UCC. We then had two bridge leaders, and were fortunate to be able to use the gifts of two of our members, Nikki Leonard and Jenny Jahn, until our current interim arrived in January, 2024.

How Our Church Has Managed Change:

Over a decade ago, as our church "right-sized", we reduced staff, custodian and sexton positions and we increased our volunteer efforts to adequately maintain our building. While we still pay for some staff and services, the lawn mowing, garden work, annual cleaning and some snow removal are performed by volunteers. This model is appropriate to our size and fits our congregation's values of living out our commitment to our faith and church community.

Our Congregation's Values and Practices for Conflict

As mentioned above, after Pastor Nancy Taylor (1992-2001) left, the church had unrealistic expectations for the next minister. This led to conflict in the church under Susan Watterson's tenure and she left after three years. In response, the church developed a *Behavioral Covenant* that is emphasized at the start of church gatherings including congregation meetings and Church Council meetings. It has helped to ground our discussions with one another, to see conflict as a form of community development, and to see the journey through conflict as an opportunity for personal, corporate, and spiritual development.

Behavioral Covenant of First Congregational United Church of Christ

Because of our love for the church and with the help of God, we affirm our commitment of the following attitudes and behaviors:

To create a safe environment,

I uphold the dignity of each person in our congregation, including our pastor and leaders.

I will consider the impact of my words and actions on others.

Gossip is unproductive and hurtful.

My communication will be timely, direct, honest, open and sensitive, even as I may disagree with another's assumptions, opinions and decisions.

I accept differences and embrace the diversity in our spiritual family.

Conflict is a part of life, including life in the church.

Disagreement and conflict are opportunities for personal and congregational growth.

I will concentrate on issues rather than personalities.

Our congregation stays strong as each person is heard and as we seek consensus.

I will seek God's guidance and grace.

I will engage in self-reflection and prayer-seeking ways for my presence to serve as a blessing within our congregation.

I will encourage prayer at our gatherings and when decisions are made.

I will seek decisions for the wholeness of the entire congregation.

Being accountable to one another is essential to keep these commitments.

Our church leadership, pastor and membership are all responsible for accountability.

Ministerial History (previous Settled and Interim ministerial staff for the past 30 years)

<i>Staff member and Role</i>	<i>Years of service</i>	<i>UCC Standing</i>
Bruce Ervin, Interim Pastor	2024 -	Y
Rob Tulloch, Settled Pastor	2020-2023	Y
Robert von Treba, Interim Pastor	2019-2020	Y
Kim Cran, Settled Pastor	2009-2018	Y
Don Hammond, Interim Pastor	2007-2008	Y
Susan Watterson, Settled Pastor	2002-2006	Y
William Kaseman, Interim Pastor	2001-2002	Y
Nancy Taylor, Settled Pastor	1992-2001	Y
Alan Kelchner, Settled Pastor	1987-1991	Y

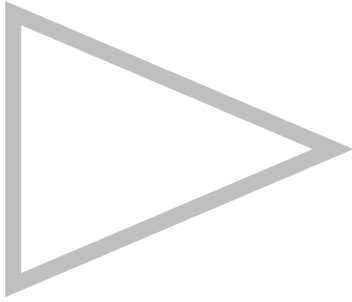
What our church has learned about itself and its relationship with persons who provided ministerial leadership: Simply that the minister is not the church, but one who helps provide guidance and wisdom on the church’s journey.

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

*Yes, see discussion above concerning *Our Congregation’s Values and Practices for Conflict*.*

Has our church been involved in a Situational Support Consultation? No

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



4. WHO IS OUR NEIGHBOR?

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

a. COMMUNITY VISION

b. COMMUNITY DATA REPORT

4a. COMMUNITY VISION

How Our Relationships and Activities Extend Outward in Service and Advocacy

Boise First enthusiastically participates in numerous activities to support the community and includes a Justice, Witness, and Mission Board (JWM) to organize many of these activities.

Boise First played a key organizational role in the establishment of the Interfaith Sanctuary, a facility that offers shelter and assistance to the homeless individuals in the local community. Boise First congregants remain actively involved by contributing volunteers and essential resources to support the operations of the Interfaith Sanctuary, including the provision of supplies such as hats and mittens, Christmas gift cards, serving meals, and assistance with leaf raking. Apart from this, Boise First engages in Furnishing Hope, a program that assists homeless individuals in transitioning to new homes through obtaining furniture, kitchen supplies, and homegoods; Furnishing Hope also organizes celebratory events for the families. The church has demonstrated its commitment to supporting new immigrants by raising and donating funds for temporary housing. Boise First has been fortunate to host Native and Non-Native conferences in coordination with their sponsor, the Kessler Keener foundation of Boise.

Boise First also supports our low-income neighbors by collecting school supplies for neighborhood schools with large numbers of low-income families, including Whittier Elementary and Madison Early-Childhood Program.

Boise First is active in supporting under-represented groups; this is evident in our presence at community activities, such as PrideFest, Indigenous Peoples recognition, and the Martin Luther King, Jr. annual recognition and celebration. Boise First has also started a Reparations Fund for education expenses for people of color.

At the beginning of the holiday season, we hold an Alternative Gift Market raising funds for international, national, and local charities. More activities include participation in the CROP Hunger Walk (Church World Services), and the Suicide Prevention Walk. We engage in numerous other activities that support justice issues concerning women, minorities, and people living in poverty.

How We Participate in the Wider United Church of Christ:

Members of Boise First have served on Central Pacific Conference (CPC) Ministries such as Local Church Ministry and Justice and Witness Ministry. Our minister and members attend Central Pacific annual meeting as well as the Idaho Association meetings each year. Our members have been members of the Pilgrim Cove (a nearby outdoor camp) Board as well as volunteers at the camp.

What We Are Doing in the Community to Transform Lives:

We are dedicated, active and involved when it comes to our designation as a *Just Peace* church, an *Open and Affirming* congregation, and we are guided by our Covenant on Justice. We hold the values of these designations deeply and we are interested in pursuing them further.

- | | |
|---|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Border and Immigrant Justice |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) |
| <input checked="" type="checkbox"/> Economic Justice | <input checked="" type="checkbox"/> Just Peace |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> God Is Still Speaking (GISS) | <input checked="" type="checkbox"/> Open and Affirming (ONA) |

WISE Congregation for Mental Health

Designations from other denominations
 None

Other UCC designations:

Is our Congregation interested in working toward any of the above statements of witness in the near future?

While we are not actively working towards any of the specific designations that aren't marked above, our Covenant on Justice is a guiding document which includes economic justice, gender identity and sexual orientation justice, racial, cultural, and ethnic justice, environmental justice, and religious justice. The Justice, Witness, and Mission board (JWM) organizes activities corresponding to these various articles to engage the congregation to turn faith into action.

Our Interfaith Activities:

Boise First participated in two Native non-Native conferences sponsored by the Kessler Keener Foundation to generate cross-cultural understanding and respect. Boise First is active in community Interfaith groups such as Interfaith Equality Coalition, and a previous Pastor played an integral role in this community organization.

Many of our members belong to different justice groups in the community, such as the Citizens Climate Lobby, Interfaith Roundtable Against Hunger, Leap Housing, Jervais, and the Kessler Keener Foundation.

How Our Mission Statement Compares to the Actual Time Spent Engaging in Different Activities:

Boise First's mission is: "As a progressive Christian community, we strive to actively reflect God's love as we care for one another and engage in worship, education, inclusive hospitality, and compassionate action for social justice."

Boise First faithfully puts the words of this mission statement into action. Caring and welcoming is an important part of our worship services each Sunday. Beginning with lighting our Peace Candle and extending to Sunday School lessons, which take seriously the works of

the Gospel, and our after-church fellowship time, in which we gather to share in coffee and conversation. In addition, the inclusive hospitality and compassionate action for social justice is reflected in the numerous social justice activities discussed above.

Reflection on the Scope of Work Assigned to Our Pastor. (How their community ministry and their ministry in and on behalf of the wider church are accounted for in the congregation's expectations on their time.)

Boise First is supportive of our pastor engaging in community ministry and ministry in and on behalf of the wider church. Boise First believes it is important to balance responsibilities in the church with community involvement and leadership and will work with our pastor to this end.

4b. Community Data, Using Association of Religion Data Archives

Comments on trends and opportunities given our Community Data report:

Our Community Data report shows that the area is growing rapidly; this growth will provide opportunities to Boise First.

How our congregation's internal demographics compare with local neighborhoods:

The congregation's demographics are predominantly white, well educated, and affluent. While Boise is also predominantly white, there are neighborhoods near our church that are populated with people of color. Boise has been a popular city for international refugee relocation with people from all over the world, most notably Africa, Latin America and the Middle East.

How the demographics of the community currently shape our ministry:

The presence of people of color in our neighborhood and surrounding suburbs, and those who have arrived through refugee resettlement, provide an opportunity for our Congregation to grow and reflect. Idaho has long been a politically and religiously conservative state, but Boise is a progressive city and the population growth of the Treasure Valley has increased the size of this progressive community. As a result, there will be

increasing opportunities to grow the congregation. Boise First swims against the flow of popular conservatism of the state, and this presents us with opportunities to do the hard work of the Gospel.

What community leaders say we are known for:

Community leaders tell us that Boise First UCC is known for being progressive, inclusive, and on the forefront of social justice issues.

What new congregation members say attracted them to the church:

The involvement of Boise First in social justice matters holds significant importance for numerous members. Key facets of this engagement encompass active participation in social justice causes, educating members on prevailing issues, and contributing both time and financial support to local social justice initiatives. We prioritize leadership that embodies diversity and inclusion, reflecting our commitment to openness, willingness, and progressive views that harmonize with our deeply held values.

The music program holds significance for newcomers as well. Our congregation delights in the musical talents showcased by the choir and bell choir, guided by their exceptional directors. Additionally, our versatile, multi-instrumental church musicians, proficient on the pipe organ, grand piano, ukulele, and harpsichord (sometimes all within a single service), enriches our worship experience.

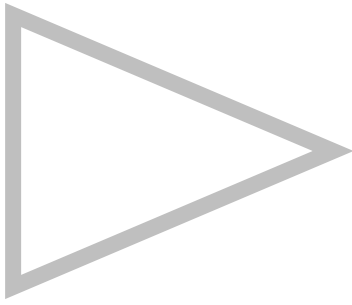
A remarkable children's program and regular family-friendly activities have successfully attracted several young families, while other recent members are enticed to join Boise First by the welcoming, energetic and authentic atmosphere and the comforting beauty of our sanctuary.

These efforts, creative endeavors, and activities are grounded in a rich spirit of personal and community development. To that end Boise First members value deep thinking, theological wondering, individual reflection, and wrestling with current issues as we discern what our call to ministry looks like in this time and place. Educational opportunities provide space for this kind of thinking to flourish and highlight that we are a church who recognizes that there are not often easy answers. The UCC statement that “God is still speaking” is lived

Boise First Church Profile

out in our community life, from our social justice activities to our worship, and to the way we look for opportunities to live out our faith.

One new congregant remarked “there is always so much going on!” From book clubs, to luncheons, to youth and family activities, to Tai Chi and meditation gatherings, Boise First is a hub for spiritual connections of the richest kind, bringing together opportunities for worship, ritual, meaning-making, personal and community growth, and friendships.



5. REFERENCES

REFERENCE 1

Rabbi Dan Fink

Rabbi, Congregation Ahavath Beth Israel

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208-283-3077

REFERENCE 2

Jodi Peterson-Stigers

Director, Interfaith Sanctuary

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208-949-3285

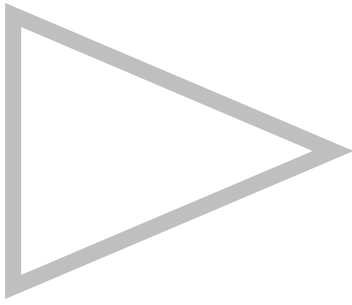
REFERENCE 3

Reverend Sara LaWall

Minister, Boise Unitarian Universalist Fellowship

minister@boiseuu.org

818-422-6599



6. CLOSING THOUGHTS

a. CLOSING PRAYER

b. STATEMENT OF CONSENT

c. CONFERENCE/ASSOCIATION VALIDATION

6a. CLOSING PRAYER

May God Guide Us

The Spirit of the Lord is on me, because he has anointed me to proclaim good news to the poor. He has sent me to proclaim freedom for the prisoners and recovery of sight for the blind, to set the oppressed free. (Luke 4:18 NIV)

Our church building features a number of stained-glass windows that were recovered from the original building, constructed in 1891. One window depicts Jesus and bears the passage of Luke 4:18. In it, Jesus quotes the prophet Isaiah and identifies himself as the fulfillment of ancient promises - the one who sees injustice, gives voice to the voiceless, and proclaims a time when all will be free. The call to build community and address injustice is at the core of our church's mission. It is in this spirit of vocation that we pray:

Faithful Creator,

You have shown us your vision for a world transformed and have given us the gifts to create it as your people. This is not easy work, nor is the work of life together in community. As we seek a leader to minister to our church family, we ask for your guidance.

May we find a minister who can help our congregation continue the holy work of building community, within our church walls and without. May a candidate find in us a family who strengthens their voice, bringing them closer to their authentic self.

May we all be open to the creative challenges, opportunities, and joy that comes from new beginnings and surprising outcomes.

We ask for your blessings on this journey.

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.






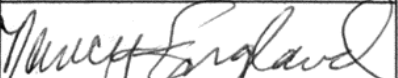
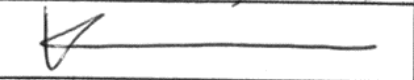

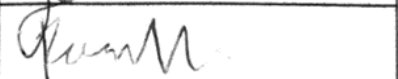
As the committee charged with the responsibility for identifying and recommending a suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about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

While the Pastoral Search Committee, who includes Derek Schaible, Erika Oaas, Roger Maple, Tracy Cochran, Liz Roberts, Brody Aston, Nancy England, Jen Nelson, and Rose Nelson, wrote and edited most of the content, the information was supplied by leaders of various church committees including but not limited to Stewardship and Finance; Justice, Witness, and Mission; and Christian Education. Initial profile reviewers were Ed Keener, Polly Franz, Carol Bearce, and Jessica Aston. The Congregation was invited to review and comment in June 2024, and edits were incorporated.

2. *Additional Comments for reviewing this profile:*

Signed June 18, 2024:

Derek Schaible		Liz Roberts	
Erika Oaas		Brody Aston	
Roger Maple		Nancy England	
Tracy Cochran		Jen Nelson	
		Rose Nelson	

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:

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

**UNITED CHURCH
OF CHRIST**

