

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 United Church of Christ
Pueblo Colorado

Pastor

Rocky Mountain Conference of UCC

[Allison Radomski <allison@rmcucc.org>]

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
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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)*

INSTRUCTIONS

The new Local Church Profile supports the calling and discernment of United Church of Christ congregations with their current or future pastoral leadership.

For many congregations, the interim time between ministers is an intentional season that is guided in part by the preparation of a Local Church Profile. Using the Profile, the church can discover its data and express its story for the reliable discernment of a search committee and the beginning of a new pastorate. Searching ministers will want to see this document in its entirety.

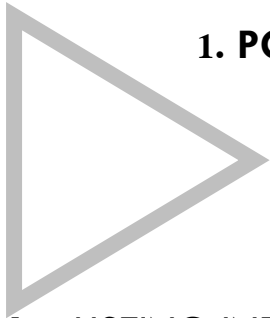
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. Known together as the "Discovery Document," these three sections can be completed by a visioning group, a governing body, a transition team, or other group – not just the search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The church's engagement with the "Discovery Document" might not have the same sequence as the completed Local Church Profile that is read by candidates.

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings and many prayers. As the Spirit moves throughout the process, congregations will shape a collective articulation of Christ's leading (**WHO IS GOD CALLING US TO BECOME**). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11-Year Report containing data as reported by your congregation annually to the UCC Data Hub, and MissionInsite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook's Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (<http://oppsearch.ucc.org>).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: [First Congregational United Church of Christ](#)
Street address: [228 W Evans Ave](#)
Supplemental web links: www.pueblofirstucc.com

Additional ecumenical affiliations:

Conference: [Rocky Mountain Conference of UCC](#)
Association: [Southeast Association](#)

UCC Conference or Association Staff Contact Person
Rev. Erin Gilmore, erin@rmcucc.org

Summary Ministry Description:

We are looking for a pastor who is thought provoking and comforting; someone who will bring new ideas with no preset expectation. We hope the new pastor will observe the congregation to ascertain individual strengths and encourage their participation. Pastor should be able to relate to preschoolers. Pastor should be able to relate the Bible to present day dilemmas and issues. We would like our pastor to be outgoing and socially engaged with the vitality and ideas to help in the growth of the church - many of our members are content to stick the 'old ways' and may need a gentle nudge to help expand our role in the community. We hope they can encourage harmony and participation in church projects and growth - but makes time for themselves for family and recreation, as well as time for personal and professional development.

Photographs: [Please see attached - <PROFILE Exhibit A>](#)

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

Pueblo is a diverse community and while we acknowledge and celebrate our differences, we also recognize and participate in the work that remains. The diversity extends to geographically defined neighborhoods that offer unique dining, shopping, and outdoor activities; several cultural heritages celebrating everything from the Pueblo Chile to Purple Heart recipients as well as historical museums and landmarks. Pueblo experiences the four seasons with a mild summer and winter and while considered a semi-arid desert, is within an hour drive of several mountain ranges which include Pike's Peak to the north, the Spanish Peaks to the South, Canon City and the Royal Gorge to the west and the Mesa to the east. The area supports year around outdoor activities including the Riverwalk, Lake Pueblo State Park, and many trails and parks for walking, biking, and hiking.

Current size of membership: 41 - as we just recently removed members that have moved and are no longer contributing to the life of the church.

Languages used in ministry (*other than English*): None

Position Title: Part time Pastor

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

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

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

½ Time

Does the total support package meet conference compensation guidelines? YES

1b. SCOPE OF WORK

Preparation and leadership of Sunday worship - including coordination with music committee, and secretary for bulletin preparation. Pastoral care, coordinating with regional conference, faith formation and vitality.

Core Competencies:

We are seeking a leader who demonstrates a servant leadership which encourages, teaches and guides the congregation to work together in fulfilling the mission and moving toward new visions for church growth and health; who is competent with planning and leading worship services, administering the sacraments and visiting members who are not able to attend service; and who inspires spiritual growth of the members by example and involvement in the ministry of First Congregational.

1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): \$ 25800.00 (currently providing)

Benefits (*choose one*):

Salary plus Benefits We are currently allowing 14% of salary put into pension.

What is the expected living situation for your next minister?

Non-monetary assistance is available for finding housing in Pueblo if possible.

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

We prefer a Minister who will be a resident of our community.

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

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

Faith Leaders in Action Southeastern Assn. of Rocky Mtn. Conference

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

Outside of Sunday and Holy days services, we would be comfortable being guided by the pastor's scheduling.

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

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

In collaboration with the Church Council, we envision a minister who will continue to represent our congregation by participating in community leadership activities to keep us relevant in serving the needs of Pueblo. These include the in-house Preschool's chapel time, and outreach functions.

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

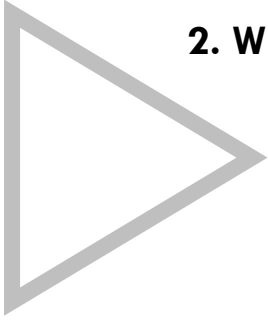
Support and motivate our congregation to be more involved in outreach areas.

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

We appreciate language that is simple concise and not condescending...

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

- > Exhibiting a spiritual foundation and ongoing spiritual practice
 - * Continuing discernment of one's call in community
- > Nurturing UCC identity
 - * Exhibiting a commitment to the core values of the U.C.C.: continuing testament, extravagant welcome, and changing lives
- > Building transformational leadership skills
 - * Working collaboratively with intercultural awareness
- > Engaging sacred stories and traditions
 - * Understanding (and teaching) the history of the Christian church from biblical times forward
- > Caring for all creation.
 - * Nurturing care and compassion for God's creation
- > Participation in theological praxis
 - * Experiencing and appreciation a variety of theological perspectives
- > Working together for justice and mercy
 - * Building relationships of mutual trust and interdependence
- > Strengthening inter- and inter-personal assets
 - * Respecting the dignity of all God's people



2. WHO IS GOD CALLING US TO BECOME?

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

Welcoming and compassionate community of faith

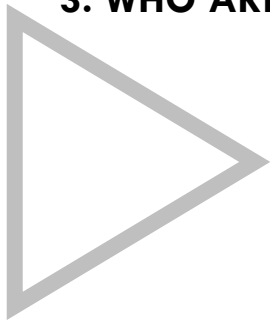
Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

We have furnished space, and supported, an open to the public with a preschool for 20 plus years.

Outreach committee that coordinates drives from the congregation, to support several low-income communities throughout the year.

We allow the hall to be utilized by various nonprofits, and a small Chapel available for other smaller religious groups.

3. WHO ARE WE NOW?



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

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

First Congregational United Church of Christ is a community of faith, rooted in love, open to all and following Jesus' inclusive teachings of justice and peace.

Describe several strengths or positive qualities of your congregation.

We find community in congregational meals. i.e.: bringing educational opportunities with community speakers, during Lenten Lunches, as well as Congregational meetings. Members are always generous with their time and talents. Our members contribute to the ministry of the church in many ways according to their abilities, time, and talents. This includes music, participating in worship services, providing refreshments for coffee hour, leading and volunteering in organized fundraisers (High Tea, Yard Sale, Bake Sale and Craft Fair) as well as miscellaneous ad hoc fundraisers, care and maintenance of the church property, and outreach activities including collections for homeless shelters and Los Pobres, migrant support group, participation at Pueblo's LGBTQIA+ 'Pride in the Park'.

Describe what worship is like when your congregation gathers.

Our Worship follows a traditional service from the UCC common lectionary as well as exceptional music from a pipe organ, piano, Cello, and Violin.

Thought provoking relatable sermons - A mix of meditative and participative time with a thought-provoking message, music, congregational requests for prayer and occasional informal dialogue with the congregation. The service is followed by fellowship and food during a "coffee hour".

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

Adult Bible study -

When children come to Sunday Service we have Children's Church program.

Preschool students have weekly time for Chapel with the pastor.

Describe how your congregation is organized for ministry and mission.

- When it comes to decision-making, how many hours are spent in meetings per month?

5 hours between council and committee(s) meetings

- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

Boiler broke down during one winter, and was replaced as quickly as possible by the trustees.

- 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

3b. 11-YEAR REPORT

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

Please see attached - <PROFILE Exhibit A>

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

| | | <i>Is this number an estimate? (check if yes)</i> |
|--|----|---|
| Number of active members: | 32 | ✓ |
| Number of active non-members: | 9 | ✓ |
| Total of church participants (sum of the numbers above): | 41 | ✓ |

Percentage of total participants who have been in the church:

| | | <i>Is this number an estimate? (check if yes)</i> |
|----------------------------------|----|---|
| More than 10 years: | 56 | ✓ |
| Less than 10, more than 5 years: | 12 | ✓ |
| Less than 5 years: | 3 | ✓ |

Number of total participants by age:

| 0-11 | 12-17 | 18-24 | 25-34 | 35-44 | 45-54 | 55-64 | 65-74 | 75+ | <i>Are these numbers an estimate? (check if yes)</i> |
|------|-------|-------|-------|-------|-------|-------|-------|-----|--|
| | | | | 3 | 2 | 8 | 13 | 14 | ✓ |

Percentage of adults in various household types:

| | | <i>Is this number an estimate? (check if yes)</i> |
|----------------------------------|----|---|
| Single adults under 35: | .5 | <input checked="" type="checkbox"/> |
| Households with minors: | .5 | <input checked="" type="checkbox"/> |
| Single adults age 35-65: | 3 | <input checked="" type="checkbox"/> |
| Joint households with no minors: | 98 | <input checked="" type="checkbox"/> |
| Single adults over 65: | 70 | <input checked="" type="checkbox"/> |

Education level of adult participants by percentage:

| | | <i>Is this number an estimate? (check if yes)</i> |
|-------------------------|-----|---|
| High school: | 100 | <input checked="" type="checkbox"/> |
| College: | 50 | <input checked="" type="checkbox"/> |
| Graduate School: | 20 | <input checked="" type="checkbox"/> |
| Specialty Training: | 5 | <input checked="" type="checkbox"/> |
| Other (please specify): | | |

Percentage of adults in various employment types:

| | | <i>Is this number an estimate? (check if yes)</i> |
|------------------------------------|----|---|
| Adults who are employed: | 10 | <input checked="" type="checkbox"/> |
| Adults who are retired: | 80 | <input checked="" type="checkbox"/> |
| Adults who are not fully employed: | 10 | <input checked="" type="checkbox"/> |

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

Corporate business, entrepreneur, self-employed, education, office administrator, sub-contractor

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?

Diversity is the inclusive model of the UCC: No matter who you are or where you are on your faith journey, you are welcome here. This church does not keep demographics of race or ethnicity and this type of profiling would in our opinion be inappropriate.

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:

In 2010 we completed the ONA training/designation and confirmed by unanimous vote from the congregation.

3d. PARTICIPATION AND STAFFING

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

| Ways of Gathering | Estimated number of people involved in attendance | Who plans each of the listed gatherings? (<i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i>) |
|--|---|---|
| Adult Groups or Classes | 20 | Minister, Lay leaders |
| Baptisms (<i>number last year</i>) | 1 | Minister |
| Children's Groups or Classes | | |
| Christmas Eve and Easter Worship | 100 | Minister, Musicians |
| Church-wide Meals | 20-40 | Christian Fellowship |
| Choirs and Music Groups | 12 | Musicians, Lay leaders |
| Church-based Bible Study | 10 | Minister |
| Communion (<i>served how often?</i>) | 25 | Minister, Diaconate (Monthly) |
| Community Meals | 15 | Lay leaders |
| Confirmation (<i>number confirmed last year</i>) | | |
| Drama or Dance Program | | |
| Funerals (<i>number last year</i>) | 2 | Minister |
| Intergenerational Groups | | |
| Outdoor Worship | | |
| Prayer or Meditation Groups | | |

| | | |
|---|---------|---------------------|
| Public Advocacy Work | 10 | Church Members |
| Retreats | 10 | Council Retreat |
| Theology or Bible Programs in the Community | | |
| Weddings (<i>number last year</i>) | | |
| Worship (time slot: __10 am __) | 28 - 34 | Minister, Musicians |
| Worship (time slot: _____) | | |
| Young Adult Groups or Classes | | |
| Youth Groups or Classes | | |
| Other | 25 | Blessing of a Home |

Additional comments:

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

| Name | Three- or Four-Way Covenant? (3 or 4 or No) | Ministry Setting | Type of Ministry Role | Retired? (Y or N) |
|---------------|--|------------------|-----------------------|----------------------|
| Mary Williams | 3 | Pastor | Part time Minister | N |
| Will Nelson | | Member | Pulpit 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:

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

| Staff Position | Head of Staff? | Compensation (full time, part time, volunteer) | Supervised by | Length of Tenure for current person in this position |
|--------------------------|----------------|---|---------------|--|
| Administrative Assistant | | Part time | Trustees | 24 yrs |
| Ministry of Music | | Part time | Trustees | 6 yrs |
| Treasurer | | Part time | Trustees | 20 yrs |

REFLECTION

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

Our congregation consists of older parishioners working in partnership with the Minister.

3e. CHURCH FINANCES

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

| Source | Amount |
|---|-------------|
| Annual Offerings and Pledged Giving | \$ 67K |
| Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>) | \$ |
| Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>) | \$ |
| Fundraising Events | \$ 3.5K |
| Gifts Designated for a Specific Purpose | \$ 970.00 |
| Grants | \$ |
| Rentals of Church Building | \$ 1,485.00 |
| Rentals of Church Parsonage | \$ |

| | |
|--|-------------|
| Support from Related Organizations (e.g. Women's Group) | \$ 3,170.00 |
| Transfers from Special Accounts | \$ |
| Other (specify): Preschool | \$ 40K |
| Other (specify): | \$ |
| TOTAL | \$ |

Current annual expenses (dollars budgeted for most recent fiscal year): \$ 121K

[Please see attached - <PROFILE Exhibit A>](#)

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? [19%](#)

Has the church ever failed to pay its financial obligations to a minister of the church? [NO](#)

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

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

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

What is the church's current indebtedness?

Total amount of loan debt: [NONE](#)

Reason for debt:

Are capital and other payments current?

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

[Solar for Mayflower hall - currently requesting information and pricing.](#)

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

| Year(s) | Purpose | Goal | Result | Impact |
|---------|--------------|----------|----------|---------------------------|
| 2022 | LED fixtures | \$ 39000 | \$ 41000 | Improve energy efficiency |
| | | \$ | \$ | |

If a capital campaign is underway or anticipated, describe:

| Year(s) | Purpose | Goal | Result | Impact |
|---------|------------------------|-------|--------|-------------------------|
| 2025 | Solar Pannels for Hall | \$ ** | \$ | **Possibly grant funded |
| | | \$ | \$ | |

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

Overall cost reduction

Does your church have an endowment? NO

~~What is the market value of the assets?~~

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

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

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

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

~~Please comment on the above calculations or estimates:-~~

Other Assets

Reserves (savings): \$ \$ 5k

Investments (other than endowment): \$ 2 CD's (\$24K - \$50K)

Does your church have a parsonage?

Fair market rental value of the parsonage: NO

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs.

Describe all buildings owned by the church:

Mayflower hall - Education wing - Sanctuary

All are connected.

Describe non-owned buildings or space used or rented by the church: NONE

Which spaces are accessible to wheelchairs? Sanctuary & Fellowship Hall

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

We manage year to year.

3f. HISTORICAL INFORMATION

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

2014 - Organ Restoration

2013 - Stained Glass Rose window restored

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

2020 - Dealing with Covid using Zoom services and posting services to YouTube

Every church has conflicts, 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.

Conflicts in the past have been addressed and policy was created to address them.

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

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

| Staff member's name | Years of service | UCC Standing (Y/N) |
|-----------------------------------|------------------|--------------------|
| Howard Lukenbill (passed) (Music) | 18 | Y |
| Nancy Cranmer (passed) (Music) | 15 | Y |
| Jon Winans - Pastor | 11 | Y |
| Randy Wilcher - Pastor | 7 | Y |
| Jeannine Lamb - Pastor | 4 | Y |
| Karen Howe - Pastor | 1 | Y |
| Mary Williams - Pastor | 6 | Y |

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

We are a bit traditional but willing to try new things.

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

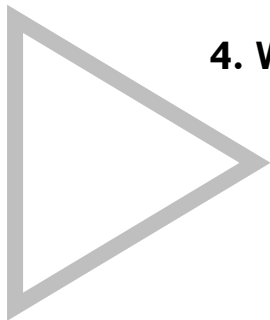
NO

Has your church been involved in a Situational Support Consultation?

NO

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

NO



4. WHO IS OUR NEIGHBOR?

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

a. COMMUNITY VISION

b. MISSION InSite

4a. COMMUNITY VISION

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

Our outreach works with several local charities as well as a small chapel available for other denominations.

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

We try to send at least one or two with the pastor to any conference celebrations and Southeastern Association meetings in Colorado.

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

☒ Accessible to All (A2A)

☐ Creation Justice

☐ Economic Justice

☒ Faithful and Welcoming

☒ God Is Still Speaking (GISS)

☐ Border and Immigrant Justice

☐ Inter-cultural/Multi-racial (I’M)

☐ Just Peace

☐ Global Mission Church

☒ Open and Affirming (ONA)

☐ WISE Congregation for Mental Health

☐ Other UCC designations:

☐ Designations from other denominations

☐ 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?

Not at this time

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

In the past we have been invited and worshipped with other churches in the area.

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.

In general half of our gathered time is spent on worship and the other half spent on our various outreach functions.

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? Expectations have been met and often exceeded.

4b. MISSION InSite

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

Our neighborhood is one of the oldest in Pueblo, being both residential and business. There are schools and the main library in the area along with shopping, dining, and recreation opportunities.

How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

We are similar to what the area consists of.

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

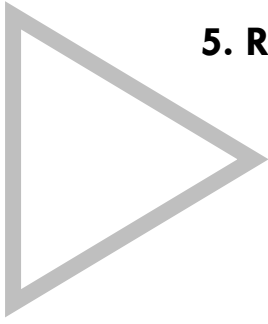
Our support for migrant workers and the developmentally disabled are continuous programs.

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

We have a good relationship with our community and our website helps to connect with anyone looking for support.

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

"We found you online."



5. REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1

[Judy Baillie](#) member of Christ Congregational UCC former sister church
719-248-1953 / walkingstick8@q.com

REFERENCE 2

[Gerry Montgomery](#) / Owner / Montgomery Steward Funeral home
719-542-1552 / info@montgomerysteward.com

REFERENCE 3

Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)

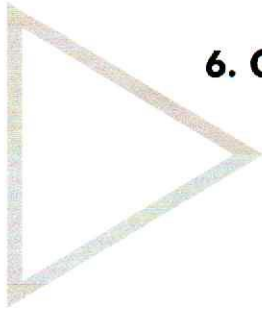
PROMPTS FOR REFERENCES

Describe some areas of strength in this church’s ministry.

Describe some areas for improvement in this church’s ministry.

Describe a significant experience you have had of this church’s ministry.

Anything else you wish to share.



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

Our congregation has been here since September 3, 1878, and our beautiful sanctuary was built in 1889. We have had good times, and times that have challenged us. Our world is in a state of constant change and our church family has done its best to keep up. We have supported each other through deaths, births, health issues, and we rejoice with each other in the happy times. We hope that there is someone out there that will guide us, teach us, challenge us, and be the friend that will help us to continue to serve our community. We cherish our history but always look to the future, and we will support our next pastor as we work toward those goals together.

God - we pray we are acceptable to those you chose to call to us to guide our future...

6b. STATEMENT OF CONSENT

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

As the committee charged with the responsibility for identifying and recommending suitable new ministers 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? [Profile committee](#)
2. Additional comments for interpreting the profile:

Signed:

TRUSTEE

5/23/2024

Name / Title / Date:

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:


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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature: 
Name / Title: Rev. Erin Gilmore/Transitional Conference Minister
Email: erin@rmcucc.org
Phone: 801-694-6300
Date: 6/26/2024

**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

First Congregational United Church of Christ Pueblo, Colorado



145th Annual Report
January 28, 2024







First Congregational UCC (690770), Pueblo, CO

A change was made to the data collection process for UCC giving beginning in data year 2017. Other UCC Giving replaces Special Support (Conference) and Special Support (Direct) but does not include the Special Mission Offerings. Total OCWM = Basic Support + Other UCC Giving + OGHS * NIN + CF + STC

| Year | Total income | Pledges and Offerings | Operating Expenses | Basic Support | Other UCC Giving | Special Support (Direct) | Other Gifts | Payments | Bequests | Deferred Gifts | Endowment | 5 For 5 | One Great hour of sharing | Neighbors in Need | Christmas Fund | Strengthen the Church | Total OCWM |
|------|---------------|-----------------------|--------------------|---------------|------------------|--------------------------|-------------|----------|--------------|----------------|-----------|---------|---------------------------|-------------------|----------------|-----------------------|-------------|
| 2023 | \$ 112,629.00 | \$ 67,189.00 | \$ 121,951.00 | \$ 600.00 | \$ 816.00 | | \$ 2,198.00 | | | | | ✓ | \$ 283.00 | \$ 206.00 | \$ 395.00 | \$ 146.00 | \$ 2,446.00 |
| 2022 | \$ 100,678.00 | \$ 59,621.00 | \$ 115,790.00 | \$ 700.00 | \$ 630.00 | | \$ 1,666.00 | | \$ 50,000.00 | | | ✓ | \$ 244.00 | \$ 187.00 | \$ 535.00 | \$ 242.00 | \$ 2,538.00 |
| 2021 | \$ 98,475.00 | \$ 63,031.00 | \$ 109,944.00 | \$ 900.00 | \$ 672.00 | | \$ 844.00 | | | | | ✓ | \$ 215.00 | \$ 435.00 | \$ 994.00 | \$ 271.00 | \$ 3,487.00 |
| 2020 | \$ 94,776.00 | \$ 69,900.00 | \$ 92,386.00 | \$ 450.00 | \$ 756.00 | | \$ 488.00 | | | | | ✓ | \$ 198.00 | | | | \$ 1,404.00 |
| 2019 | \$ 95,408.00 | \$ 67,668.00 | \$ 91,653.00 | \$ 1,150.00 | \$ 644.00 | | \$ 1,112.00 | | | | | ✓ | \$ 156.00 | \$ 115.00 | \$ 110.00 | \$ 240.00 | \$ 2,415.00 |
| 2018 | \$ 90,302.00 | \$ 66,833.00 | \$ 86,462.00 | \$ 1,000.00 | \$ 644.00 | | | | | | | ✓ | \$ 173.00 | \$ 174.00 | | \$ 224.00 | \$ 2,215.00 |
| 2017 | \$ 86,177.00 | \$ 64,804.00 | \$ 81,645.00 | \$ 600.00 | \$ 700.00 | | \$ 808.00 | | | | | ✓ | \$ 75.00 | \$ 113.00 | \$ 112.00 | \$ 50.00 | \$ 1,650.00 |
| 2016 | \$ 77,606.00 | \$ 58,291.00 | \$ 74,295.00 | \$ 600.00 | | | \$ 651.00 | | | | | ✓ | \$ 140.00 | \$ 80.00 | \$ 301.00 | \$ 61.00 | \$ 1,532.00 |
| 2015 | \$ 70,896.00 | \$ 52,522.00 | \$ 67,180.00 | \$ 225.00 | | | \$ 408.00 | | | | | ✓ | \$ 133.00 | \$ 134.00 | | \$ 136.00 | \$ 1,258.00 |
| 2014 | \$ 81,942.00 | \$ 63,425.00 | \$ 81,814.00 | \$ 339.00 | | | \$ 278.00 | | | | | ✓ | \$ 194.00 | \$ 41.00 | | \$ 50.00 | \$ 1,254.00 |
| 2013 | \$ 78,545.00 | \$ 58,316.00 | \$ 82,189.00 | \$ 300.00 | | | \$ 960.00 | | | | | ✓ | \$ 249.00 | \$ 198.00 | | | \$ 2,054.00 |
| 2012 | \$ 73,822.00 | \$ 58,208.00 | \$ 75,338.00 | | | | \$ 317.00 | | | | | ✓ | \$ 194.00 | \$ 280.00 | | | \$ 3,029.00 |
| 2011 | \$ 73,904.00 | \$ 59,021.00 | \$ 66,322.00 | | | | \$ 311.00 | | | | | ✓ | \$ 97.00 | \$ 30.00 | \$ 45.00 | | \$ 2,928.00 |

| First Congregational United Church of Christ | | | | | | | | | |
|--|--|--|--|------------------|--|-------------------|--|---------------------|--|
| Annual Financial Report-2023 | | | | | | | | | |
| Submitted by Treasurer, Amy Hutchison | | | | | | | | | |
| | | | | This Year | | Last Year | | | |
| INCOME | | | | | | | | | |
| Regular Operating Income | | | | | | | | | |
| Members | | | | 65,215.00 | | 58,183.36 | | | |
| Plate | | | | 1,973.50 | | 1,437.60 | | | |
| Fund Raisers | | | | 3,301.00 | | 2,427.58 | | | |
| Hall Donation | | | | 1,485.00 | | 2,195.95 | | | |
| Membership Dues | | | | 518.00 | | 385.00 | | | |
| OCWM | | | | 419.00 | | 600.00 | | | |
| TOTAL REGULAR INCOME | | | | \$72,911.50 | | \$64,244.49 | | | |
| First Preschool Donation | | | | 0.00 | | 5,000.00 | | | |
| First Preschool Overhead Contri | | | | 2,923.02 | | 2,862.26 | | | |
| First Preschool Insurance Contri | | | | 8,349.35 | | 6,123.44 | | | |
| First Preschool Payroll Taxes | | | | 28,642.93 | | 25,585.05 | | | |
| Food Certificate Profit | | | | 135.00 | | 135.00 | | | |
| Other Income | | | | 604.40 | | 1,728.13 | | | |
| | | | | <u>40,654.70</u> | | <u>41,433.88</u> | | | |
| Total All Operating Income | | | | | | 113,566.20 | | \$ 105,678.37 | |
| EXPENSES | | | | | | | | | |
| Pastor's Salary | | | | 19,846.80 | | 20,814.29 | | | |
| Pastor's Housing | | | | 0.00 | | 0.00 | | | |
| Pastor's Pension | | | | 3,528.00 | | 3,143.00 | | | |
| Pastor's Expenses | | | | 26.40 | | 20.97 | | | |
| Pulpit Supply | | | | 629.20 | | 395.00 | | | |
| Organist | | | | 2,663.01 | | 2,678.40 | | | |
| Janitorial | | | | 3,431.56 | | 3,471.72 | | | |
| Secretary | | | | 4,385.72 | | 4,634.58 | | | |
| Treasurer | | | | 2,903.04 | | 2,918.40 | | | |
| Payroll Taxes | | | | 40,856.79 | | 37,923.12 | | | |
| Building Insurance | | | | 15,859.00 | | 12,285.00 | | | |
| Workman's Comp Insurance | | | | 3,124.90 | | 2,010.00 | | | |
| Utilities | | | | 17,548.85 | | 17,494.00 | | | |
| Maintenance and Repairs | | | | 1,919.00 | | 2,144.00 | | | |
| Building/Kitchen Supplies | | | | 0.00 | | 0.00 | | | |
| Church Expense / Office / Postage | | | | 1,178.61 | | 1,715.72 | | | |
| Bank/CC Charges | | | | 1,167.90 | | 1,360.00 | | | |
| Advertising | | | | 381.80 | | 94.00 | | | |
| OCWM | | | | 600.00 | | 600.00 | | | |
| Membership Dues | | | | 816.00 | | 630.00 | | | |
| Other Expenses | | | | 1,084.74 | | 1,182.82 | | | |
| Total Expenses | | | | | | <u>121,951.32</u> | | 115,515.02 | |
| | | | | | | | | | |
| | | | | | | | | | |
| Total Net for Year | | | | | | \$8,385.12 | | -\$ 9,836.65 | |
| | | | | | | | | | |

Special Funds Donated by Members 2023

| Mission and Outreach | <u>Funds Received</u> | <u>Funds Disbursed</u> | <u>Balance</u> |
|---------------------------|-----------------------|------------------------|----------------|
| Dues | 352.00 | 816.00 | -464.00 |
| One Great Hour of Sharing | 283.00 | 283.00 | 0.00 |
| Strengthen Our Church | 146.00 | 146.00 | 0.00 |
| Neighbors in Need | 206.00 | 206.00 | 0.00 |
| Christmas Fund | 395.00 | 395.00 | 0.00 |
| Building Maintenance Fund | 500.00 | 0.00 | 500.00 |
| Total | \$ 1,882.00 | 1,846.00 | 36.00 |

Outreach From Church Programs Not Run Through the Books

| | |
|------------------------------|------------|
| Angel Tree & Birthday Gifts | 256.21 |
| Los Pobres & Rescue Mission | 695.66 |
| Annual Convention | \$ 108.39 |
| Graduation Gifts | \$ 150.00 |
| Food Pantry | \$ 316.51 |
| Parkview School | \$ 48.70 |
| School Supplies & Valentines | \$ 485.11 |
| Pride | \$ 35.00 |
| Blessing of the Animals | 102.44 |
| Total | \$2,198.02 |

Other Funds & Items Donated by Members

| | |
|---|-------------|
| Fellowship, Kitchen, & communion | 479.10 |
| Repairs & Lawn | 130.30 |
| Office Supplies | 867.38 |
| Fund Raisers (craft fair, yard sale, etc) | 1019.67 |
| Janitor Supplies | 206.73 |
| Total | \$ 2,703.18 |

Total Donations by Members \$ 6,783.20

Food Certificate Program

| | |
|----------------------------|-------------|
| Food Certificate Purchases | \$ 3,000.00 |
| Food Certificate Sales | \$ 3,200.00 |
| Food Certificate Profit | \$ 135.00 |

CD's and Savings

| | |
|--------------------------|--------------------|
| MINNEQUA WORKS CD | \$ 24,043.01 |
| CONTINGENCY FUND | \$ 5,085.34 |
| SECURITY SERVICE CD | \$ 50,429.59 |
| SECURITY SERVICE SAVINGS | \$ 74.30 |
| Total | <u>\$79,632.24</u> |

First Preschool and Pre K 2023

Last Year

Income

| | | |
|--------------|----------------|----------------|
| Tuition | \$96,372.26 | \$98,245.25 |
| Fund Raisers | 0.00 | 0.00 |
| Other | <u>1755.00</u> | <u>1540.00</u> |
| Total Income | \$98,127.26 | \$99,785.25 |

Expenses

| | | |
|-----------------------|----------------|----------------|
| Salaries | 58942.77 | 61005.30 |
| Supplies | 1961.31 | 3088.84 |
| Advertising | 648.88 | 368.00 |
| Overhead | 2923.02 | 2862.26 |
| Donation to Church | 0.00 | 5000.00 |
| Building Insurance | 7032.42 | 4917.44 |
| Workers Comp Insurar | 1316.94 | 1206.05 |
| Payroll Taxes | 30620.60 | 27166.83 |
| Office Supplies | 751.29 | 913.27 |
| Bank & Credit Card Cl | 44.02 | 28.00 |
| Other Activities | 389.35 | 1689.91 |
| Nurse's Visit | 457.50 | 410.60 |
| Other | <u>1659.82</u> | <u>1196.22</u> |
| Total Expenses | \$106,747.92 | \$109,852.72 |

| | | |
|-----------------------|--------------------------|---------------------------|
| Income minus expenses | <u><u>\$8,620.66</u></u> | <u><u>\$10,067.47</u></u> |
|-----------------------|--------------------------|---------------------------|

Other Account Balances

| | | |
|--------------|------------|------------|
| Petty Cash | \$500.00 | \$500.00 |
| Fund Raising | \$7,852.32 | \$7,852.32 |
| Savings | \$5.00 | \$ 0.00 |

| | | | | Proposed 2024 Budget | | | | | | | | | | |
|-----------------------------|------------|------------|-------------|----------------------|---|--|--|--|--|--|--|--|--|--|
| | | | ACTUAL | PROPOSED | | | | | | | | | | |
| | | PROPOSED | After taxes | After taxes | | | | | | | | | | |
| | | 2023 | 2023 | 2024 | | | | | | | | | | |
| Member | | 71,800.00 | 65,215.00 | 66,100.00 | The member contributions is the backbone of the income for the church. The plate, fund | | | | | | | | | |
| Plate | | 3,500.00 | 1,973.50 | 2,200.00 | raisers, and hall donations are the "helpers". | | | | | | | | | |
| Fund raisers | | 3,900.00 | 3,301.00 | 3,600.00 | | | | | | | | | | |
| Hall donation | | 3,300.00 | 1,485.00 | 2,000.00 | The Preschool program pay "overhead" on a monthly basis which is their share | | | | | | | | | |
| Preschool donation | | 2,500.00 | 0.00 | 0.00 | of the utilities. This number is determined by the amount of time per month the classes are | | | | | | | | | |
| Preschool overhead | | 4,000.00 | 2,923.02 | 3,200.00 | held. They also pay the "extra" building insurance and workers comp that is above what | | | | | | | | | |
| Preschool insurance | | 8,500.00 | 8,349.35 | 9,200.00 | the premiums would be if there was not a Preschool program. They also pay their share of | | | | | | | | | |
| Preschool payroll taxes | | 29,000.00 | 28,642.93 | 29,100.00 | the payroll taxes. | | | | | | | | | |
| Membership Dues | | 600.00 | 518.00 | 600.00 | | | | | | | | | | |
| OCWM | | 600.00 | 419.00 | 500.00 | | | | | | | | | | |
| Other | | 4,000.00 | 604.40 | 2,000.00 | | | | | | | | | | |
| | Total | 131,700.00 | 113,431.20 | 118,500.00 | | | | | | | | | | |
| Pastor's salary | | 25,500.00 | 19,846.80 | 20,398.32 | These are the yearly totals for the Pastor's salary, housing, expenses, etc. | | | | | | | | | |
| Pastor's housing | | 0.00 | 0.00 | 0.00 | The pastor's salary was calculated after taxes. | | | | | | | | | |
| Pastor's expenses | | 1,800.00 | 26.40 | 600.00 | | | | | | | | | | |
| Pastor's retirement | | 3,528.00 | 3,528.00 | 3,612.00 | | | | | | | | | | |
| Pulpit Supply | | 780.00 | 629.20 | 700.00 | | | | | | | | | | |
| Organist | | 3,420.00 | 2,663.01 | 2,663.04 | The organist, janitor, secretary and treasurer are the other paid employees of the | | | | | | | | | |
| Pianist | | 0.00 | 0.00 | 0.00 | church. The numbers shown here are their yearly salaries after taxes. The numbers on | | | | | | | | | |
| Janitorial | | 4,500.00 | 3,431.56 | 3,451.56 | the monthly financial statements are their net salaries. | | | | | | | | | |
| Secretary | | 4,000.00 | 4,385.72 | 5,710.00 | | | | | | | | | | |
| Treasurer | | 3,420.00 | 2,903.04 | 2,902.98 | | | | | | | | | | |
| Payroll Taxes | | 39,000.00 | 40,856.79 | 41,000.00 | This is the estimated number that will be paid out in payroll taxes for the year for both the | | | | | | | | | |
| Worker's Comp | | 2,200.00 | 3,124.90 | 3,200.00 | church and the preschool. This includes both the employee contribution and the employer | | | | | | | | | |
| Building Insurance | | 15,859.00 | 15,859.00 | 17,445.00 | contribution. The building insurance and workers comp are both totals. The Preschool's | | | | | | | | | |
| Utilities | | 19,000.00 | 17,548.85 | 18,500.00 | share of this expense is listed in the income section above. | | | | | | | | | |
| Maintenance | | 2,500.00 | 1,919.00 | 1,900.00 | Maintenance is the general daily upkeep of the church. Special maintenance projects | | | | | | | | | |
| Building/Kitchen supplies | | 100.00 | 0.00 | 50.00 | are not included. | | | | | | | | | |
| Church/Office/Music expense | | 1,700.00 | 1,178.61 | 1,300.00 | Church/Office/ Music are the expenses that include all that is done in the office such as | | | | | | | | | |
| Bank charges | | 1,400.00 | 1,167.90 | 1,300.00 | bulletins and any new music that is purchased. The bank charges are broke out to better | | | | | | | | | |
| Advertising | | 375.00 | 381.80 | 180.00 | track late charges, the cost of processing credit cards and the bank service charges. | | | | | | | | | |
| OCWM | | 600.00 | 600.00 | 500.00 | OCWM and Dues both need to be paid each year and should | | | | | | | | | |
| Membership Dues | | 864.00 | 1,084.74 | 697.00 | be considered part of the church's expenses. | | | | | | | | | |
| Other | | 1,100.00 | 816.00 | 900.00 | | | | | | | | | | |
| | Total | 131,646.00 | 121,951.32 | 127,009.90 | | | | | | | | | | |
| | Difference | 54 | -8,520.12 | -8,509.90 | | | | | | | | | | |