

UNITED CHURCH OF CHRIST  
**LOCAL CHURCH PROFILE**

**Wright Congregational United Church of Christ  
Boise, Idaho**

**Settled Pastor**

Central Pacific Conference, Idaho Association

3/20/26

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*"God is able to provide you with every blessing, so  
that having all sufficiency in all things at all times,  
you may abound in every good work."*

*(2 Corinthians 9:8)*

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## **LISTING INFORMATION**

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### **Wright Congregational United Church of Christ**

4821 Franklin Road

Boise ID 83705

208 343 0292

[www.wrightchurchboise.com](http://www.wrightchurchboise.com)

Central Pacific Conference, Idaho Association

UCC Conference Contact:

Rev. Tyler Connoley

Conference Minister

503-910-4082

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### **Summary Ministry Description:**

Are you a compassionate leader with a heart for God's people and a vision for community impact?

**Wright Congregational United Church of Christ** is prayerfully seeking a **Pastor** to guide our congregation in spiritual growth, biblical teaching, and Christ-centered outreach.

### **About Us**

We are a welcoming, open and affirming, multi-generational church with a passion for worship, discipleship, and serving our neighbors. Our vision is to respond with love to the needs of our community.

### **We're Looking for Someone Who:**

- Preaches the Word of God with clarity, conviction, and relevance
- Leads with humility, integrity, and a servant's heart
- Inspires and equips others for ministry and mission
- Grows the church through building authentic relationships within the church and community

### **Responsibilities Include:**

- Preaching and teaching weekly services
- Providing pastoral care and counseling

- Leading staff and ministry teams
- Partnering with leadership to shape vision and strategy

**Qualifications:**

- Deep personal relationship with Jesus Christ
- Degree in theology, ministry, or related field (preferred)
- Proven pastoral or ministry leadership experience (preferred)

**Why Join Us?**

You'll find a loving church family, a supportive leadership team, and a community eager to grow in faith together..

Photographs:







Boise is a growing city with many attractive amenities. These include readily accessible hiking trails in the city and in the adjoining foothills, summer water recreation activities in nearby rivers and reservoirs, and summer and winter activities at Bogus Basin, just an hour from downtown. While Bogus Basin offers summer and winter snow activities, numerous cultural and educational activities also take place throughout the year at Boise State University and many other venues across the Treasure Valley.

WCUCC is located on the Central Bench of Boise, Idaho. This area has a variety of residential and commercial properties. The church attracts individuals not only from area of Boise, but from the entire Treasure Valley, where people have been drawn to the open and affirming community of our church. The outreach of Wright is not only to the neighborhood but also the greater Treasure Valley.

Current size of membership: 97 active, 22 inactive

Position Title: Settled Pastor

Compensation Level:  $\frac{3}{4}$  Time

Does the total support package meet conference compensation guidelines?  
We have been striving to reach the compensation levels and have made positive progress over the past few years.

Language used in ministry: English

## **SCOPE OF WORK**

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Our pastor's scope of work includes leading worship services, delivering sermons, and overseeing church ceremonies. Other responsibilities include, but are not limited to:

***Collaborate with the Worship Committee*** in the development of worship services.

***Enlightening and deepening spiritual connections*** through prayer, coordinating, and/or leading Bible studies, participating in community services, and identifying helpful resources and programs.

***Provide Leadership development*** by working with and/or mentoring people in the church to sustain and grow ministry and programs.

***Provide pastoral care.*** Meets people's emotional, spiritual, and practical needs as they encounter various life issues. This includes spiritual support through in-home visits and follow-ups in times of need. Also, if conditions warrant, calls and/or has Zoom meetings with those in need.

***Participate in community engagement.*** Represents the church in the community through participation in community events, services, and outreach (e.g., *Central Bench* Neighborhood Association).

***Participate in broader church activities*** as time permits (e.g. conference meetings, outdoor ministry, church projects).

***Participate in stewardship*** through teaching and preaching about the biblical concept of stewardship and promoting generosity and the responsible use of gifts (i.e., time, talents, and resources) within the church community.

### **Core Competencies:**

Our church survey identified desired pastor's core competencies as:

1. Christ centered
2. Empathetic and loving
3. Enjoys interacting with and relates to a variety of groups and ages
4. Helps others
5. Innovative and forward thinking
6. Open and affirming
7. Understands and is sensitive to church finances and stewardship

**Qualifications:**

The qualifications below are preferred but not required:

1. A degree in Theology, Biblical Studies, or a related field from an accredited institution.
2. Ordination or licensing as a pastor under UCC standards or willingness to achieve.
3. Proven pastoral ministry experience and a community engagement track record.
4. Strong communication and interpersonal skills.
5. Proficient in organizational and administrative tasks.

## **COMPENSATION AND SUPPORT**

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1. A salary and benefit package for this  $\frac{3}{4}$  time position will range from \$65,000 - \$80,000 based on education and experience.
2. A relocation allowance is provided.
3. The time and compensation required may be mutually modified, as our new settled pastor inspires the congregation by attracting new members.
4. The Settled Pastor will be expected to live within the greater Boise area.

**Describe peer and professional support available for ministers in your**

**association/conference:** There is a strong community of Treasure Valley UCC clergy, who get together regularly. There is also a vibrant ecumenical and interfaith clergy community, and many Zoom opportunities to connect with clergy across the conference.

## **WHO IS GOD CALLING TO MINISTER WITH US?**

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

The ministry goals we envision for a settled pastor are tied directly to our Vision and Mission Statements:

“We are a Christ-centered church responding with love to the needs of our community”.

“We accomplish our vision through Worship, Spiritual Formation, Service and Community Building”.

A settled pastor will be expected to embrace Wright Church's open and affirming affirmation by welcoming all persons regardless of age, ability, race, ethnicity, sexual orientation, gender identity, economic circumstances, or marital status.

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

The settled pastor will support existing programs which include the food pantry, monthly community suppers, Idaho Food Bank senior food delivery, community garden, quilting group, affordable housing for seniors, Pilgrim Cove Camp (outdoor ministry), and Pride Week.

It would be preferred for the settled pastor to be involved in increasing our impact toward the needs of the community through our other church-sponsored outreach programs that support refugees, local and global missions, and provide care to the sick and elderly, providing space for AA groups, mental health groups, and CO-OP school activities.

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

Wright Church is an English-speaking church. We do have relationships with groups that speak Spanish and several African languages. However, it is not an expectation that the pastor be bilingual.

**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.**

1. Bringing life to sacred stories and traditions in ministry, worship, proclamation and witness.
2. Leading faith formation effectively across generations to grow the church.
3. Stewarding the interpersonal and monetary resources of the church.
4. Participating in the various settings of the United Church of Christ, including Local Churches, Associations, Conferences, General Synod, and global ministries.

**Who is God calling you to become as a congregation?**

1. Continued support of our members within the church, through meaningful and uplifting worship, calling and connecting with shut-ins and the home-bound, generous support of the church with finances and talented volunteers, and support of our open and affirming policy.
2. Continuation, and growth of our efforts in reaching out to the local community through food programs, help for the refugee and homeless populations, work of the quilters group's hospital blanket program, and support of groups using the facilities.
3. Continuation and growth of our support of international missions, including but not limited to the already generous support of programs and people in Honduras, Peru, and Palestine.

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

1. Continue supporting local refugees with the community garden, and possible expansion of support through programs like English classes or adopt a family, etc.

## **CONGREGATIONAL REFLECTIONS**

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### **Describe your congregation's life of faith.**

We are a church that acknowledges Jesus Christ as its head and finds in the Holy Scriptures, interpreted by the Divine Spirit through reason, faith, and conscience, guidance in matters of faith and discipline. To that purpose, we accept the following statements of mission and vision:

1. **Vision Statement: We are a Christ-centered church responding with love to the needs of our community.**
  
2. **Open and Affirming Statement** (adopted June 5, 2016) Wright Congregational United Church of Christ is a community in which all are welcome. We declare ourselves to be open and affirming of all people regardless of age, ability, race, ethnicity, sexual orientation, gender identity, economic circumstances, or marital status. Wright Congregational United Church of Christ invites all of God's Children into the entire life and ministry of the church.
  
3. **Mission Statement: We accomplish our vision through:**
  - a. **Worship** - Our eclectic music and liturgy represent our diverse, multi-generational congregation. Our sermons are prayerfully created for young and old, new members and old friends to bring life to the scripture and find its relevance in our world today.
  - b. **Spiritual Formation** - Our foundation is a meaningful relationship with Christ through the Holy Spirit. To deepen and grow this connection, we offer a variety of classes and groups focused on Biblical studies, spiritual formation, and meditative prayer practices for all ages.
  - c. **Service**—Following Christ's example, we feed the needs of our community. We offer hot meals and a food pantry to those who are hungry. We offer garden space to our refugee community neighbors. Our quilters make quilts to warm patients at local hospitals. We offer care to the sick and the elderly, and we financially assist several local, regional, and global missions.
  - d. **Community Building**—Wright Church has a long history of building community with our neighbors within the Central Bench. As an Open and Affirming community, we work for justice for all who are marginalized by society. We invite all neighbors to join our community through our many programs,, and events.

## 1. **Statement of Faith:**

We believe in you, O God, Eternal Spirit,  
God of our Savior Jesus Christ and our God,  
and to your deeds we testify:

You call the worlds into being,  
create persons in your own image,  
and set before each one the ways of life and death.

You seek in holy love to save all people from aimlessness and sin.

You judge people and nations by your righteous will  
declared through prophets and apostles.

In Jesus Christ, the man of Nazareth, our crucified and risen Savior,  
you have come to us  
and shared our common lot,  
conquering sin and death  
and reconciling the world to yourself.

You bestow upon us your Holy Spirit,  
creating and renewing the church of Jesus Christ,  
binding in covenant faithful people of all ages, tongues, and races.

You call us into your church  
to accept the cost and joy of discipleship,  
to be your servants in the service of others,  
to proclaim the gospel to all the world  
and resist the powers of evil,  
to share in Christ's baptism and eat at his table,  
to join him in his passion and victory.

You promise to all who trust you  
forgiveness of sins and fullness of grace,  
courage in the struggle for justice and peace,  
your presence in trial and rejoicing,  
and eternal life in your realm which has no end.

Blessing and honor, glory and power be unto you.

Amen.

**Describe several strengths or positive qualities of your congregation.**

Our congregation is:

1. Loving and caring for/about each other
2. Generous, responding to both needs and funding
3. Open and affirming
4. Built on active serving members
5. Friendly
6. Welcoming
7. Members with a variety of talents and skills

**Describe what worship is like when your congregation gathers.**

We worship together in our sanctuary, which accommodates approximately 140 congregants. We have a music team (piano, percussion, trombone, one to two vocalists) and are led by pastor, worship leader and lay leader. We generally follow the lectionary for church seasons and holidays, but can vary if necessary. Attendance in church is regularly in the range of 65 attendees with 10 – 15 attending on live stream. Like many churches, attendance is higher around special Sundays.

In our recent church survey, our congregation has described desired preaching to include:

1. inspirational spoken word from the pulpit/uplifting sermon/joyful service
2. well designed and integrated service, highlighted by the message
3. Christ centered messages
4. ability to convey a message through meaningful stories and illustrations to bring the sermon to light

**A Typical Order of Worship  
Wright Church**

Prelude  
Opening Song  
Welcome and Announcements  
Call to Worship  
Invocation  
Prayer of Confession  
Words of Assurance  
Opening Hymn  
Passing of the Peace  
Scriptural Slide Show (PowerPoint, with scripture done by lay leader, accompanied by soft music)  
Sermon Message  
Offering: Special Music  
Offertory: Instrumental

Doxology  
Prayer of Dedication  
Prayers of the People  
Lord's Prayer  
Closing Hymn  
Benediction

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

1. Bible/book study – Wright Church has a history of Tuesday evening bible/book studies. These have been well attended. Being pastor-led, these have been suspended until a pastor is hired.
2. Sunday morning adult study class.
3. Children's education - Children's education is conducted depending upon whether children attend church on any given Sunday. This is an area identified as a priority to plan and grow.
4. Adult classes - Recently we have held adult classes that have been well attended. Topics such as "Introduction to the Bible 101" have been well received. Book studies have also been held, including: "Journey to the Cross", "The Lord's Prayer" and "What Happens Next". Other titles are scheduled for early 2025.

**Describe how your congregation is organized for ministry and mission.**

1. Our constitution and Bylaws were rewritten and adopted by the congregation during our annual meeting in November, 2023. The bylaws clearly outline the duties and responsibilities of the officers and committees in the areas of ministry and mission.

The officers of the church are Moderator, Vice-Moderator, Clerk, Treasurer, and Assistant Treasurer. The Board of Directors is composed of the officers and the directors of 10 Committees: Financial, Membership, Christian Education, Facilities, Fellowship, Nominating, Outreach, Pastoral Relations, Personnel, Stewardship and Worship and Music.

2. The Board of Directors makes most decisions, except those reserved to the congregation as outlined in the bylaws.
3. Decisions are communicated to the membership via email, USPS and/or telephone for those not having access to internet. It is estimated that an average of 20 hours per month is spent in decision making. This includes a monthly Board of Directors meeting lasting approximately 2 hours. Meetings are advertised and open to the church members. Zoom access is also provided for those wishing to be involved but cannot attend.

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

One scheduled Board meeting is held each month. The meeting length is agenda dependent but usually last approximately 1 ½ - 2 hours. If circumstances warrant, ancillary meetings may be held. Pastor will be expected to attend and participate providing a monthly report. The pastor will attend other meetings as needed for input and advice.

Much of the work of the church work is done by the various committees. Items requiring decisions are presented to the Board for action. If full congregational approval is required, the Board will present the item to the congregation for action.

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

Through initial phone calls (by Moderator, Vice Moderator, and Pastor) followed by a Zoom Board meeting.

- **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

- **The Pastor is expected to work with the staff for smooth day to day functioning of the church.**
- **The pastor should be, or be willing to become, proficient in current technology relating to communication (email, texting, Zoom, YouTube, streaming platforms, Mail chimp, PowerPoint, Power church and other technology as needed).**



**United Church of Christ**  
**ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED**  
**IN UCC YEARBOOKS**

Church: 3030 - Wright Congregational UCC - Boise, ID

Assoc/Conf: Idaho in Central Pacific

Schedule: 0 - UCC Church

Year	Members	AVG Weekly Attendance	CHR ED / Faith Form	Confirmation	Confession	Transfer Or Reaffirm	Death Or Trans Out	Other Losses	Net Membs Adds-Removed
2015	113	65	20	0	4	0	5	0	-1
2016	111	52	12	1	0	2	5	0	-2
2017	134	95	42	0	0	50	4	23	23
2018	161	101	69	0	0	15	6	1	8
2019	177	105	34	0	0	19	3	0	16
2020	135	105	15	0	0	0	11	31	-42
2021	133	40	10	0	0	3	3	2	-2
2022	133	40	10	0	0	0	0	0	0
2023	133	40	10	0	0	0	0	0	0
2024	133	40	18	1	0	0	1	0	0
2025	136	45	18	6	0	0	3	0	3

Year	Current Expenses	Capital Payments	Basic Support	Additional UCC Giving	Total OCWM	Other Support	Wider Mission	Basic Supp % Curr Local	Total Expend	Pledges And Offerings
2015	\$96,478.00	\$235.00	\$1500.00	\$717.00	\$2217.00	\$0.00	\$2217.00	2%	\$96713.00	\$74,051.00
2016	\$104,520.00	\$6,834.00	\$168.00	\$1421.00	\$1589.00	\$4,095.00	\$5684.00	0%	\$115449.00	\$79,004.00
2017	\$103,433.00	\$4,681.00	\$900.00	\$2718.00	\$3618.00	\$801.00	\$4419.00	1%	\$110230.00	\$123,554.00
2018	\$15,609.00	\$120,000.00	\$5944.00	\$5275.00	\$11219.00	\$2,705.00	\$13924.00	38%	\$141835.00	\$136,160.00
2019	\$192,616.00	\$12,000.00	\$5499.00	\$9413.00	\$14912.00	\$9,430.00	\$24342.00	3%	\$222104.00	\$164,315.00
2020	\$179,729.00	\$0.00	\$5417.00	\$8181.00	\$13598.00	\$7,011.00	\$20609.00	3%	\$194921.00	\$176,080.00
2021	\$169,397.00	\$0.00	\$5000.00	\$6780.00	\$11780.00	\$1,785.00	\$13565.00	3%	\$177962.00	\$144,430.00
2022	\$169,397.00	\$0.00	\$6083.00	\$0.00	\$6083.00	\$0.00	\$6083.00	4%	\$169397.00	\$0.00
2023	\$169,397.00	\$0.00	\$5000.00	\$303.00	\$5303.00	\$0.00	\$5303.00	3%	\$169397.00	\$0.00
2024	\$155,307.32	\$0.00	\$1500.00	\$3313.00	\$4813.00	\$535.30	\$5348.30	1%	\$159155.62	\$170,738.16
2025	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0%	\$0.00	\$124,771.00

% Change	Members	Avg Weekly Attendance	CHR ED/ Faith Form	Total Additions	Total Removals	CURR Local Expenses	Total OCWM	Total Expenditures
2020 - 2025	0.74	-57.14	20.00	6	-92.86	-100.00	-100.00	-100.00
2015 - 2025	20.35	-30.77	-10.00	50.00	-40.00	-100.00	-100.00	-100.00

For more information about report data, please visit [Data-Hub-Church-Field-Guide.pdf](#)

## **CONGREGATIONAL DEMOGRAPHICS**

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	98	yes
Number of active non-members:	18	yes
Total of church participants (sum of the numbers above):	116	yes

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	41%	yes
Less than 10, more than 5 years:	37%	yes
Less than 5 years:	22%	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>
3	2	3	6	6	10	10	47	28	yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	2%	yes
Joint household with minors:	2%	yes
Single adults age 35-65:	12%	yes
Joint household with no minors:	45%	yes
Single adults over 65:	39%	yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	25%	yes
College:	35%	yes
Graduate School:	30%	yes
Specialty Training:	10%	yes
Other (please specify):		

Percentage of adults in various employment types:

*Is this number an estimate? (check if yes)*

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	30%	yes
Adults who are retired:	68%	yes
Adults who are not fully employed:	2%	yes

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

Occupations are diverse across a wide spectrum and the majority of our congregants are retired.

**Describe the mix of ethnic heritages in your congregation, and the overall racial make- up.**

Our church is primarily Caucasian. The demographic breakdown in Boise is 89% White, 1.9% African American, .5% American Indian, 2.8% Asian, 9% Hispanic, and 3.4% two or more races. We have a strong relationship with the Refugee community.

**Has your congregation recently had a conversation about welcoming diversity?**

We are a strong open and affirming church and continue to welcome all.

## **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	15 - 20	Women's or Men's Fellowship
Baptisms <i>(number last year)</i>	1	
Children's Groups or Classes	0	
Christmas Eve and Easter Worship	75 - 90	Led by Pastor and Deacons
Church-wide Meals	60	Special Events Coordinator
Choirs and Music Groups	0	Musicians are hired
Church-based Bible Study	15 - 20	Led by Pastor. Led by Deacons in the absence of a Pastor.

Communion ( <i>served how often?</i> )	Entire church	Monthly
Community Meals	15 - 20	Volunteers
Confirmation ( <i>number confirmed last year</i> )	0	Pastor
Drama or Dance Program	n/a	
Funerals ( <i>number last year</i> )	3 deaths with one funeral	Pastor
Intergenerational Groups	All	Studies and committees incorporate diverse ages
Outdoor Worship	Open to entire church	Worship Committee
Prayer or Meditation Groups		
Public Advocacy Work	Volunteers	Pride week
Retreats	Open to all	Annually at Pilgrim Cove
Theology or Bible Programs in the Community		
Weddings ( <i>number last year</i> )	0	
Worship (time slot: _____)	60 - 75	Additional 15 – 20 attend on live stream; planned by Pastor and Worship/Music Leader)
Young Adult Groups or Classes		
Youth Groups or Classes		
Family Camp	40-50	Fellowship Committee

Additional comments:

**List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way:**

Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four- Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Mike Black			Pulpit Supply	yes
Larry Etter			Pulpit Supply	yes

**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:**

Our two retired pastors are not on any committees nor do they hold any positions.

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Office Manager		10 hrs/week	Pastor	10 months
Custodian		8 hrs/week	Office Manager	3
Various Musicians		2 hrs/week	Music Director	5

## **CHURCH FINANCES**

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

Source	Amount
Annual Offerings and Pledged Giving	\$ 160,767
Endowment Proceeds <i>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</i>	\$ NIA
Endowment Draw <i>(beyond what is permitted by spending policy, "drawing down the principal")</i>	\$ NIA
Fundraising Events	\$ 9,832
Gifts Designated for a Specific Purpose	\$ 380

Grants	\$ NIA
Rentals of Church Building	\$13,969
Rentals of Church Parsonage	\$
Support from Related Organizations <i>(e.g. Women's Group)</i>	\$
Transfers from Special Accounts	\$
Other (specify): Trust Beneficiary	\$7,100
Other (specify): Pilgrim Cove	\$ 2,177
Other (specify): Misc.	\$ 2,098
TOTAL	\$196,323

**Current annual expenses (dollars budgeted for most recent fiscal year): \$149,847**

*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.*

**Considering total budgeted expenses for the 2024 fiscal year, compare total ministerial support. What is the percentage?**

40% (NOTE – In prior years this percent was between 45 – 50%. During the 2023 year, the pastor resigned in June. For the remainder of the year, the church utilized pulpit supply while searching for an interim pastor. This resulted in the lower percentage.)

**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*)**

- K\_ Our Church's Wider Mission (OCWM - Basic Support)**
- One Great Hour of Sharing**
- Strengthen the Church**
- Neighbors in  
Need Christmas  
Fund**

See below

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

From 2021 – 2023 due to financial issues this contribution was suspended.

During the past 6 months attendance has increased, we have new members, and giving has increased. These efforts allow the Pastoral Search Committee to begin the process of finding a settled pastor. This will allow the church to revisit the OCWM percentage.

**What is the church's current indebtedness?**

The church currently does not have any debt

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

We have a maintenance reserve fund to help cover costs for repairs i.e. furnace, air conditioner, etc. Currently this account is \$5,768. Up to 2020, we contributed \$3,600 annually to this fund. From 2021 – 2023 due to financial issues this contribution was suspended. In the 2024 budget we have allocated \$4,800 to this account.

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

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

If a capital campaign is underway or anticipated, describe:

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

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

The church took out a loan from Cornerstone for \$40,000 in 2016 for a roof replacement, painting, windows, etc. It was paid off early in 2020.

**Does your church have an endowment?**

No.

**Other Assets:**

In 1987 Wright Congregational United Church of Christ was named one of three beneficiaries of a charitable trust. Each year the Church receives 1/3 of the earnings. This has varied between \$1,000 and \$10,000 depending on the earnings of the trust. These funds go into the general fund and have been the source of scholarship funds for education and continuing education of members of the Church or their children. The rest of the funds support the general fund.

Reserves (savings): We have approximately \$59,076 in the bank with an additional \$25,683 in special funds.

**Investments (other than endowment):**

No

**Does your church have a parsonage? No**

**Describe all buildings owned by the church:**

The Church building is located on a 51,000 square foot lot with 84 parking spaces plus 8 handicapped parking spaces. It is a three-level brick 9700 square foot building.

Floor 1(basement)---fellowship hall, kitchen, 2 offices, work room, small meeting room, furnace/mechanical room, 2 storage rooms, elevator, 2 rest rooms

Floor 2---sanctuary, nursery and rest room, cry room, library, 2 rest rooms

Floor 3---conference room, 3 class rooms, 2 rest rooms

Janitor closets are located on each floor. The elevator serves all three floors and street level.

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

Which spaces are accessible to wheelchairs? The church has an elevator giving access to all levels of the church, except the altar area, which has 5 steps with a stair rail on each side and one in the middle.

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

The church came together in a time of financial crisis that occurred during the time frame of mid-2021 to June of 2023. Membership, attendance and giving had declined. The membership has stepped up and we are now again in a position to continue our ministry and mission. Attendance and giving is up and there are new members.

The budget is prepared by the Finance Committee, approved by the Board, and presented to the Congregation for vote at the annual meeting. The stewardship campaign then commences and works to raise membership pledges to balance the budget.

The church members are very generous and support additional giving for special projects such as helping in Honduras, supporting the refugees, contributing regularly to our Pilgrim Cove Camp in McCall and helping our community and each other.

## **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.**

- One hundredth twenty-fifth anniversary---2025
- The AV system in the church was upgraded to allow for on-line streaming of services as well as meetings. This involved installing computers, cameras, sound board, speakers, and microphones and was paid for solely with special memorial and other gifts.
- Between 2021 and 2022 the church had a decrease in attendance and a giving. In March of 2023 it was determined the current spending could not be supported and could lead to closing the doors. To address the issue, a revised package was offered to the Pastor. It was not accepted and the Pastor chose to resign. Since that time, the membership has stepped in to fulfill many roles. These include, but are not limited to: deacon care-givers visiting homebound and ill, arranging pulpit supply, providing adult bible studies, and follow-up with visitors. As a result, attendance is increasing, there are new members and giving is increasing. These efforts allow the Pastoral Search Committee to begin the process of finding a settled pastor.

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

See above item.

**Every church has conflict, some minor, some larger. Describe your congregation's values and practices when it comes to conflict.**

We recognize that there will be conflict. If we feel that there might be conflict on an issue, we try to reach a solution before it becomes a major issue. We all work together as one.

## Ministerial History

<b>Staff member's name</b>	<b>Years of service</b>	<b>UCC Standing (Y/N)</b>
Heather Miner	2022 - 2023	Yes
Kathy Abend	2017-2021	Yes
Drew Terry	2014-2016	Yes
Cynthia Brandt	2012-2014	Yes
Mike Black	1995-2012	Yes
Ted and Susan Huffman	1985-1995	Yes

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

Our lay leaders have a history of strong, cooperative relationships with the church's ministerial leadership. In recent years we have followed our pastor's leadership into uncharted territory, with many positive results:

- Becoming an Open and Affirming Congregation
- Installation and updating of our AV system
- Broadcasting our worship on the internet, first on ZOOM and then later on YouTube, both live and recorded. This has allowed us to serve our homebound as well as reach some new individuals.

The above items were suggested by our minister and the church readily adapted to the new way of doing things. Additional minister suggestions that have continued included Tuesday evening Bible/Book study, Board of Directors meetings, team meetings, Book Club, after worship coffee hour, and other activities.

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

While our last pastor was not pressured to leave, the financial challenges at the time and the need to reduce salary did lead to difficult conversations and a subsequent parting. We are now in a better position that will make this kind of situation unlikely for our next pastor.

### **Has your church been involved in a Situational Support Consultation?**

No

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

No

## **COMMUNITY VISION**

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

- a. We provide monthly community meals
- b. We deliver monthly senior food distributions
- c. We support an ongoing food pantry
- d. We support a large garden in cooperation with Global Gardens working with refugee farmers in Boise.
- e. We have an active overseas mission calling, supporting our brothers and sisters in Honduras, Peru and Palestine, primarily through our own direct involvement and through CPC Greater Church Ministries
- f. We support our open and affirming efforts through Pride Week activities
- g. We ensure building availability to community groups, currently hosting many AA groups, one mental health group, and a CO-OP school, in the building once a week
- h. Our active quilt group makes lap quilts for patients at St Alphonsus Hospital
- i. We are involved in providing affordable housing in the greater Boise area through High Horizons Senior Housing
- j. We actively support Pilgrim Cove camp on Lake Payette

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

We have one member who recently sat on the Central Pacific Conference Board of Directors, other members have been on both the Wider Church Ministries Committee and the Palestine/Israel Subcommittee, and one member sat on the disaster preparedness working group.

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

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

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

As stated earlier, due to financial constraints from the 2021 to mid 2023 financial issue, we had to withdraw from many outreach activities. Although we are not an official Immigrant Welcoming Congregation we have continued our work with new arrivals from other countries. Also, we are reinstating many others in the 2025 budget. We need to explore the possibilities with our congregation and new pastor.

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

We have continued to be involved in the "Bench Suppers" that are open to all. Each church in our area provides a dinner once a month that is open to all. We also participate in Pride Week in partnership with Boise First. In the past, we have participated in other activities with local neighborhood churches, but have not done so lately. We welcome a re-involvement there, along with added activities with our sister UCC church, Boise First, plus Red Rock Community Church, and High Horizons Senior Housing

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

We expect the pastor to spend the majority of his/her time working with our own congregation, its needs and priorities (uplifting and Christ-centered message on Sunday, coordinated and nicely flowing service, pastoral care, leadership and growing the church). Community ministry will include supporting our church's outreach, through senior food distribution, meal programs, refugee outreach, coop school, and building use ... plus open and affirming support. We would expect some involvement with the Central Pacific Conference and Idaho Conference, but the priorities, especially during the start-up year, would be to concentrate on Wright Church.

## **MISSION in Site**

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We do not have access to the Mission Insite program and have done our best to estimate the answers to the best of our ability.

1. Our neighborhood suffers from food deficiencies, and we have responded to them through our food pantry plus monthly meals from the church kitchen/volunteers and monthly senior food deliveries).
2. We have responded to refugee needs in the neighborhood through our partnering with Global Gardens. We have, in the past, participated in English classes for refugees, run through the local elementary school building and the concept of adopting a refugee family has also been discussed.
3. We held a fund raising carnival for our local elementary. We were able to raise enough money to fund reading centers for selected classrooms.

**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?**

1. The neighborhood around the church is middle to lower income, while our congregation, as a whole, would reflect a wider range of lower middle to upper middle income demographic.
2. Our membership is a unique blend of urban (some from the neighborhood or close in Boise proper) as well suburban participants. Our members are from Boise, Meridian, Kuna, and Nampa.

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

See above

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

Members of the Central Bench Neighborhood Association, the local Food Pantry, Faith and Humanity Missions and High Horizons Affordable Housing consider us an active and generous member of the community, working to meet the needs of our neighbors. They often comment of the welcoming nature of our church.

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

1. Wright is a very welcoming church
2. Wright is open and affirming and actually embraces that in everyday actions and involvement
3. Wright is very generous church, both financially and through volunteering
4. Wright is a Christ-centered church
5. It is easy to become involved at Wright
6. Wright has meaningful and uplifting messages, sermons and music

## REFERENCE 1

Robert Tulloch | Pastor | Boise First UCC Church  
208-949-0005 | revrobtulloch@gmail.com | Partner in Ministry

Wright Church excels in living out the gospel, both within the church walls and in the community around them. They have a heart for their community and serve it through their community garden as well as immigrant and refugee outreach. They also have a wonderful music ministry and offer a great chance to worship each Sunday with a variety of music styles. They have a passionate leadership team and always greet folks with warmth and authenticity.

I think the church finds themselves sometimes being tugged in two directions. The first is coming into the 21<sup>st</sup> century and meeting the needs of the modern church, and the other is tradition and a way of being the church that is slowly losing connection. If there was one area of improvement, I would say that it is uniting those two ends of the spectrum, and not leaving either behind, but finding a way to honor both in their next chapter.

I had a chance to worship with Wright on Earth Day Sunday in 2021, and I must say it was one of the most meaningful worship experiences I have had in the last handful of years. Not only the leadership and the music, but just the joy and encouragement that the church members brought to the service. The spirit was present in a big way, and everyone left that service with a spring in their step.

Wright is such a healthy congregation that I think any pastor would be happy to step in and start ministry without having to do a bunch of housekeeping and would find the community ready to live out the Gospel in the city of Boise and beyond.

Blessings,  
Rev. Rob Tulloch

## REFERENCE 2

Sam Jones | Idaho Food Bank

208 602 4750 | [sajones@idahofoodbank.org](mailto:sajones@idahofoodbank.org) | A co-partner with senior food program)

To Whom it may concern,

I am pleased to provide reference to Wright Congregational United Church. The Idaho Foodbank has been working with Wright Congregational United Church since September 2020. During that time, the Idaho Foodbank was looking for assistance to continue serving seniors on the Bench in Boise during the pandemic. The members of the church graciously volunteered to step in and serve this need in their local community. Since that time, they have been directly distributing food boxes to two senior housing complexes through the USDA Commodity Supplemental Food Program. They have been wonderful and easy to work with. They are organized and friendly while arranging the details of distributions, and prompt in returning information back to us. They go above and beyond during distributions, not just handing out the food boxes but being friendly and personable with the seniors they serve, helping not only to feed them but to create a sense of community.

In addition, they have been wonderful and flexible partners. When we needed some additional logistic help in continuing a senior food distribution across town, they were willing and volunteered to help arrange transportation of this food to another community partner so that the distributions could continue.

It has been a pleasure to work with Wright Congregational United Church. They graciously volunteered their time during the beginning of the pandemic to help ensure that seniors were able to continue their access to USDA foods, and have been consistent partners ever since. We know that they are exploring ways that they can continue to grow in service to their communities, and we look forward to continuing this journey with them as we aim to support those experiencing hunger in Boise.

Please do not hesitate to reach out if you have any questions. I can be reached best by email at [sajones@idahofoodbank.org](mailto:sajones@idahofoodbank.org), and I would be happy to speak about them further.

Sincerely,

Sam Jones

## REFERENCE # 3

John/Dawn Schott | Board Members of Faith and Humanity Medical Missions  
541-403-1700 | theshhott4@gmail.com | Faith and Humanity coordinates mission work in Honduras that Wright Church participate in

February 21, 2022  
TO: Wright Congregational UCC

Dear Search Committee,

We are pleased to have been asked to write a reference letter for Wright Congregational United Church of Christ.

We are on the board of the non-profit organization Faith and Humanity Medical Missions. It was formed to help the country of Honduras gain access to medical, dental and vision services and to help in times of need. Wright UCC has played a major role in making this a reality. Over the past several years, the church has donated artwork, crafts and monetary gifts to our yearly fund raiser. They have spent countless hours sewing gift bags and have donated shampoo, lotion, personal care items and reading and sunglasses to be taken with us when we have yearly medical clinics in country.

During the rainy season of 2020 two separate Hurricanes hit the country of Honduras. These consecutive natural disasters caused major flooding, and mud and water displaced many people in the country. Wright UCC gave \$10,000 toward hurricane relief. That donation specifically paid workers to help clean out mud and get people back into their homes.

During the pandemic, the need for personal protective equipment in Honduras was significant and they were losing high numbers of medical workers to Covid-19. Wright UCC found out about the need and within a couple of days sent 32 packages of N95 face masks and 4 boxes of face shields. They also covered the cost of getting them into the country.

We have only been on the periphery of Wright UCC. We know that they work in many areas of our local community, volunteering to teach English and donating quilts to the hospitals. We have seen the local community garden and food cupboard. This is a church that we believe is doing their very best to serve others as God intended. We appreciate all that they do.

Sincerely yours,  
Jon and Dawn Schott

## **CLOSING PRAYER**

As you ponder over what you may find should you come to us, our church,  
) An end to your journey of seeking, let these words guide  
Your thoughts, your heart and your spirit....

Come into our sanctuary on Sunday morning  
Smiles in abundance greeting you  
Welcoming you  
Can you feel the Spirit?

Come into our sanctuary on Sunday morning  
Watch the joy in the faces around you,  
Accepting, embracing, open  
Love flows here, waiting for you

Come into our sanctuary on Sunday morning  
Listen to the music  
Let it wrap around your soul and  
Lift you up in joy and worship

Come into our sanctuary on Sunday morning  
Feel the Christ Light as it  
Fills your heart, our Being

Lifting you up in hope

It feels like coming Home

(Linda Etter, Committee Chaplain)

## **STATEMENT OF CONSENT**

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

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

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

The members of the Pastoral Search committee were asked by the Moderator and Vice Moderator to be on the committee. From the seven members, five are Board Members. The committee completed a congregational survey during the process, with good congregant response ... and many of the answers provided in this document came from that piece.

- 2. Additional comments for interpreting the profile:** although Covid 19 has impacted our church's gatherings and missions, as a congregation we endeavor to build on our long-standing strengths and look to a bright future. We are looking forward to welcoming our new pastor and embarking on a new adventure.

Signed:

Name / Title / Date:

## **VALIDATION BY CONFERENCE/ASSOCIATION**

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: Tyler Connoley, Conference Minister  
Email: tyler@cpcucc.org  
Phone: 503-910-4082  
Date: 3/20/25

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

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

**UNITED CHURCH  
OF CHRIST**

