

## 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

Chewelah UCC, and First Congregational Colville UCC  
Chewelah and Colville, Washington

Shared Settled Pastor, Full-time

Pacific Northwest Conference, United Church of Christ

July 22, 2024

### LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
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- Consent and Validation

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



## INSTRUCTIONS

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

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

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

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

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

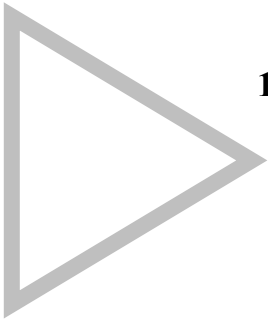
When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (<http://oppsearch.ucc.org>).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open,



honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.





## 1. POSITION POSTING

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

### 1a. LISTING INFORMATION

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Church names:

**Chewelah United Church of Christ**  
E. 10 Webster, Chewelah, WA 99109  
[www.chewelahucc.org](http://www.chewelahucc.org)  
[www.facebook.com/uccchewelah](https://www.facebook.com/uccchewelah)

**AND**

**First Congregational Colville United Church of Christ**  
205 North Maple, Colville, WA 99114  
[www.facebook.com/colvilleucc](https://www.facebook.com/colvilleucc)

Additional ecumenical affiliations: None

**Conference: Pacific Northwest Conference, United Church of Christ**

**UCC Conference or Association Staff Contact Person:**

Rev. Phil Hodson,  
Designated Conference Minister  
(765) 532-3429  
[phil@pncucc.org](mailto:phil@pncucc.org)



### Summary Ministry Description:

*In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?*

The Chewelah and Colville UCC's are searching for a Shared Settled Pastor. The churches are not merging or otherwise yoked. Our churches vision for the future is similar: two churches bustling with activity, central hubs for social justice and inclusion, facilitating and conducting advocacy work for the environment and marginalized groups. Our churches would be full of persons, representing all ages and ethnicities, participating in worship, music, Bible studies, and fellowship. Our worship services will be a blend of traditional and innovative styles, attracting and retaining the attention of younger generations. The UCC's extravagant welcome is prominently and proudly displayed with inclusive banners adorning the exterior and interior worship and gathering spaces. Classrooms would be filled, dedicated to inspiring personal and spiritual growth.

Chewelah and Colville UCC are places of healing in our communities, inspiring all who seek justice and peace and known as being places of spiritual growth and safety for historically marginalized groups. We are spiritual communities that live with love and breathe the spirit of who created all that is and ever shall be.

Our churches are looking for a settled pastor to join us on this faith journey, who will help us stay focused on discerning our Creator's will as we strive to love and serve each other, our local community, and God's world. In other words, we want a pastor to join our church family, to love and be loved, to serve and be served, to bring their energy, knowledge, fresh eyes, and gifts to our UCC families and its mission.

Photographs: **See Appendix A for photos of Chewelah and Colville UCC.**

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

*Our churches value the rural character of the area!* Both Chewelah and Colville UCC's are situated in the agriculturally picturesque Colville Valley embraced by mountain ranges to the east and west. Our communities enjoy a slower pace of life here, where neighbors know and help one another, and traffic jams might consist of turkeys or deer crossing city streets.

*We value small town living, and that "big city life" is both close enough, and yet, far enough away!* Both Colville and Chewelah are small, full-service communities having major grocery stores, locally owned and "name brand" businesses, hospitals and medical clinics with medical providers practicing both western and naturopathic medicine. Chewelah has a



designated Creative District and is known for its arts and theater offerings. Colville offers two movie theaters including a Drive-In Movie theater operated during the summer. The Woodland Theater, highlighting local talent in both plays and musicals, is located seven miles north of Colville. Specialty medicine, large venue events, the Spokane Symphony, Bing Theater, and the International Airport are located 1-1½ hours' drive south to Spokane.

*We value education!* There are a number of private academies and public K-12 schools in both communities, and a branch of Spokane Community College in Colville. Eastern Washington, Gonzaga, Whitworth, and Washington State Universities, and other colleges are located in Spokane where higher or continuing education opportunities can be pursued.

*We value the outdoors!* There are four distinct seasons where we live and recreational opportunities are steps or minutes from our front doors including: the 49 Degrees North Ski area for downhill skiing and Nordic sports, hiking and biking trails, golf courses, ninety-five lakes, clear running streams and rivers, campgrounds, hunting, and other outdoor opportunities. A mere 30-minute drive north of Colville the beauty and adventure of Canada awaits you!

Current size of membership: Colville UCC: 27; Chewelah UCC: 44

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

Position Title: **Shared Pastor**

Position Duration: **Settled**

Compensation Level: **Full Time**

Does the total support package meet conference compensation guidelines?

In most areas.

## **1b. SCOPE OF WORK**

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

- **Prepare and lead worship services including coordination with lay leaders and musicians.**
- **Administer sacraments, including communion one Sunday per month.**
- **Collaborate with both churches to broaden our outreach in the local communities.**



- **Coordinate ministry for those who are sick, homebound, in crisis or grieving.**
- **Facilitate educational and spiritual development.**
- **Keep regular office hours at both churches (days and hours per week at each church to be negotiated).**
- **Participate in church meetings (church council, Congregational, and pastoral relations).**

Core Competencies:

*(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)*

Our churches seek a minister who is caring and sensitive to the spiritual needs of our active, yet aging congregations. God is calling to us to make and build community in a conservative county. We are looking for a Pastor who is organized and has an outgoing personality willing to partner with both churches to magnify our presence in our communities. Our churches are open to "new ways of doing church" to reach those who do not think church is relevant to their spiritual needs, and to increase the membership of our congregations with cultural, ethnic, and generational diversity. There are underserved segments of our community (homeless, economically depressed, LGBTQI, etc.) who could benefit from our attention. We are seeking a Minister who is proficient with modern tech and communication technologies and who will help us convey the UCC's extravagant welcome.

## 1c. COMPENSATION AND SUPPORT

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Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): **\$57,000**

Benefits (*choose one*):

Salary plus Benefits

What is the expected living situation for your next minister?

There is a 3-bedroom parsonage in Chewelah available for pastor housing. The house is located within walking distance, approximately ½ mile, from the Chewelah UCC.



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

The expectation is the pastor will live in the communities they serve. The Pastor is expected to lead worship services for and at both churches. The exact arrangement (location of and frequency at each location) is subject to negotiation between the Pastor and church leaderships. Both congregations use Zoom to reach members who cannot physically be present at worship services.

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

The Pastor's call agreement, and compensation will be reviewed annually. A paid 3-month sabbatical will be available to the Pastor after 5 years of service.

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

Conference resources include annual clergy retreats, Communities of Practice, opportunities for reflection and/or participation at our Church Camps (N-Sid-Sen and/or Pilgrim Firs), online seminars and workshops, participation on Conference committees, attendance at Annual Meetings and continuing education.

## 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.

Our churches are seeking a pastor to provide Biblically grounded and Christ-centered messages to us in weekly sermons, monthly communion (and other sacraments as needed), and lead or facilitate our faith formation and enrichment. Our vision for the Pastor is collaborating with our congregations as we engage with other denominations, institutions, and organizations performing social justice work in our communities (e.g. food banks, community meal, warming and women's shelters, etc.). Chewelah and Colville UCC are seeking a Pastor who will partner with us to attract and retain new people and families who are seeking God's word and community. We believe our "UCC brand" is even more relevant today than in the past.

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



Our vision is a person who has social and technical skills to help us spread our messages of God's love for all his creations. We are seeking a minister who will join our members in spreading the light of Christ that we reflect in our larger communities. This means we may have to break out of our comfort zones and practice "new ways of doing church," taking church to where younger generations are, or using media and music to touch those people with God's message of love and peace, forgiveness, and resurrection.

The Chewelah and Colville UCC congregations are interested in discerning ways we can impact beyond our walls. Discussion and discernment *may* include:

- Reopening the PFLAG (Parents and Friends of Lesbian and Gays) chapter that Colville UCC previously hosted.
- Opening a recreation/study center for LGBTQI youth who want to hang out in a safe place with other people who are like them.
- Engage in conversations with native American tribal leaders (whose historic lands our churches are built on) to discuss the churches complicity in the taking of their lands and erasure of their culture. Our intent is to find ways to celebrate and support their culture and identity.
- Having information resources available to support people seeking the mental and physical health care they need.
- Opening a cooling center during the summer as our climate heats up, or a day center for homeless people during our long cold winter months.

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

English is the language spoken by all current members. Our next minister must be open-minded and accepting of cultural, ethnic, and sexual diversity consistent with our UCC and progressive values. We welcome a minister who themselves is a member of the LGBTQI community, or of a minority racial or ethnic background.

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.

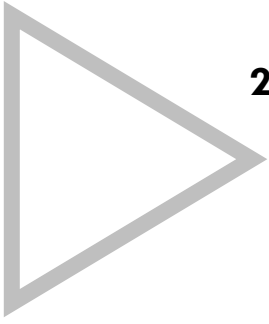
1. *Nurturing UCC Identity.* Our next minister must exhibit a commitment to the core values of the United Church of Christ, continuing testament, extravagant welcome, and changing lives. Both Congregations are committed to being Open and Affirming churches which is unique in Stevens County. We remain committed to the UCC and desire to remain in the Conference. We expect the minister to fully participate in the



various settings of the UCC, supporting and participating in the ministries of the Conference, and wider church.

2. *Building Transformational Leadership Skills.* Our next minister shall partner with us on our journey to be faithful to God's call, be more reflective of Christ's mission, and open to the surprises of the Holy Spirit. We believe there are many opportunities for our churches to demonstrate and spread the Good News to our neighbors who might be interested in joining our churches. We are looking for a minister with good interpersonal and communication skills who can help us strategically create the future of God's churches in the Colville Valley.
3. *Engaging in Sacred Stories and Traditions.* Knowledge and understanding the Hebrew Scriptures and New Testament connecting sacred stories with our contemporary lives is important to the two congregations. Both the Chewelah and Colville UCC value our unique worship traditions.
4. *Working together for Justice and Mercy.* Drawing on the ministry of Jesus Christ our next Pastor joins our congregations to confront injustice and engage in mission and outreach.





## 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?

Our churches have goals to increase our memberships and pass the witness and mission of our churches to another generation of Christ’s disciples. Historically, we are pioneer churches and the first in our communities. Both churches are looking for new ways to remain a vital presence in our communities, while retaining our UCC values, and traditions. Though we live in a conservative area we know our progressive UCC messages have relevance and will resonate with people. We acknowledge that “doing church the same way” will not lead to growth. Our churches are committed to becoming central hubs for social justice and inclusion, facilitating, and conducting advocacy work for the environment and marginalized groups.

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

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

The challenges our two churches face are similar to many churches in the Pacific northwest. We must remind ourselves of who we are by what we do and demonstrate our relevance in and to the communities where we live.

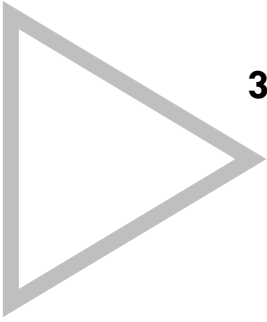
**Chewelah UCC has been exploring just what elements of our services are most meaningful and what suggestions could be made for exploring new, engaging ways of worshipping God. The desire to provide a worship experience that not only meets our current congregation’s spiritual needs, but also appeals to a broader, more diverse demographic in our community is strong. 92% of the congregation participated in providing the Diaconate with valuable information. The data was shared with the congregation and suggestions are being currently implemented. A follow-up survey will be done in a few months to help us make course corrections.**



Colville UCC has sponsored and provided a weekly lunch meal for the past 10 years including brown bag lunches during the Pandemic when we could not provide an inside, sit-down meal. This ministry was started to address the prevalent food insecurity need in our community and provides an opportunity for fellowship with our neighbors. The Friday Meal program is supported by a dedicated team of volunteers, both UCC members and non-members. We have had numerous guest speakers at our church recently discussing their mission work in our communities and abroad. As both "go-ers and send-ers," we can strengthen mission involvement beyond our local communities and create opportunities where none may exist.

As churches we hold a joint worship service every month that has a 5<sup>th</sup> Sunday, alternating worship locations between Chewelah and Colville UCC's. This has allowed us to strengthen our relationships among churches and share resources. The 5<sup>th</sup> Sunday in July service is held at the community park instead of inside our churches.





### 3. WHO ARE WE NOW? CHEWELAH UCC RESPONSE

"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

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Describe your congregation's life of faith.

*For example, what beliefs and commitments are stated in your congregation's purpose statement or membership vows?*

Mission statement, Chewelah UCC:

**"Grounded in justice, diversity, and community...we are listening for the Still-Speaking Voice of God. Expectantly, we listen to discern where God might lead us next. Let us dispel whatever spirit of discord may arise. Let us work to do what you would have us do joyfully. We anticipate the future with great hope. Amen."**

Describe several strengths or positive qualities of your congregation.

**Chewelah UCC is focused on service to God, our neighbors, community, and a safe, caring world and its environment. The Holy Spirit continually empowers and guides us. Numerous ministries of this church provide love and caring for the congregation, youth, food pantries and meals, housing for service groups e.g., AA, Scouts, Meditation groups, Writers' groups, BLM vigil, Women's marches, as well as "services for the unchurched." A collaborative partner in an ecumenical "Faith Resources Group," Chewelah UCC joins our neighbors in advocating and enacting "A Just World for All."**

**Open and affirming for 25 years, this congregation continues to welcome and celebrate diversity in all God's creations. This dynamic congregation's members take part in community organizations such as Chamber of Commerce, school board,**



**writers' group, Lions, Chewelah Art Guild, food bank, Eastern Star, Chewelah Center for the Arts, and P.E.O. (Philanthropic Educational Organization).**

Describe what worship is like when your congregation gathers.

*For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?*

**Worship is held in our beautiful sanctuary as well as in the Creekside Chapel, the city park and occasionally at the home of a congregant. Grounded on the lectionary, the services may include responsive readings, prayers, and after sermon discussions. The worship is enhanced by technologies including Zoom. Every Sunday our congregation engages in active greeting of one another as we pass the peace and join in coffee fellowship following the service.**

**Preaching: Chewelah UCC appreciates thought provoking sermons based on scripture. These messages aid our congregation in relating faith/ Bible lessons to daily lives and providing hope. Some recent messages have been presentations on justice issues, a local homeless shelter, an African children's mission, a person who grew up in a cult, and an Indigenous language immersion school.**

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

*For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?*

**Chewelah UCC believes educational/faith formation is relevant for all ages. Young people attend sporadically however, lessons are prepared and ready each Sunday. Children's messages are prepared as well as Sunday School lessons. The church has a comfortable nursery and several classrooms / youth rooms. UCC Camperships (scholarships) are strongly supported each year for students attending the Spokane area UCC Camp (N-Sid-Sen).**

**Our adult studies have recently included the book *Bad Women of the Bible*, and a White Nationalism video series.**

Describe how your congregation is organized for ministry and mission.

*For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?*

**Chewelah UCC has a strong council, (board) elected by the members, made up of moderator, assistant moderator, financial people, and chairs of all committees –**



**Diaconate, Mission and Stewardship, Pastoral Relations, Christian Ed / Youth, Music, Communication / technology Trustees, Historian, and Campership. Issues or topics of concern / interests are brought to the council for discussion and decision making.**

**Chewelah UCC is challenged to find the balance of maintaining traditions while exploring new ways of worship that may speak to a younger/ diverse demographic. Many members are comfortable and want to continue to worship as they always have while others desire more contemporary and engaging elements. Our Diaconate recently conducted a survey that revealed a strong willingness to explore and dialog about what makes a vibrant, meaningful, and joyful worship. The Diaconate is implementing some congregational suggestions.**

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

**Combined 8-10 hours are spent in meetings each month. (estimate of all committees)**

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

**A few years ago, Chewelah UCC released an interim pastor because the pastor violated his contract and refused to meet the requirements of Committee on Ministry. The Pastoral Relations and Church Council dealt with the issue professionally, confidentially, and legally.**

- 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 a sheet.

UNITED CHURCH OF CHRIST										
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS										
Church#:	840230									
Assoc:	820	Schedule: 0	Chewelah United Church of Christ	Chewelah	WA	99109				
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED	
2013	100	50	35	0	6	0	4	7	-5	
2014	83	50	29	0	0	4	7	14	-17	
2015	83	48	25	0	0	1	1	0	0	
2016	83	52	24	0	0	0	0	0	0	
2017	59	35	38	0	0	1	3	22	-24	
2018	51	35	25	0	0	0	3	0	-3	
2019	62	40	6	0	2	1	1	0	2	
2020	59	45	8	0	0	0	3	0	-3	
2021	48	25	11	0	0	0	4	7	-11	
2022	41	25	8	0	0	0	3	4	-7	
2023	44	25	16	0	3	0	1	4	-2	
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPPLY CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2013	\$81,736	\$0	\$7,000	\$1,549	\$8,549	\$940	\$9,489	8.56	\$91,225	\$80,694
2014	\$85,406	\$0	\$3,600	\$5,842	\$9,442	\$1,350	\$10,792	4.22	\$96,198	\$77,575
2015	\$80,402	\$0	\$3,600	\$846	\$4,446	\$0	\$4,446	4.48	\$84,848	\$74,385
2016	\$80,476	\$1,050	\$3,600	\$994	\$4,594	\$356	\$4,950	4.47	\$86,476	\$73,608
2017	\$92,569	\$0	\$3,600	\$1,350	\$4,950	\$1,120	\$6,070	3.89	\$98,639	\$77,117
2018	\$94,289	\$0	\$2,400	\$989	\$3,389	\$440	\$3,829	2.55	\$98,118	\$78,781
2019	\$98,441	\$0	\$2,400	\$1,263	\$3,663	\$340	\$4,003	2.44	\$102,444	\$81,974
2020	\$73,794	\$0	\$2,400	\$1,143	\$3,543	\$0	\$3,543	3.25	\$77,337	\$80,304
2021	\$65,643	\$0	\$2,400	\$1,054	\$3,454	\$296	\$3,750	3.66	\$69,393	\$73,020
2022	\$65,750	\$0	\$2,400	\$1,882	\$4,282	\$1,950	\$6,232	3.65	\$71,982	\$71,958
2023	\$72,064	\$0	\$3,000	\$1,060	\$4,060	\$644	\$4,704	4.16	\$76,768	\$79,931
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE		
2018-2023	-13.73	-28.57	-36.00	0.00	66.67	-23.57	19.80	-21.76		
2013-2023	-56.00	-50.00	-54.29	-50.00	-54.55	-11.83	-52.51	-15.85		

## 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	44	
Number of active non-members:	4	
Total of church participants (sum of the numbers above):	48	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	95	Yes
Less than 10, more than 5 years:	2	Yes
Less than 5 years:	3	Yes



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>
	2	1			1	7	5	25	yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:		
Households with minors:	3	Yes
Single adults age 35-65:	2	Yes
Joint households with no minors:	19	Yes
Single adults over 65:	6	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	22	Yes
College:	38	yes
Graduate School:	20	yes
Specialty Training:	22	
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	Yes
Adults who are retired:	86	Yes



Adults who are not fully employed:	6	YES
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Describe the range of occupations of working adults in the congregation:

**Business owner, accountant, teacher**

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?

**While one person has some native American ancestry and another member is Hispanic, we are on the whole mono cultural.**

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

**This is a topic Chewelah UCC addresses on a regular basis.**

### 3d. PARTICIPATION AND STAFFING

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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	5	pastor/lay
Baptisms <i>(number last year)</i>	0	
Children’s Groups or Classes	5	lay leaders
Christmas Eve and Easter Worship	Xmas Eve-40/ Easter 65	Pastor/lay
Church-wide Meals	4	lay



Choirs and Music Groups	1	pastor/lay
Church-based Bible Study	7	pastor/lay
Communion ( <i>served how often?</i> )	monthly	pastor/served by deacons
Community Meals	3	lay
Confirmation ( <i>number confirmed last year</i> )	0	
Drama or Dance Program	1	pastor
Funerals ( <i>number last year</i> )	3	pastor
Intergenerational Groups		
Outdoor Worship	1	pastor/lay
Prayer or Meditation Groups	6	lay
Public Advocacy Work	3	lay
Retreats		
Theology or Bible Programs in the Community		
Weddings ( <i>number last year</i> )		
Worship (time slot: 10:30 _____)	50	pastor/lay
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes		
Other		

Additional comments:

**We join together for worship on 5th Sundays with Colville UCC, alternating venues.**

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)
Rebecca Anderson	3-way	Supply		N

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: No

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
Secretary		Part time	moderator	15 years
custodial		Part time	trustees	2 years
lawn maintenance		Part time	trustees	1 month

## REFLECTION

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

**While not being as diverse as we would like, our congregation continues to strive to be growth oriented, inclusive, and listening to the Holy Spirit as we serve God, each other, and our community.**

## 3e. CHURCH FINANCES

Current annual income (dollar figures from fiscal year 2023)

Source	Amount
Annual Offerings and Pledged Giving	\$81,643



Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$1000
Endowment Draw ( <i>beyond what is permitted by spending policy, “drawing down the principal”</i> )	\$0
Fundraising Events	\$831
Gifts Designated for a Specific Purpose	\$1095
Grants	\$0
Rentals of Church Building	\$0
Rentals of Church Parsonage	\$0
Support from Related Organizations ( <i>e.g. Women’s Group</i> )	\$0
Transfers from Special Accounts	\$0
Other (specify):	\$
Other (specify):	\$
TOTAL	\$84,569

Current annual expenses (dollars budgeted for most recent fiscal year): \$79,794.

*Attach most recent church budget, spending plan, operating statement, or annual treasurer’s report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here. **SEE APPENDIX B***

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **45%**

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*)

Yes Our Church’s Wider Mission (OCWM – Basic Support)

Yes One Great Hour of Sharing

Yes Strengthen the Church

Yes Neighbors in Need



Yes Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (*recommended 10%*) **Chewelah = 3.8%**

What is the church's current indebtedness?

Total amount of loan debt: **None**

Are capital and other payments current? **N/A**

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. **None**

If the church has had capital campaigns in the last ten years, describe: **None**

If a capital campaign is underway or anticipated, describe: **None**

Does your church have an endowment? **Yes**

What is the market value of the assets? **\$25,000**

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

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

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

**There has not been any council / congregational plan for drawing down at this time.**

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

**N/A**

Please comment on the above calculations or estimates:

**N/A**

Other Assets

Reserves (savings): **\$28,000**



Investments (other than endowment): \$

Does your church have a parsonage? **Yes**

Fair market rental value of the parsonage:

How is the parsonage used? **It has been used for the pastor and family for housing.**

108 N Stevens / Chewelah / WA / Zip: 99109

Finished square footage:

Number of Bedrooms: **3** **Number of Bathrooms: 1**

Assessed real estate value:

Available for minister residence: **Yes**

Expected minister residence: **Yes**

Condition of structure, systems, and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church: **Church building and parsonage.**

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

Which spaces are accessible to wheelchairs? (**Worship space, Fellowship Hall, Classrooms**)

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

*For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?*

**Chewelah UCC annually dedicates time to the inclusive process of program-based budgeting. Committees submit proposed budgets to the church council for review and for the creation of a balanced budget. The proposed annual budget is voted upon at the annual meeting.**

### 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.



**The pandemic posed a significant challenge to the Chewelah UCC congregation. It was crucial to find a way to keep our congregants safe, connected, and continue to provide for spiritual growth. This required the establishment of new policies, weekly newsletters, and phone trees to provide support not only for each other, but the larger community as well. Technology was embraced as a way to continue with worship, which was quite the learning process! While it was a difficult time, our church has come through with valuable lessons learned and grateful to have had God leading us each step of the way.**

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

**Chewelah UCC has been without a settled pastor for the past two years. While this is not ideal, it has allowed the congregation the opportunity to grow into leadership roles, create consistent worship opportunities, provide support to each other, and to stay true to our commitment to serve God. The congregation has continued its outreach to the community in tangible ways such as the summer children's food program (TASTY), food bank support, collection of school supplies for our local elementary school, and donations to Spokane's Ukrainian Refugee Program to name a few.**

Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement...." Describe your congregation's values and practices when it comes to conflict. *For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)*

**Several years ago, we had a pastor that had issues with confidentiality. The congregation became very divided in how to deal with the situation. Communication broke down and people were hurt. Realizing the divide was only growing deeper, we knew we needed help! The Conference provided a conflict resolution team that came to help bring to light the causes identifying both the positive and negative methods used in dealing with the situation.**

**Being a small congregation, we focused on healing, opening lines of communication, and having discussions about how to avoid a similar breakdown when the inevitable next conflict happened. The Council employed a professional UCC consultant to provide boundary training focused on improved communication and clear roles and responsibilities.**

**This church also created a Caring Ministry. The Diaconate members each have a portion of the congregation with whom they communicate regularly not only to provide care but also to listen to any concerns.**



**Out of this situation also came a refocus on our Pastoral Relations Committee realizing the critical nature of providing support to our pastor. It is a place for them to have a confidential sounding board, where members can bring concerns raised by a congregant, and provides a safe, encouraging, nurturing and supportive environment for open communication.**

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Sandra Johnson	1991-1997	Y
Rev. Nell Taboloff Lindorf	1998-2005	Y
Rev. Matthew Gordon	2006-2009	Y
Rev. Judith Holloway	2010-2017	Y
Rev. Jess Peacock	2019-2021	Y
• Interims not listed		

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

**The church learns from every pastor. Specifically, the church was introduced to the Open and Affirming process, climate change and inclusivity by previous pastors.**

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

**Yes. They did not follow COM Guidelines and another inexperienced pastor breached confidentiality.**

Has your church been involved in a Situational Support Consultation?

**Yes.**

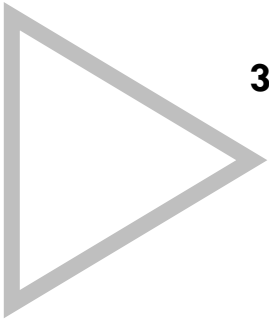
Has a past pastor been the subject of a Fitness Review while at your church?

**Yes**

**END CHEWELAH UCC SECTION 3**

**Note: The next Section 3 pertains to Colville UCC**





### 3. WHO ARE WE NOW? COLVILLE UCC RESPONSE

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

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

#### 3a. CONGREGATIONAL REFLECTIONS

---

Describe your congregation's life of faith.

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

From Colville UCC bylaws: “Our mission is to nurture the spirit of God within each person as we seek to know God's will; be involved with the community; to share with others a commitment of compassion, understanding and service; to worship God and have fun.”

In our worship liturgy God is described as loving grace expressed through the teachings of Jesus Christ. The Holy Spirit is evidenced in our midst by the loving and supportive character of our church communities, by our embrace of mission-based community service, our inclusion of all God's children, and esteem for all of God's creations.

Describe several strengths or positive qualities of your congregation.

We are an Open and Affirming church and extend the extravagant welcome of the UCC to all people. Our congregation feels like family by being caring and concerned about the welfare of each other. Members of the church sit on Conference Committees (Church Development), volunteer at Church Camp, and attend Annual Meetings. We practice our faith within our church and in our larger community by being of service to others by preparing and serving a weekly community meal, working with the homeless, participating in social justice events (BLM, Women), and come together for church work parties and fellowship events.



Describe what worship is like when your congregation gathers.

*For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?*

We worship in our sanctuary built in 1922, though, once a summer for the past 5 years, Colville and Chewelah UCC's have shared a service in our community parks and share services together on the 5<sup>th</sup> Sunday of a month (5 times a year). Our services are based on biblical scripture using Old and New testaments following the liturgical calendar. Music is performed by our musicians using the New Century Hymnal, or occasionally by guest musicians. We have not had any recent baptisms, but historically they involve reading of the sacrament text, and pouring water over the heads of those being baptized. Good preaching contains current examples of living the faith reinforced by Biblical scripture.

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

*For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?*

At the present time, the Colville UCC does not have young people in attendance. Occasionally we have a Bible Study during the holy seasons, or a book study.

Describe how your congregation is organized for ministry and mission.

*For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?*

Our congregation is organized around the Church Council elected by our Membership. The Council consists of a Moderator, Vice Moderator, Treasurer, Financial Secretary, Trustee, Clerk, and several at-large members. Many decisions are made outright by our Church Council; however, some decisions must be made by the membership as described in our Bylaws. In those instances, the Council makes recommendations for action to our membership at quarterly or annual meetings. Committees are organized under our Bylaws. There is a Pastoral Relations Committee, and a Search committee. Other committees are enumerated in our Church Bylaws, though they might not be active at the present time. Our church struggles to envision ways to attract and retain new members.


- When it comes to decision-making, how many hours are spent in meetings per month?  
Three to five hours.
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?



During crisis we communicate through phone calls, emails, in person meetings, or meetings over Zoom. Examples of emergencies: Our fellowship hall has flooded a few times over the past 10 years. Following the last flooding we acquired a flood alarm. Recently, our building was broken into. Trustees responded, secured the building, and made a Police report. A security camera has been installed since that break-in.

- 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



UNITED CHURCH  
OF CHRIST

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

Church#: 840250  
Assoc: 820

Schedule: 0  
First Congregational UCC

Colville  
WA  
99114

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2013	50	42	28	0	0	0	0	0	0
2014	50	42	28	0	0	0	0	0	0
2015	50	42	28	0	0	0	0	0	0
2016	40	20	0	0	0	5	2	0	3
2017	40	20	0	0	0	0	0	0	0
2018	40	20	0	0	0	0	0	0	0
2019	40	20	0	0	0	0	0	0	0
2020	40	20	0	0	0	0	0	0	0
2021	38	15	0	0	0	0	2	0	-2
2022	30	15	0	0	0	1	1	0	0
2023	27	20	0	0	0	0	2	1	-3

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2013	\$68,296	\$0	\$1,200	\$1,162	\$2,362	\$0	\$2,362	1.76	\$70,658	\$0
2014	\$68,296	\$0	\$1,200	\$974	\$2,174	\$0	\$2,174	1.76	\$70,470	\$0
2015	\$68,296	\$0	\$0	\$815	\$815	\$0	\$815	0.00	\$69,111	\$0
2016	\$58,834	\$0	\$525	\$557	\$1,082	\$0	\$1,082	0.89	\$59,916	\$36,600
2017	\$58,834	\$0	\$625	\$161	\$786	\$0	\$786	1.06	\$59,620	\$0
2018	\$58,834	\$0	\$665	\$155	\$820	\$0	\$820	1.13	\$59,654	\$0
2019	\$58,834	\$0	\$800	\$327	\$1,127	\$0	\$1,127	1.36	\$59,961	\$0
2020	\$58,834	\$0	\$760	\$35	\$795	\$0	\$795	1.29	\$59,629	\$0
2021	\$45,741	\$0	\$760	\$335	\$1,095	\$0	\$1,095	1.66	\$46,836	\$25,860
2022	\$44,645	\$0	\$760	\$390	\$1,150	\$0	\$1,150	1.70	\$45,795	\$23,460
2023	\$32,045	\$0	\$760	\$145	\$905	\$0	\$905	2.37	\$32,950	\$26,699

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2018-2023	-32.50	0.00	0.00	0.00	0.00	-45.53	10.37	-44.76
2013-2023	-46.00	-52.38	-100.00	0.00	0.00	-53.08	-61.69	-53.37

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	27	
Number of active non-members:	9	
Total of church participants (sum of the numbers above):	36	



Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	78	X
Less than 10, more than 5 years:	8	X
Less than 5 years:	14	X

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if)</i>
0	0	0	1	0	4	2	10	20	X

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:		
Households with minors:		
Single adults age 35-65:		
Joint households with no minors:	75	X
Single adults over 65:	25	X



Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	15	X
College:	50	X
Graduate School:	20	X
Specialty Training:	15	X
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	20	X
Adults who are retired:	75	X
Adults who are not fully employed:	5	X

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

Community service professionals and private businesses.

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?

Our congregation Caucasian with one member of Asian descent.

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

Consistent with our UCC values we welcome diversity. We happen to live in an area where 95% of the population of our communities are Caucasian.







### 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	5	Pastor and Lay leaders
Baptisms <i>(number last year)</i>		
Children's Groups or Classes		
Christmas Eve and Easter Worship	15-20	Pastor, lay leaders musicians
Church-wide Meals	15-20	Council, and lay persons
Choirs and Music Groups		
Church-based Bible Study	5	Pastor
Communion <i>(Monthly)</i>	12-20	Pastor
Community Meals (weekly)	20-40	Volunteers
Confirmation <i>(number confirmed last year)</i>		
Drama or Dance Program		
Funerals (2)	100	Pastor, families, volunteers
Intergenerational Groups		
Outdoor Worship	35	Pastor(s), Council, lay leaders
Prayer or Meditation Groups		
Public Advocacy Work	1	Colville Warming Center
Retreats	2	Church Camp Sunday
Theology or Bible Programs in the Community		
Weddings <i>(number last year)</i>		



Worship (time slot: 10:30 am)	15-20	Pastor, Lay Leader, Musician
Young Adult Groups or Classes	0	
Youth Groups or Classes	0	
Betty Skidmore Stage Project**	50-120	Pastor, Committee, Volunteers

Additional comments:

\*\* The Betty Skidmore Stage Project is an honor concert series sponsored by her estate that features local and guest musical artists. Betty was the Church music director for 50 years and passed away in December 2017. The project went on hiatus during the Pandemic and has not yet resumed though it is our desire to do so. Mentioned here because it is a program of value to our Congregation.

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)
G. Cohen	4	Hospital	Chaplain	N

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

Colville does not have any staff. We have independent UCC and non-UCC pastors filling our pulpit at this time.

## REFLECTION

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

Outside of providing a community meal for the past decade (a remarkable achievement), our outreach in the larger community is limited as a church body, more likely from a sheer number's standpoint rather than lack of desire. Individually, church members and non-



members serve on many community boards, NGO's, at the community warming center for the homeless, and at our church camp in northern Idaho Camp N-Sid-Sen.

### 3e. CHURCH FINANCES

---

Current annual income (dollar figures from fiscal year **2023**)

Source	Amount
Annual Offerings and Pledged Giving	\$26,699
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$0
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$0
Fundraising Events	\$0
Gifts Designated for a Specific Purpose (Community Meal)	\$1010
Grants	\$0
Rentals of Church Building	\$1826
Rentals of Church Parsonage	\$13,200
Support from Related Organizations ( <i>e.g. Women's Group</i> )	\$
Transfers from Special Accounts	\$0
Other (Memorial Gifts):	\$1200
Other (Bank Interest):	\$22
TOTAL	\$43,957

Current annual expenses (dollars budgeted for most recent fiscal year): **\$34,311 (2023)**

*Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.* **SEE APPENDIX C**

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



The Colville UCC 2023 Pastoral expenses were 34% of our total expenses. Note that between January 1 and May 31, 2023, we had pulpit supply, then contracted with a Presbyterian minister for a one-year period which ended May 31, 2024. We acknowledge the percentage of pastoral expenses will increase appreciably with the costs associated with sharing a full-time minister with Chewelah UCC and believe we can make that commitment for at least a 5-year period.

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? **NO.** *(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%)*

It is a budgeted line item from the general fund. Last year’s amount for Colville budget amount was approximately 2.0% of our annual income.

What is the church’s current indebtedness?

Total amount of loan debt: **NONE**

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

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

Year(s)	Purpose	Goal	Result	Impact
2017	New roof on Parsonage	\$8000	\$8000	Improved condition and value of parsonage

Does your church have an endowment? **NO.**



## Other Assets

Reserves (savings): **\$22,022**

Investments (other than endowment): **\$22,124** in a Certificate of Deposit

Does your church have a parsonage? Yes. It's currently rented out to a Lutheran minister.

Fair market rental value of the parsonage: \$1500/month

How is the parsonage used? It is used as a Rental property for church income.

Street / City / State / Zip: 231 N. Maple, Colville, WA 99114

Finished square footage: 3,000.

Number of Bedrooms & Bathrooms: 3/2 w. partially finished basement.

Assessed real estate value: \$275,000 to \$329,000 (Zestimate June 5, 2024)

Available for minister residence: No, it is currently rented out.

Expected minister residence: No. Parsonage available in Chewelah.

Condition of structure, systems, and appliances: Good.

Entity in the church responsible for review and needed repairs. Church Trustees

Describe all buildings owned by the church: Church and adjacent Parsonage.

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

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

The Sanctuary, offices, and downstairs fellowship hall and classrooms are fully accessible.

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

In spite of being a very small congregation, we have continued to pay our pastors, participate in our wider church settings, actively support each other, participate in local justice activities, continued to serve a free lunch every Friday to members of the larger community, and have stayed afloat financially due to the passion and generosity of current and past members. From 2023 we have an increase in Sunday worship attendance and associated offerings from both new attendees and members we had not seen for a few



years. We are still enthusiastic about being disciples of Christ and learning more and different ways to serve our larger communities.

### 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.

In 2012 the Colville UCC voted to become an Open and Affirming Church. Since that time, two same-sex couples have been married in the church. There are members and non-members at our church who are themselves or have family members who are in the LGBTQI community, and they find great comfort knowing we are an ONA church. Although more than 10 years ago, becoming an ONA church was one of the most important events in the life of our church.

In 2018 the church established the Skidmore Stage Project in honor of Betty Skidmore, who was a member of the church and choir director for over 50 years. The project held a number of concerts in the church featuring local musical talent, attracting large crowd from the community. In addition special musical guests have provided special music performances during regular Sunday worship services. The project has been on hold since the Pandemic, but there have been discussions to restart the program.

In 2020, at the beginning of the Pandemic, our pastor led us in worship services over Zoom from our homes. We never missed a worship service! We hung together and maintained our church family. When we were able to gather in person again in our sanctuary, we followed all the state and federal protocols to minimize the spread of Covid-19. We put together a Tech Team and invested in a bigger TV screen, a new computer, microphones, and cameras so that we could still provide a church experience over Zoom. We are extremely grateful for and proud of our adaptability during those stressful times.

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

The church held a meeting after our long-term pastor retired in December 2022 asking ourselves how we wanted to move forward. The answer was to continue to fill the pulpit and to remain together. We formed committees to secure pulpit supply, and within 6 months signed a one-year contract with a Presbyterian minister who brought her youthful and infectious enthusiasm into our lives, bringing the word of God to us in new ways, and helped us keep hope alive.



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

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

Several members left the Colville UCC when we voted to become an ONA church in 2012. It was something we could not resolve. About 40-50 members remained. Membership waxed and waned over the next five years, and in the past 7 years we have lost a lot of members to old age. We recently have gained 6 people who regularly attend our worship service who are not members, though one or two have expressed interest in becoming one. Historically, the Pastoral Relationship Committee has served as a bridge between the congregation and the Pastor to diffuse and resolve conflicts.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Lillian Pak (contract)	1	N
Rev. Jim CastroLang	12	Y
Rev. Tammy Bell	3	Y
Rev. Dan Schnabel	1.5	Y
Rev. Myrna Tuttle	5	Y
Rev. Ken Mitchell	10	Y

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

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

NO

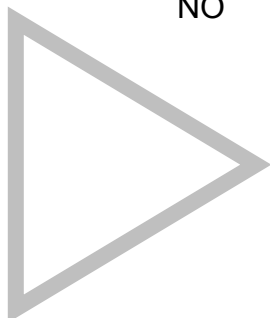


Has your church been involved in a Situational Support Consultation?

YES

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

NO



#### 4. WHO IS OUR NEIGHBOR? COMBINED RESPONSE

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

a. COMMUNITY VISION

b. MISSION InSite

##### 4a. COMMUNITY VISION

---

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

*For example, which service activities has your church participated in this past year?*

*Where has the church participated in global connections of care and justice? What is currently transformational in your church’s engagement with neighbors near or far?*

**Chewelah UCC is a “5 for 5” congregation, donating to UCC sponsored offerings. Recently, we have supported a homeless mission in a neighboring town with financial gifts, food, and clothing. The church supports the local food bank with monetary gifts and gifts of food.**

Colville UCC church members participate in local community service efforts including working at our Warming Center, Rotary Club, Scouts, Dollars for Scholars, and the local library. Annually, Colville members and friends assist with the community-sponsored Thanksgiving meal and Christmas Tree of Sharing. Currently, transformational engagement includes serving a community meal once a week, every week, for the past 10 years.

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

**Several members of the Chewelah and Colville UCC’s serve on Conference committees including Church Development, Ministry Resources, and the Eastside**



**Committee on Ministries. Both churches send delegates to Annual Meetings and members have attended General Synod in past years. Both churches have members who volunteer at Camp N-Sid-Sen (NSS), one of two Church Camps owned by the Conference. Members of both churches attend annual Camp Weekends, and, occasionally, women's conferences at NSS.**

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

- |  |  |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A)                 | <input type="checkbox"/> Just Peace                            |
| <input checked="" type="checkbox"/> Creation Justice             | <input type="checkbox"/> Global Mission Church                 |
| <input checked="" type="checkbox"/> Economic Justice             | <input checked="" type="checkbox"/> Open and Affirming (ONA)   |
| <input checked="" type="checkbox"/> Faithful and Welcoming       | <input type="checkbox"/> WISE Congregation for Mental Health   |
| <input checked="" type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations:               |
| <input type="checkbox"/> Border and Immigrant Justice            | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M)       | <input type="checkbox"/> None                                  |

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

**Chewelah UCC is very interested in working on social justice at every level.**

Colville UCC intends to put a public UCC stamp on community service work in the future.

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

**Chewelah UCC is very active in the community ecumenical organization, Chewelah Faith Resources Group. We have joined with other local denominations for Lent and Holy Week.**

Colville UCC is part of local ecumenical organizations including the Faith Resources group and Ministerial Association. In the past, Colville UCC sponsored an "alternative National Day of Prayer" in Colville where people of non-Christian faiths gathered with members of the UCC for prayer. People of the Jewish and Hindu faith, earth healers, and Indigenous people's voices and prayers were spoken and heard during that public service which occurred on the grounds of the County Courthouse.



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.

**For Chewelah UCC, our mission statement is: “As children of God, united in our belief in Christ we are called to love one another as God loves us: helping each other to live as givers, to be as doers, to pray as believers, and always to serve.”**

For Colville UCC, our mission statement *“is to nurture the spirit of God within each person as we seek to know the ways of God’s love and creation. We are called to engage the community and to share with others a commitment of compassion, understanding, justice and service. Two key elements of our mission are to worship God and have fun.”*

Our congregations believe that our worship services celebrate the ways of God’s love and creation through our scripture readings, pastor’s sermons, and music. We genuinely like the folks that we worship with and have fun working together on church and community outreach related activities.

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?

Our Churches scope of work for our new minister accommodates both community ministry and the wider church. They will be encouraged and paid to attend Annual Meetings and other Conference-related training and meetings.

#### **4b. MISSION InSite**

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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 think both churches’ demographics are representative both ethnically and culturally. Neither Chewelah or Colville are racially diverse, with only a small percentage of citizens identifying as non-Caucasian.

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



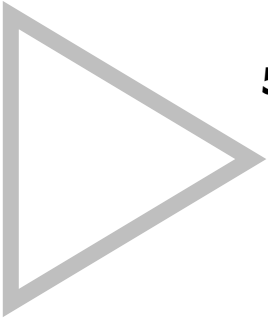
**Chewelah UCC is known to be welcoming to all. Rainbow flags outside the building call attention to that. Community groups, such as Scouts and 12-Step groups are welcome to meet in the building.**

Colville is known as an Open and Affirming Church.

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

**New people have said they find us to be warm and welcoming congregations and safe places to worship. Some are familiar with UCC and what it stands for and they are looking for a church with those values.**





## 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.

### **Chewelah UCC Letters of Reference (2)**

#### ***REFERENCE 1: Rev. Sherry Vokoun***

To whom it may concern,

July 17, 2024

I am writing this letter to share my thoughts and experience of the United Church of Christ Church in Chewelah WA.

My husband and I attended UCC in the summer of 2010 when I was interviewing for a chaplain position at 2 local critical access hospitals. We were warmly greeted and I was told I would get the position. Which I did. Even not knowing me they were encouraging.

Over the years I have had the pleasure of providing pulpit supply, even a funeral. A number of the members have become close associates and friends as our local ecumenical group has served community meals and run a summer kids feeding program.



This congregation continues to be a welcoming, supportive place for people to meet the Risen Christ and enjoy fellowship and make meaningful connections with others. I think of Chewelah UCC as our first local church home.

Thank you for the opportunity to share my thoughts and feelings.

Sincerely,

Rev. Sherry Vokoun

### **REFERENCE 2: Lois Farnsworth-Whysong**

I have worked with Chewelah UCC through my serving on the Eastside Committee on Ministry of PNCUCC both as the scribe and as Chair. I have experienced their extravagant hospitality through the women's groups. They have had years of challenges and rejoicing and have been made strong by those experiences. They have come through those years centered on serving God and their neighbors.

The members and friends of the Chewelah UCC are a spirit filled, justice focused congregation. Their sign of "HOPE" on the front of the church, is one that exemplifies their hearts and how they fit into the community.

I recommend taking the time to learn the history of this church, ring the bell, and sit down to listen to the people and their rich experiences that is Chewelah UCC.

I wish you peace.

Lois Farnsworth-Whysong  
Moderator, Dayton First Congregational UCC  
Dayton, WA  
July 16, 2024



## COLVILLE UCC Letters of Reference (2)

### REFERENCE 1

**Jane E. Metzger – Non-member Colville UCC**

metzgerfarm@gmail.com / (814) 335-6561 / 905 Dingman Run Road, Coudersport PA 16915

#### **Strengths Of This Ministry**

*“No matter who you are or where you are on life’s journey, you are welcome here.”* Those are the words we first heard as we made the acquaintance of the Colville United Church of Christ. Walking into any church in a small town on a random Sunday as a stranger takes a bit of courage and a bit of faith. Though we had an invitation to come to the First Congregational Church through a ‘friend of a friend,’ we had no connection with either the UCC denomination or the community of Colville. On that Sunday, we were greeted and welcomed. Of course, murmurs of ‘who are they’ could be heard, but the smiles and efforts of the folks gathered in worship that day helped us feel comfortable and brought us back the following Sunday and many more. And that is the biggest strength of the ministry - everyone is welcomed!

#### **Areas of Improvement**

Change - especially change that is as rapid-fire as the change we are expected to constantly adjust to these days - is often difficult for people of all ages. But for the elderly and longtime members, it can be painful to watch customs and traditions you’ve embraced for many years appear to be discarded. Attention to those concerns and encouraging those voices to be heard could be an area of emphasis and improvement.

#### **Significant Experiences**

Some personal background might be helpful before I describe significant experiences. Arthur and I came to Colville each winter for three years. Because we have a small organic farm in Pennsylvania, the only time that we could comfortably be away from the farm was winter. It was important to us to be a presence in the lives of our two grandchildren and their parents who lived in Colville. Buying a small home that could be rented out in the summer and used by us in the winter was a good solution. Our plans were then derailed by the illness and death of my mother-in-law who needed us nearby when she was diagnosed with a terminal illness. When she died, we returned to Colville in the winter of 2020 - but found our time cut short by the worldwide pandemic. We returned home to Pennsylvania in March. But the pandemic opened the door to a most-significant experience. We joined in the fledgling Zoom worship services, despite our less-than-robust internet connectivity. But when our internet service was strengthened, my husband, a musician, was called upon to assist with leading the music on a rotating basis for nearly two years. Those musical connections with the other wonderful musicians at the Colville church were highly meaningful in many ways.

Another significant experience for me was my introduction to the United Church of Christ. My background is in the Presbyterian Church (PCUSA), and I have been actively involved in my hometown church in our small town, serving the congregation for many years as church treasurer. I am currently Clerk of Session. It was highly significant to me to be among those who “labor ceaselessly to fight injustice, in the United States and abroad... to live their faith in exciting new ways” in the Colville UCC.



Meanwhile, our daughter and her family moved from Colville, and we sold our little house. No more winter trips to Washington! And though we don't join in online worship every week like we had been, we still join via Facebook occasionally as we treasure the relationships with the people and the United Church of Christ.

## REFERENCE 2

**Gretchen Cohan (friend of congregation) (360) 540-7512**

[gretchen.luomacohan@providence.org](mailto:gretchen.luomacohan@providence.org)

### Describe some areas of strength for this church's ministry:

Congregational identity and intention for inclusion: I have heard most of the members of this small congregation reflect in depth on a congregational identity as expressed in the welcome statement (read at every worship gathering: "You are welcome here regardless of race, religion, gender orientation, age, etc.") This congregation has self-awareness as the only congregation (or among the very few faith communities in this region) with such an explicit welcome. UCC is also the only faith community in the region that regularly uses a land acknowledgement. This invites members and participants to regular awareness of our complex regional history and competing cultural forces still in play.

Flexibility and nurture: through the last year or so of the previous pastor's term and through this past year of the interim pastorate I have known this congregation to demonstrate willingness to change plans, pitch in, adapt and adjust in many ways. One example of this is the high percentage of members who are willing to use and/or facilitate remote (Zoom) interface. Many members foster long-term friendships through their congregational connections, but they also demonstrate welcome and extend appropriate and gentle interest to new participants and visitors.

### Describe some areas for improvement in this church's ministry:

Grief: Attention to the effects of change-inflected grief within corporate life as well as that experienced in family and personal lives.

Identity: clearer delineation of relationship between congregational mission with physical facility. A historic building/local landmark can be both a blessing and burden. I can imagine that thoughtful and deliberate reckoning about this relationship may be a place for creative and relevant growth.

Need for focus (or renewed focus?) on a specific ministry area, population, or pathway for extending the Good News in this community.

### Describe a significant personal experience you have had of this church's ministry:

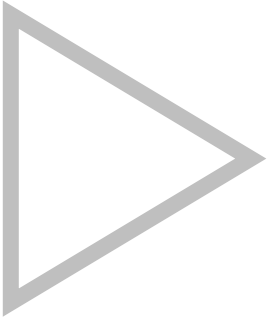
A leader shared extensively of the congregation's history regarding the land acknowledgement following my questions about it. Through his excellent communications I gained a sense of the thoughtfulness that had marked the congregation's conversations about this throughout several years-- with the larger church body and larger culture as well as within the congregation.

### Anything else you wish to share:



Through other conversations with other members, I see the openness to new learning and desire to respect differences demonstrated in many ways. The warm preaching style used by interim pastors who have served over the past several months, it seems, and the joy members have in being together has fostered deeper and shared reflections about these new insights. Questions are welcomed in all the many ways they arise. Concerns are treated tenderly.





## 6. CLOSING THOUGHTS

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

### 6a. CLOSING PRAYER

---

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

*Welcome Home! We have prepared your place among us, for your whole self, here in this beautiful valley carved by glaciers and influenced by humankind. We are eager for you to join our church families, to love and be loved, to serve and be served, to bring your energy, knowledge, fresh eyes, and gifts to our UCC families and its missions. We are looking forward to collaborating and partnering with you to find out what God has in store for us! We believe it will be Good News and Good Works in our churches, larger communities, and the wider world. **Welcome Home!***



## 6b. STATEMENT OF CONSENT

---

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

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

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

Karen Nooney and Maury Barr (Colville UCC) and Holly Peterson and Maureen Tideman (Chewelah UCC) were the primary contributors to the narrative portions; however, all members of the Joint Search Team contributed to the profile. Joint Search Committee Team Members from Chewelah UCC: Judy Bean, Chair; Holly Peterson, Mimi Tideman, Patty West (Moderator), Roland Frye (Treasurer), Mic Kohlstedt, Rachel Kristianson, and Kathy Combs. Joint Search Committee Team Members from Colville UCC: Karen Nooney, Chair; Maury Barr, Ginny Denton (Treasurer), Mike Snook (Moderator), Annie Bouscal, and Becky Snook.

2. Additional comments for interpreting the profile: **None**

Signed: Karen Nooney/Co-Chair Joint Search Committee/July 19, 2024



## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: Yes

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

Staff Comment: Yes

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

Staff Comment: Yes

My signature below attests to the above three items.

Signature:

Name / Title:

Email:

Phone:

Date:

**UNITED CHURCH  
OF CHRIST**



This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

***"Jesus answered them, 'Have faith in God!'" – Mark 11:22***



## ***APPENDIX A: PHOTOS***

### **Chewelah UCC Photos**



Chewelah UCC in winter



Chewelah Service



Chewelah Altar and Banners



## Chewelah Parsonage Photos



**Chewelah Parsonage**



**Kitchen**



**Bathroom**





**Parsonage Back yard**



**Parsonage Garage**



**Community And Mission**



**Tasty Children’s Summer Food Program**



**Support for Ukraine**





## COLVILLE UCC



First Congregational Church Colville



Skidmore Stage Project Drum Brothers Concert



Fellowship Hall gathering



## Community And Mission



**Friday Meal Ministry**



**UCC Members Serving a meal**



**Woman's March Spokane**



## General Area Pictures



Coming into the Colville River Valley on Highway 395, 4 miles south of Chewelah



Larch in color at Sullivan Lake northeast of Colville





**49 Degrees North at Sunrise**



**Chewelah Golf Course and Airstrip**



## APPENDIX B: Chewelah UCC Financials (FY2023)

### UCC CHURCH - CHEWELAH

#### TREASURER'S REPORT 2023 & PROPOSED BUDGET 2024

##### GENERAL FUND

	<u>Actual</u> <u>2023</u>	<u>Budget</u> <u>2023</u>	<u>Proposed</u> <u>Budget</u> <u>2024</u>
<b>INCOME:</b>			
Regular ID Offering	79,931.00	76,200.00	76,200.00
Loose Offering	1,712.00	2,084.00	2,000.00
Church Use Receipts	1,095.00	600.00	1,000.00
Fund Raisers Receipts	831.00	800.00	800.00
Designated Income	364.00	100.00	100.00
Savings Account Receipts	26.13	10.00	30.00
CD Account Receipts	125.85	0.00	250.00
Undesignated Receipts	51.29	0.00	0.00
<b>TOTAL INCOME</b>	<b>84,136.27</b>	<b>79,794.00</b>	<b>80,380.00</b>
<b>EXPENSES:</b>			
<b><u>THE WIDER CHURCH</u></b>			
OCWM - tithe to PNW Conference	3,000.00	3,000.00	3,300.00
Mercy Fund	25.00	250.00	250.00
<b>Total</b>	<b>3,025.00</b>	<b>3,250.00</b>	<b>3,550.00</b>
<b><u>MINISTRY &amp; PERSONNEL</u></b>			
Minister's Salary minus Pulpit Supply	0.00	16,202.00	0.00
Church's Portion of SE Tax	0.00	0.00	0.00
Minister's Utilities Allowance	0.00	0.00	0.00
Annuity (14% of gross salary	0.00	0.00	0.00
Health & Dental Benefits	0.00	0.00	0.00
PBUCC Life & Disability Insurance(1.5%)	0.00	0.00	0.00
Pulpit Supply	21,900.00	20,000.00	21,500.00
Administrative Assistant Salary	8,640.00	8,640.00	8,640.00
Christmas Gift	500.00	500.00	500.00
Family Medical Leave	47.20	200.00	45.00
WA Cares Expense	12.53	0.00	50.00
Payroll Taxes	660.96	660.00	660.00
Labor & Industries	159.79	500.00	170.00
<b>Total</b>	<b>31,920.48</b>	<b>46,702.00</b>	<b>31,565.00</b>



	<u>Actual</u>	<u>Budget</u>	<u>Proposed</u>
	<u>2023</u>	<u>2023</u>	<u>Budget</u>
<u>PROGRAMS</u>			<u>2024</u>
Fellowship Dues	123.00	144.00	150.00
Conference Expenses	691.28	200.00	500.00
Mission & Stewardship	145.40	85.00	100.00
Earth Day Activities	0.00	0.00	50.00
Diaconate & Worship	227.23	350.00	200.00
Communion Supplies	42.81	100.00	50.00
Guest Preachers & Musicians	1,243.37	2,000.00	2,500.00
Christian Education Materials	0.00	200.00	200.00
Fellowship Activities	479.20	300.00	300.00
Technology & Communications	75.31	0.00	500.00
Music	100.00	100.00	100.00
<b>Total</b>	<b>3,127.60</b>	<b>3,479.00</b>	<b>4,650.00</b>
 <b>OPERATIONS</b>			
Advertising	1,828.81	1,000.00	1,500.00
Office Supplies	818.89	800.00	900.00
Computer Software & Subscriptions	0.00	0.00	400.00
Telephone & Internet	1,455.74	1,531.00	1,500.00
Dues & Fees	20.00	25.00	25.00
Licenses - Movies & Music	279.00	275.00	279.00
Contingency Fund	0.00	0.00	3,811.00
Distribution of Fund Raiser Proceeds	831.00	0.00	800.00
Website	0.00	200.00	250.00
Designated Expenses	1,364.00	100.00	100.00
Mileage Allowance	0.00	500.00	500.00
<b>Total</b>	<b>6,597.44</b>	<b>4,431.00</b>	<b>10,065.00</b>
 <b>MAINTENANCE</b>			
Church City Utilities	3,202.57	3,100.00	3,200.00
Church Natural Gas	3,635.56	2,900.00	3,700.00
Custodial Supplies	131.29	200.00	200.00
Church & Parsonage Insurance	6,433.59	6,240.00	6,500.00
Church Maintenance & Improvements	5,144.01	1,900.00	2,200.00
Parsonage Maintenance & Improvements	2,639.23	1,000.00	1,500.00
Parsonage Utilities	2,452.14	2,572.00	2,500.00
Custodial Services	2,625.00	3,250.00	3,250.00
Landscaping	1,130.27	770.00	1,500.00
<b>Total</b>	<b>27,393.66</b>	<b>21,932.00</b>	<b>24,550.00</b>
<b>CAPITAL IMPROVEMENTS</b>	<b>0.00</b>	<b>0.00</b>	<b>6,000.00</b>
<b>TOTAL EXPENSES</b>	<b>72,064.18</b>	<b>79,794.00</b>	<b>80,380.00</b>
<b>INCOME - EXPENSES</b>	<b>12,072.09</b>	<b>0.00</b>	<b>0.00</b>

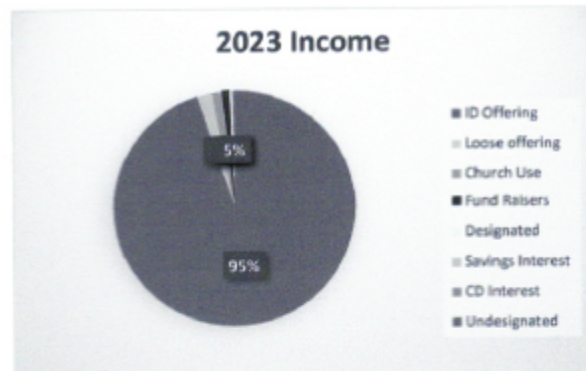


<u>DESIGNATED FUNDS</u>	<u>Balance</u> <u>Jan. 1, 2023</u>	<u>Income</u>	<u>Expense</u>	<u>Balance</u> <u>Dec. 31, 2023</u>
<b>SPECIAL OFFERINGS FUND</b>				
One Great Hour of Sharing	0.00	290.00	290.00	0.00
Strengthen the Church	0.00	260.00	260.00	0.00
Neighbors in Need	0.00	258.00	258.00	0.00
Christmas Fund	0.00	251.85	251.85	0.00
<b>TOTAL</b>	<b>0.00</b>	<b>1,059.85</b>	<b>1,059.85</b>	<b>0.00</b>
<b>LOCAL MINISTRY FUNDS</b>				
Heifer Fund - Birthdays	25.04	33.15	0.00	58.19
Pancake Supper Fund	120.00	0.00	0.00	120.00
DaVee Pullen Endowment Fund	0.00	25,306.00	2,900.00	22,406.00
Special Gifts	750.00	305.00	619.00	436.00
Ukraine Fund	0.00	0.00	0.00	0.00
UCC Grant Proceeds	2,139.00	0.00	2,000.00	139.00
<b>TOTAL</b>	<b>3,034.04</b>	<b>25,644.15</b>	<b>5,519.00</b>	<b>23,159.19</b>

Submitted by: **Roland Frye**  
Treasurer

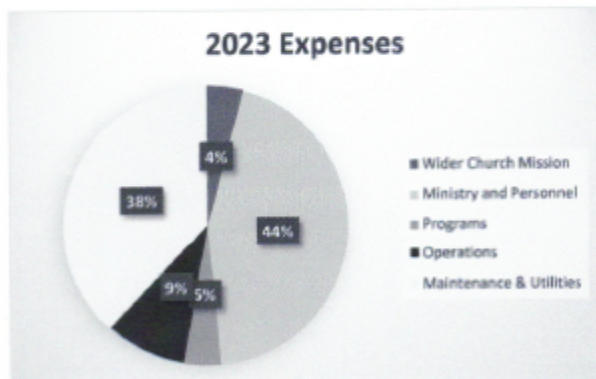
#### Income 2023

ID Offering	\$79,931.00
Loose offering	\$1,712.00
Church Use	\$1,095.00
Fund Raisers	\$831.00
Designated	\$364.00
Savings Interest	\$26.13
CD Interest	\$125.85
Undesignated	<u>\$51.29</u>
	\$84,136.27



#### Expenses 2023

Wider Church Mission	\$3,025.00
Ministry and Personnel	\$31,920.48
Programs	\$3,127.60
Operations	\$6,597.44
Maintenance & Utilities	<u>\$27,393.66</u>
	\$72,064.18





## APPENDIX C: Colville UCC Financials (FY2023)

### 2023 Income and Expense Report

#### INCOME

CONTRIBUTION INCOME	
UNRESTRICTED	
Sunday Offerings	\$26,698.80
DONOR RESTRICTED	
DESIGNATED DONOR RESTRICT	
MINISTRY FUNDS	
Community Meal Ministry	1,010.26
UNDESIGNATED DONOR FUNDS	
MEMORIAL FUNDS	
General Memorials	1,199.93
NON-DONOR RESERVE FUNDS	
PARSONAGE	
Parsonage Maintenance	1,200.00
Subtotal Donor Restricted	3,410.19
INTEREST INCOME	
Banking Interest	21.86
PARSONAGE	
Parsonage Rent	12,000.00
OTHER INCOME	
Building Use Income	1,825.76
TOTAL INCOME	43,956.61

#### EXPENSES

##### FIXED EXPENSES

PASTORAL	
Pastor SECA tax	\$597.20
Pastor Housing	9,374.91
Pastor Business Exp	21.60

Subtotal Pastoral 9,993.71

##### EMPLOYER EXPENSES

Workers Comp Insurance 116.12

##### WORSHIP

Music Staff	630.00
Worship Leadership	2,800.00
Worship Leader Travel	390.03
Worship Supplies	90.54

Subtotal Worship 3,910.57

##### COMMUNICATIONS

Postage	13.20
Phone/Internet	1,587.88

Subtotal Communications 1,601.08

##### BUILDING

Property Insurance	5,080.55
Electric/Gas	4,603.72
Water/Sewer	1,794.76
Disposal/Recycling	332.74
Property Taxes	1,499.74
Building Maintenance	44.28



Subtotal Building	13,355.79
OFFICE	
Supplies	69.62
Equipment	1,208.19
Fees/Licenses	68.42
Tech Tools	158.65
streaming expense	568.90
Subtotal Tech Tools	727.55
Gifts from Church	161.11
Subtotal Office	2,234.89
UCC COVENANT	
PNCUCC Dues	114.00
OCWM	700.00
Subtotal Ucc Covenant	814.00
OTHER EXPENSES	
Bank Service Charge	75.00
ubtotal Fixed Expenses	32,101.16
NBUDGETED EXPENSES	
DONOR RESTRICTED EXPENSES	
MINISTRY FUND EXPENSES	
Comm Meal Ministry	2,208.34
NON-DONOR FUND EXPENSES	
PARSONAGE EXPENSES	
Parsonage Maintenance	50.00
Subtotal Unbudgeted Expenses	2,258.34
TOTAL EXPENSES	34,359.50
EXCESS INCOME/EXPENSES	\$9,597.11



# Colville UCC 2024 Budget: Proposed and Actual Expenses YTD

Description	Type	Budgeted	2024	
			Actual	Budget
<b>GENERAL FUND</b>	<b>Income</b>			
Sunday Offerings	Detail	Budget directly	13,846	25,000
Banking Interest	Detail	Budget directly	9	20
Parsonage Rent	Detail	Budget directly	6,000	12,000
Building Use Income	Detail	Budget directly	1,080	1,600
		<b>Income Totals:</b>	<b>20,935</b>	<b>38,620</b>
<b>GENERAL FUND</b>	<b>Expense</b>			
Pastor SECA tax	Detail	Budget directly	837	597
Pastor Housing	Detail	Budget directly	9,375	9,500
Pastor Business Exp	Detail	Budget directly	62	100
Workers Comp Insurance	Detail	Budget directly	82	196
Music Staff	Detail	Budget directly	35	0
Worship Leadership	Detail	Budget directly	1,800	4,800
Worship Leader Travel	Detail	Budget directly	314	2,400
Worship Supplies	Detail	Budget directly	32	150
Postage	Detail	Budget directly	0	20
Phone/Internet	Detail	Budget directly	809	1,488
Events	Detail	Budget directly	0	100
Property Insurance	Detail	Budget directly	2,760	5,614
Electric/Gas	Detail	Budget directly	2,718	4,396
Water/Sewer	Detail	Budget directly	824	1,772
Disposal/Recycling	Detail	Budget directly	156	275
Cleaning Supplies	Detail	Budget directly	0	50
Property Taxes	Detail	Budget directly	730	1,500
Building Maintenance	Detail	Budget directly	1,091	1,000
Supplies	Detail	Budget directly	27	150
Equipment	Detail	Budget directly	654	1,450
Tech Tools	Detail	Budget directly	86	250
power church	Detail	Budget directly	0	455
PNCUCC Dues	Detail	Budget directly	168	168
OCWM	Detail	Budget directly	0	700
Kitchen	Detail	Budget directly	0	50
Bank Service Charge	Detail	Budget directly	38	75
		<b>Expense Totals:</b>	<b>22,598</b>	<b>37,326</b>
<b>MINISTRY FUNDS</b>	<b>Income</b>			
Community Meal Ministry	Detail	Budget directly	1,290	1,200
		<b>Income Totals:</b>	<b>1,290</b>	<b>1,200</b>
<b>MINISTRY FUNDS</b>	<b>Expense</b>			
Comm Meal Ministry	Detail	Budget directly	814	1,200
		<b>Expense Totals:</b>	<b>814</b>	<b>1,200</b>
<b>PARSONAGE FUND</b>	<b>Income</b>			
Parsonage Maintenance	Detail	Budget directly	600	1,200
		<b>Income Totals:</b>	<b>600</b>	<b>1,200</b>
<b>PARSONAGE FUND</b>	<b>Expense</b>			
Parsonage Maintenance	Detail	Budget directly	277	500
		<b>Expense Totals:</b>	<b>277</b>	<b>500</b>