

Loomis Basin Congregational United Church of Christ



2025

Local Church Profile

Date: May 2025

Position to be filled: **Minister**

United Church of Christ
LOCAL CHURCH PROFILE
FOR CHURCHES SEEKING NEW LEADERS

STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates. As the committee charged with the responsibility for identifying and recommending a suitable new minister for our church, we have been authorized to share the information herein with potential candidates

We understand that a candidate may wish to secure further knowledge, information, and opinion 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.

Signature of Search Committee Chairperson

Date

Church:

Loomis Basin Congregational UCC

6440 King Road

Loomis, CA 95650

Search Committee Chairperson or Contact Person:

Gabe Guterres, Chair

gabe@loomisucc.org

Ginny Day, Secretary

ginnykeslerday@gmail.com

LOCAL CHURCH PROFILE

FOR LOCAL CHURCHES SEEKING NEW LEADERS

Please return the completed document to your conference or association office.

1. Church:

Loomis Basin Congregational UCC

2. Address:

6440 King Road

Loomis, CA 95650

Church Website: <http://www.loomisucc.org/>

3. Name of Search Committee Chairperson/Contact Person:

Gabe Guterres, Chair

gabe@loomisucc.org

Ginny Day, Secretary

ginnykeslerday@gmail.com

4. Conference/Association Staff Person Assisting Our Church:

Rev. Davena Jones

Email: davena@ncncucc.org

Table of Contents

LOCAL CHURCH PROFILE.....	2
FOR LOCAL CHURCHES SEEKING NEW LEADERS.....	3
WELCOME STATEMENT.....	4
MEMBERSHIP INFORMATION.....	6
CHURCH FINANCES.....	11
CHURCH PROPERTY DESCRIPTION.....	17
FINANCIAL SUPPORT OF MINISTERIAL LEADERS.....	19
COMMUNITY CHARACTERISTICS.....	21
CONGREGATIONAL LIFE.....	25
WIDER CHURCH CONNECTIONS.....	36
RELATIONSHIP WITH MINISTERIAL LEADERS.....	38
PASTORAL CHARACTERISTICS DESIRED BY OUR CHURCH.....	40
GENERAL.....	41
STATEMENT ON LEADERSHIP IN MINISTRY.....	43

WELCOME STATEMENT



Welcome to Loomis Basin Congregational United Church of Christ!

We are a church called by Jesus to commit to eliminating injustice, bigotry and racism and to work for human rights and equality for all people.

This has been our mission statement for the past twenty years and we continue to follow that mission. We are a welcoming, progressive community with a strong heart. We are truly a place of sanctuary for those who have suffered rejection or exclusion at other churches. We are a multigenerational, multicultural, Open and Affirming Church that embraces diversity. We welcome all with open arms into our church family regardless of race, ethnicity, culture, gender, sexual orientation, marital status, socioeconomic status or physical or mental disability.

We believe that God did not stop speaking at the end of the Bible; God still has more to say. God is trying to get our attention, trying to get all of us to look, to feel, to think and to listen. God is still speaking through people, nature, music, art, science and the Bible.

It is with our similar beliefs and ideas of equality, justice and the teachings of Jesus Christ, that we are willing and able to come together and tackle hard discussions. As a part of the United Church of Christ, we enjoy a self-governing status while being in covenant with God and with other churches in our denomination. Our church offers a small town atmosphere with a relaxed family feel in contrast to some of the larger, big city mega-churches.

We are pleased that you have chosen to view our profile and we hope you will sense our vitality, our hope and excitement at this new phase in our church life.

MEMBERSHIP INFORMATION

5. Membership: (as reflected in the eleven-year UCC Statistical Report for our church;

** indicates the figure is an estimate.)*

	2024	2015	2011
a. Church members & Attendees	125	182*	119
b. Average attendance at worship**	70	75	55
c. Average participation of children/youth in Christian Ed & Youth Groups	20	16	5
d. Average weekly participation in adult education	10	10	6
e. # Members who are ordained clergy	3	2	3

* While we reported a membership of 182 in 2015, this figure was an estimate as church rolls had not been updated recently. An update shows approximately 99 Active Members and 26 Inactive Members, with 45 Pledging Units.

** While these attendance figures were reported as estimates by our church in the past, we believe that attendance at worship has been fairly stable for the last several years, more accurately reported at 60-80 attendees.

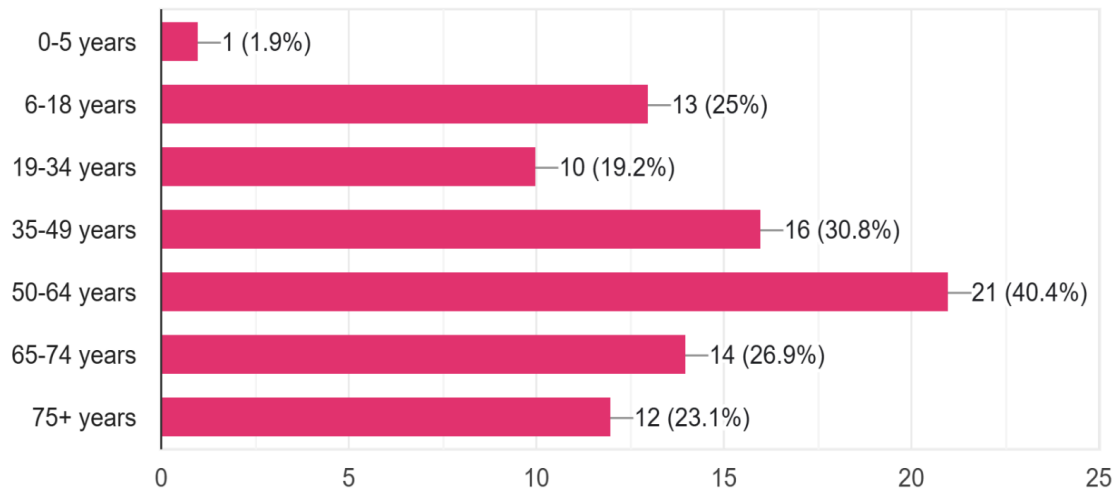
Our congregation was invited to share “I love Loomis UCC because...” Here are some responses:

- *I love Loomis UCC because they/them have nurtured the faith that empowers me to be me.*
- *I can ride my bike to church without getting stink eye from all the members like I would at my childhood church.*
- *It's not about 'putting on airs' or 'keeping up appearances'. what you see is what you get.*
- *They walk the talk and practice their faith rather than just mouth it.*
- *I love Loomis UCC because my different religious and spiritual views are welcomed and not shunned.*
- *I love Loomis UCC because from the time in 1994 when I visited the first time and read its mission statement of being called by Jesus against racism and bigotry. The church has risen to the challenge of growing to be inclusive to all individuals spiritual journey and keep to it core*

6. Profile of Congregation

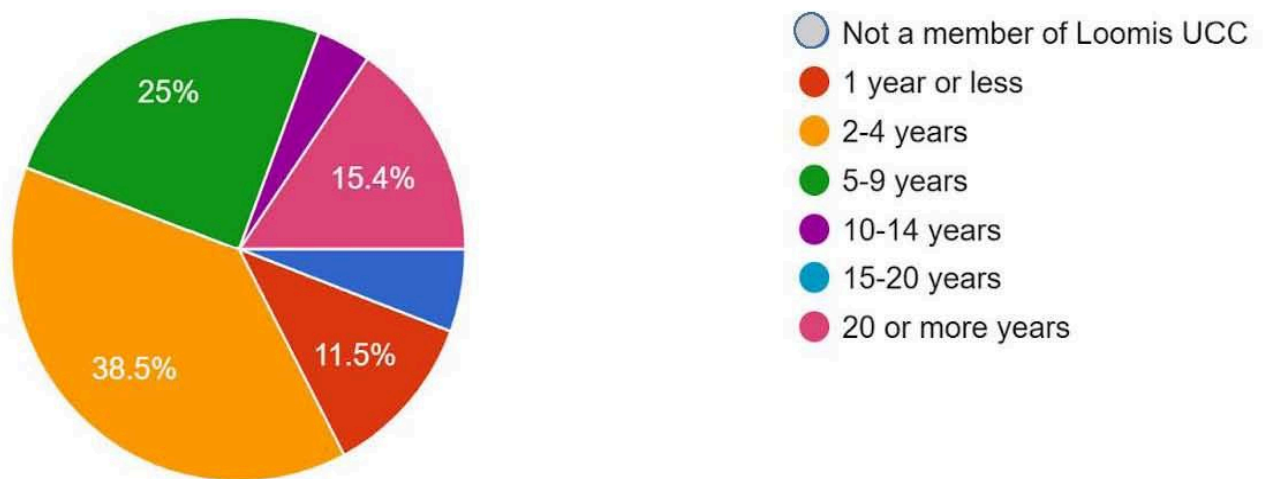
a. Age:

Our congregation's ages are fairly evenly spread among adults.



b. Attendance:

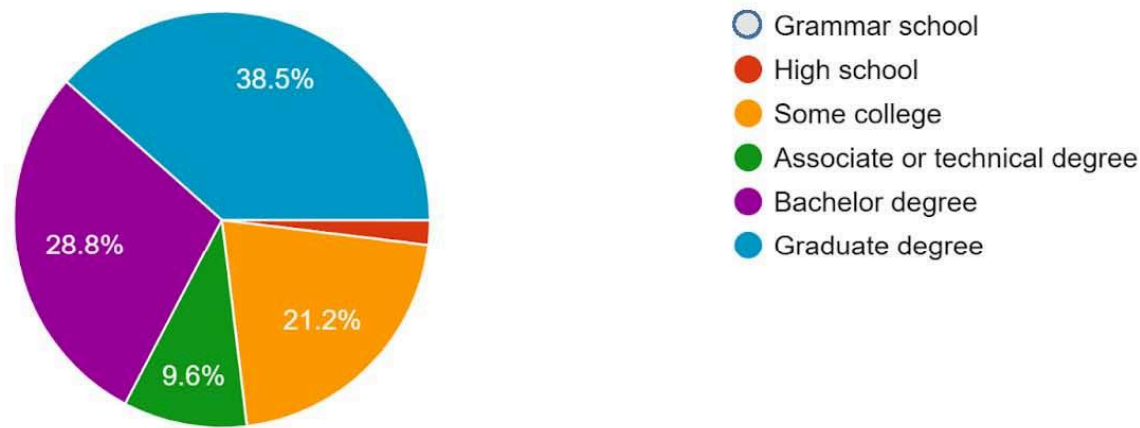
Our members have a moderate history of belonging to Loomis Basin UCC



79% of respondents report attending worship 3 to 4 times per month

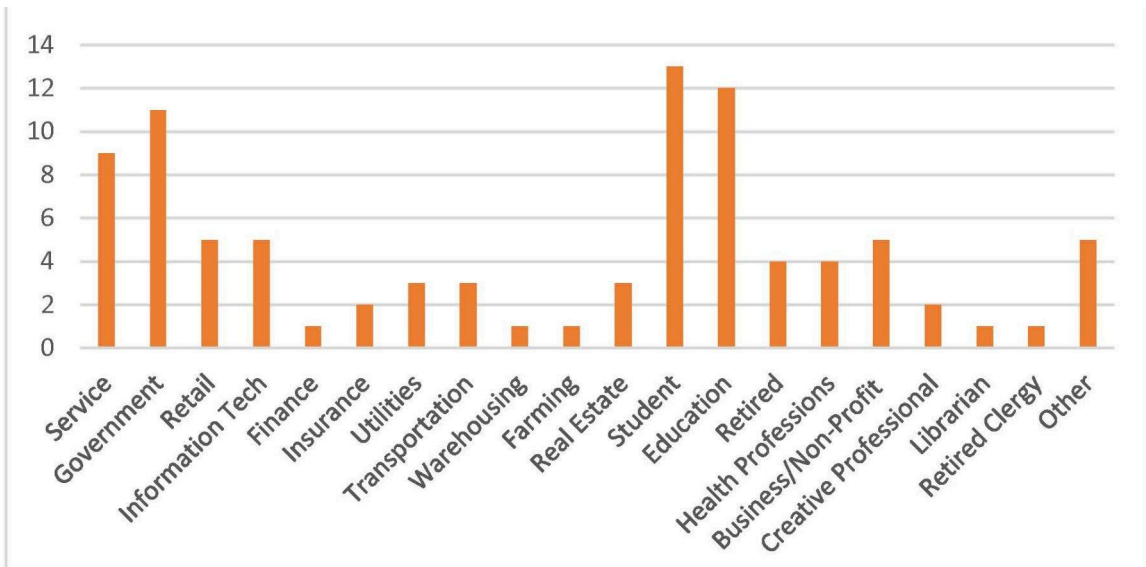
c. Education:

67% of our adult congregants have college degrees



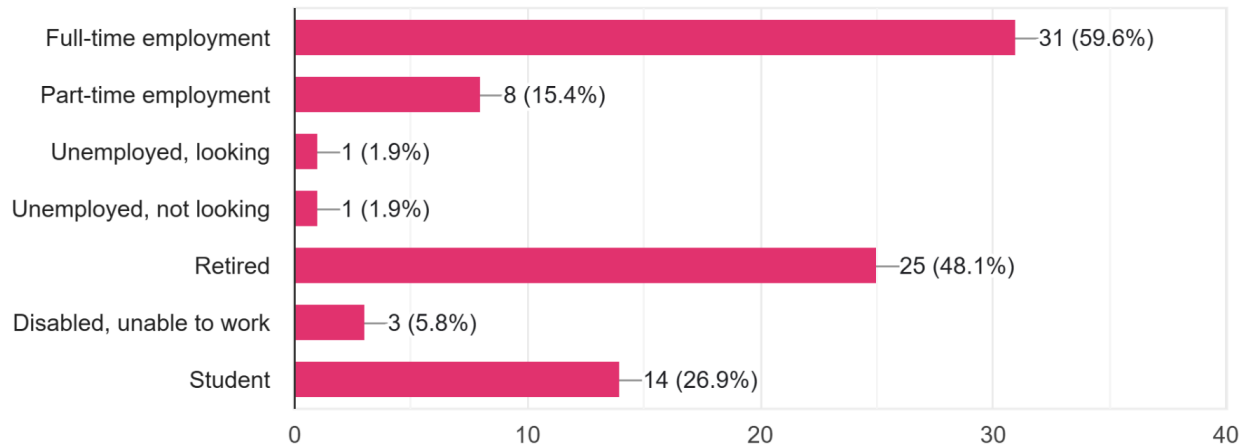
d. Occupation of adults:

Most of our employed members are professional or business workers



e. Employment:

Most of our members are employed full-time, with a large retired population



Family units:

f. Describe the racial-ethnic makeup of your congregation*

Caucasian/ White (96%), Black/ African American (2%), Hispanic (8%), Asian Pacific Islander (4%), Multi-racial (6%), Prefer not to answer (2%)

*Total is greater than 100% because some people marked more than one category





The Sunshine Gang (Senior Adults) meets monthly for lunch.

The Youth Group meets weekly.



We have an intergenerational family camp every fall

CHURCH FINANCES

	FY 2024	FY 2015	FY 2011
7. Total Church Income	216,300	102,811	81,196
a. Members offerings and pledges	192,195	96,210	76,362
b. Interest from investment or endowments	0	0	991
c. Rentals/facility Use	11,300	3,600*	890
d. Special Fundraising	4,600	4,628 **	2,525
e. Other	3,075	687	428

We rent to St. Michael's Independent Catholic Church on Sunday evenings. We rent office space to the Sacramento LGBT Community Center. Rental income for 2025 is projected to be \$16,400.

If the church has conducted an annual stewardship campaign, list results

Annual Stewardship Campaign	FY 2025	FY 2015
Pledge Goal	181,579	111,387
Pledges Received	164,280	74,140
Actual Offerings Received	n/a	96,210

8. Total Operating Budget	FY 2024	FY 2015	2011
a. Our Church's Wider Mission Basic Support	3,000	2,500	2,500
b. Our Church's Wider Mission Total Support	0	500	428
c. Other gifts	0	467	5,000
d. Current local expenses	204,899	111,629	81,610
e. Annual capital payments	0	0	0
f. Other debt	0	0	0

9. Identify UCC special offerings the church receives throughout the year.

Benevolence Offerings 2024	Amount
Neighbors In Need	275
One Great Hour of Sharing	200
Other UCC offerings	810
OCWM	3,000
Heifer Project	258
Placer People Of Faith Together/Gathering Inn	1,500
El Parkis Youth	1,970
Nat'l Women's History Alliance	1,588
NorCal Resist Refugee	150
See My Child	1,288
Pastor's Discretionary Fund	2,970

10. Mission

- a. Beyond your contributions through the UCC, name the most significant local or global missions/ministries or agencies that were supported by your local church last year:

Mission Activity
<p>Our congregation founded “The Landing Spot,” a teen program for LGBTQ youth.</p> <p>We continue to support these teens by such things as scholarships to “Camp Fruit Loop” every summer and showing up to their fundraisers. Some of our members are parental leaders of the program.</p>

Other Community Outreach
<ol style="list-style-type: none">1. The Gathering Inn program for our unhoused neighbors2. Black History month programs3. Women’s History month programs4. Pride Month Booth at local events5. Placer Earth Care Action programs



Teen’s Mission Trip to Southern Calif. Border Wall

b. What mission project has excited your church the most in the past three years? Why?

The Landing Spot and Camp Fruitloop have received a lot of support from the entire congregation because we have seen the damage done to these vulnerable youth and we have seen the joy and the strength they have gained from these teen programs.

Several of the programs of Placer Earth Care Action have also been supported by many in our congregation because we are aware of and concerned about the devastating effects of climate change on the most vulnerable of God's creation.



12. Capital Campaigns:

a. If the church has had capital campaigns in the last ten years, note goal and results:

Campaign	Goal	Outcome
Playground	\$25,000	Completed in 2013
Solar panels	\$30,000	Completed in 2016

b. What projects were undertaken as a result of your capital campaign?

We were able to fund our 35 solar panels after a short summer campaign. Because of our “all-electric” status, our signing up for “green” electricity from Pioneer Energy, and other energy efficiency work, we are a certified “Cool Congregation” by Interfaith Power and Light.



13. Indebtedness:

We have two mortgages with the Church Building and Loan Fund of the United Church of Christ. The mortgage balances are \$10,000 and \$21,194.79. These mortgages are granted to us with terms that include no required payments. The mortgages would only come due if (1) we no longer affiliate with the UCC, (2) cease operating as a church on this property, (3) or sell the property.

a. Was there a mission or outreach component to the campaign?

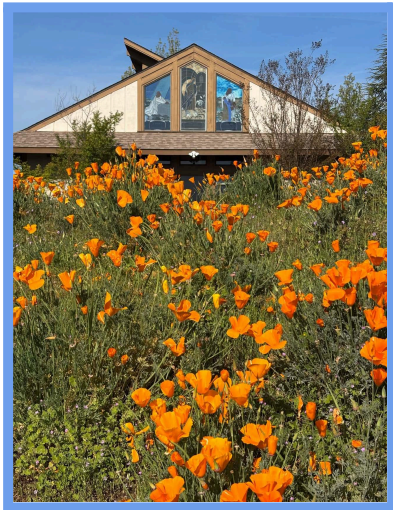
☐ Yes ☒ No

b. If a capital campaign is underway or anticipated, describe it: N/A

CHURCH PROPERTY DESCRIPTION

c. Describe buildings and property of your church:

We are fortunate to have a 3.5 acre property for our church. The large picture window in our sanctuary looks out onto the rolling hills surrounding the Loomis Basin. Our Education building was rebuilt in 2008 after being destroyed by a fire. We added a modular unit which is now our youth building. Please visit our church website to see more pictures of our church community. <http://loomisucc.org/>



Tending the poppies on our 3.5-acre property



c. Is the church building (including sanctuary and offices) handicapped accessible?

Yes X No partially (specify)

Is the pulpit handicapped accessible? Yes ____ No X

Our Christian Education building was destroyed by fire in 2007. It has been rebuilt and now complies with all current ADA standards.



Christian Education Building

d. If a building program is projected or underway, describe it, including estimated date of completion: N/A

e. If the church owns a parsonage, describe it: N/A

FINANCIAL SUPPORT OF MINISTERIAL LEADERS

14. If your conference has compensation guidelines, do you follow them?

☒ Yes ☐ yes for some compensation items but not all ☐ No

Does the church consider this position to be full time or part time?

Full Time

How will church members be supportive of a part time or bi vocational pastor who may need another job to supplement the church salary?

N/A

15. Salary History

To provide a profile of salaries for the position you are seeking to fill, indicate salaries at the beginning and ending of the minister's tenure. Do not include interim positions. . Provide information for the last 3 leaders or the last ten years.

	Start Date				End Date			
	Year	Salary	Housing	Benefits	Year	Salary	Housing	Benefits
Current	2016	56,625	0	16,430	2025	43,489	37,000	29,755
Last	2011	41000*	0	0	2015	30787	22070	19184
Previous	2008	41750**	0	0	2010	41750**	0	0

* Total package for 7/12 position

** Part time salary

16. During the above period, has your church ever failed to fulfill its financial obligations to its pastor? ☐ Yes ☒ No If yes, please comment:

17. Salary, Benefits, and Expenses Offered

a. Total compensation package

At present we can offer a total package consistent with conference guidelines, depending on the candidate's experience. Components of the salary package are flexible and negotiable.

For information on conference guidelines please visit the website

<https://ncnucucc.org/nurturing-local-churches/fair-just-compensation-for-church-workers/>

b. Customary benefits:

<u>X</u>	Vacation
<u>X</u>	Maternity/paternity leave
<u>X</u>	UCC Retirement Annuity
<u>X</u>	UCC Life and Disability Insurance Benefits
<u>X</u>	UCC Health Benefits
<u>X</u>	UCC Dental Benefits
<u>X</u>	Social Security/Medicare Offset
<u>X</u>	Continuing Education Funds
<u>X</u>	Continuing Education Time
<u>X</u>	Sabbatical Leave (to be arranged after a 5 year tenure at the church)

c. Ministry Expenses

<u>X</u>	Travel Reimbursement
<u>X</u>	Meeting Expense Reimbursement (UCC Annual Meeting)
<u>X</u>	Books and Periodicals
<u>X</u>	Reimbursement of Criminal Background Check Fee
<u>X</u>	Moving Expenses (Partial, to be negotiated)

COMMUNITY CHARACTERISTICS

18. Population

a. Population of total city or town in which your church is located:

Placer County has a population of approximately 423,822. There are nine communities surrounding the church. Most church members come from communities beyond Loomis.

b. Describe the population by racial-ethnic category and identify the source of the information: From 2024 county records:

Racial-ethnic group	Percent of total population
African American	2.3
Asian	10.3
Caucasian, non-Latino	67.1
Caucasian, Latino	16.0
Native American	1.1
Mixed race reported	5.3

19. Economic Factors

Identify major sources of employment/ income in your community:

- **Tourism and Agriculture (including wineries)** - We are close to Sacramento which prides itself on being the “Farm to Fork” capital of the world
- **Technological industries** - There are a number of large industrial companies as well as many smaller ones in the South Placer area
- **Medical Services** - Two major medical centers are located in our area
- **Government Employment** - Many workers in the state government live in the south Placer communities due to the lower housing costs and enjoyable lifestyle

- **Retail Trade** - We have a large mall as well as many other good shopping areas within easy reach of our location. Also there are a number of high quality restaurants
- **Education** - Sierra College in Rocklin is within a 5 minute drive from our church. It is a 2-year feeder school for the UC system and also provides a number of vocational programs. The Placer Campus of Sacramento State University is partnering with Sierra College to develop a 300 acre campus in west Roseville. It is currently in the planning stages. A 4-year Christian College, William Jessup University, is located in Rocklin. All our area high schools are highly regarded.

More detailed information may be found at the county profile pages:

<https://www.placer.ca.gov/DocumentCenter/View/80715/Placer-County-Profile-PDF>

20. General Description:

While the church resides in Loomis the majority of members are drawn from other areas in South Placer County. “Welcome to Placer County, where there is never an off-season.” This quote is from the Placer County Visitors Bureau. Visit their website at [About Placer County: Every County Has a Story—This is Ours | Visit Placer](#) to learn more about our community.

a. Describe the distinctive attributes of your community:

Loomis is a small town but it is located near the center of the South Placer region, which is growing rapidly due to the lower cost of housing and the high quality of life here. We are about halfway between San Francisco and Lake Tahoe on the I-80 corridor. There are many entertainment venues close by including concerts, musical theater, symphonies and plays. Sacramento is home to the River Cats AAA baseball team, an affiliate of the San Francisco Giants and the Sacramento Kings, an NBA team. There is also a soccer franchise, the Sacramento Republic FC. It is about a 30 minute drive to downtown Sacramento and a 50 minute drive to UC Davis. Our entire region is quite family friendly with many sports and community activities for children.

b. Identify major trends you envision in your community during the next five years:

- We expect to see continued residential and commercial growth and expansion.
- There has been a shift in racial demographics with a decline in people identifying as white/caucasian.
- Recent droughts and wildfires have stirred a greater interest in environmental issues, with a key interest being in the area of sustainability. This is a beautiful area but we must find ways to keep life good while preserving our fragile environment.

c. List three or four problem areas confronting your community that members feel your church should address:

- Homelessness and hunger issues in South Placer County
- Racial and LGBTQ+ discrimination
- Issues confronting youth, including opportunities for healthy youth activities
- Environmental Stewardship and sustainability issues.

d. Indicate Mission Activities

i) In which your church participates as a part of its mission in the community:

We are a part of a fourteen-year old interfaith group, **Placer People of Faith Together**, whose mission is to empower people of faith to build community across lines of class, race and religious background. We also are a member church of **Placer Earth Care Action (PECA)** which believes we have a moral and spiritual obligation beyond any political agenda to promote effective and just action on climate change.

We have provided meals for “**The Gathering Inn**” participants, which is a community-wide program to provide sanctuary to our unhoused neighbors. We also gather donations of money and supplies as needed for refugee families in the wider community.

ii) In which your church expects the leader you are now seeking to participate:

Become familiar with all the mission work being done by our church community. Participate and encourage as much as possible. Provide leadership and direction to help us **BE the church** that God calls us to be.



We have joined with others in peaceful protests against hatred and in support of “the least, the last and the lonely.”

e. Describe how your church building is now being used by the community:

We rent our sanctuary to another faith community, **St. Michael's Independent Catholic Church**, which meets at 5pm Sundays.

We provide office space for the Sacramento **LGBT Community Center**

f. Indicate the number of school districts from which members of your church are drawn:

_____ One _____ two X three or more



CONGREGATIONAL LIFE

1. Identify major trends you envision in your church in the next five years

For the past two decades, Loomis Basin UCC has been an “island of progressives in the sea of Placer County conservatives.” In the current political climate we are seeing more new people showing up to worship with us. Placer county is growing and changing and becoming more diverse culturally and racially. We anticipate future growth of our congregation and a continuation of the current trend for the age of our congregants to decrease.

Planning

a. All churches do planning. How would you characterize the way planning is done in your church?

Long range plans are undertaken through visioning workshops and often are discussed and voted on at annual or semiannual meetings.

Our council will identify issues that must be addressed quickly. If it is a major change or expense, a special meeting of the congregation can be called. Specific guidelines for meetings are in our constitution.

b. What expectations do you have of the person you are seeking in relation to the planning that takes place?

- Lead us in developing plans for action
- Help us prioritize and focus our attention and effort to turn plans into action
- Be an advisor, a consultant, an inspirational voice to assist us in keeping focused on our goals and our spiritual life
- Guide us in measuring and reporting results

c. When is the last time your church undertook a period of discernment and long-range planning in an intentional way?

We held an all-church visioning session in September of 2024. Some of the comments from that session are included later in our profile. We also completed a church survey in April of this year in preparation for developing this profile.

d. What were the outcomes of your intentional long-range planning?

- We became (officially) an Open & Affirming congregation in 2007.
- When the Christian Educational building was destroyed by fire, we rebuilt it in 2008, with an emphasis on energy conservation and ADA compliance.
- We committed to helping youth by engaging in “restorative justice” for the youth who burned our building. We also gave our support to the opening of Second Blessings Thrift Shop and we raised money to rebuild our playground.
- We installed solar panels which now provide 100% of our electricity. We were recognized as a “Cool Congregation” by Interfaith Power & Light
- The Landing Spot was able to become an independent 501(c)(3) after getting its start as a ministry of our church.

e. Does your church have any plans to undertake a period of intentional long-range planning in the future?

We have just begun exploring the possibility of using some of our land for very low income housing. Also, we are considering using our parking lot as a “safe haven” for unhoused women with children.

2. Reflections on Congregational Life

Comment on the following with what you believe to be the generally-held responses of the congregation. If more space is needed, use additional pages

In addition to inspirational messages from the pulpit, 80% of our survey respondents listed music as an extremely important component of worship. The other two common responses were that our church should provide social justice leadership and be a visible presence in the community.

a. Identify the three most important faith experiences or events in the history of your church and the year each took place:

Year	Events
2007	1. Experienced the burning of our Christian Educational building by two teens. The congregation forgave the young men and participated in “restorative justice” during court proceedings.
2012	2. Purchased the Second Blessing Thrift Shop building. The money raised was used to support daycare for underprivileged families.
2023	3. Targeted by project veritas and the proud boys, we faced physical threats and loss of some members with young children.

b. Identify the most challenging faith experience or event in the life of your church in the last three years and what the church learned from it:

2023 We were attacked by project veritas, and experienced hateful protesters in front of the church and threats to our pastor and congregational leaders. The Huffington Post wrote a good description of what happened.

https://www.huffpost.com/entry/church-pastor-lgbtq-woke-california-schools_n_6581c075e4b036ecab46b92e?utm_campaign=share_email&ncid=other_email_o63gt2jcad4

c. What is God calling your church to do/become over the next few years?

Our 2024 visioning workshop asked **What I vision for the future of Loomis UCC in 5 years.** The following is a representative sample of the replies:

- More people coming in
- A Badass establishment
- Offering housing for those in need
- More diverse
- Steady in our mission
- Welcomed by our neighbors and supported by them
- Become even more amazing
- A vibrant community of people who are fully engaged in the church
- A force for good in the community

d. Describe how the church expects the person you are seeking to help your church reach these goals:

- Provide well-crafted sermons and other activities which uplift and encourage us while challenging us to tackle the hard issues
- Work with our church members who are already engaged in dealing with these issues
- Provide leadership in social justice and spiritual matters

e. Choose the statement that most accurately describes the theological/faith stance of your church: *You may check more than one.*

- ☐ We tend to be theologically conservative.
- ☐ We tend to be theologically moderate to conservative.
- ☐ We tend to be theologically moderate.
- ☒ We tend to be theologically moderate to liberal.
- ☒ We tend to be theologically liberal.
- ☐ We tend to be quite diverse theologically.

f. Describe the educational program of your church:

Identify the curriculum used in your church school and the person or committee responsible for selection of curriculum:

Our younger children generally stay in worship until just before the sermon. At that time, after a short message, they go to the Christian Education building.

We are currently using “Godly Play” stories for our younger children. We have used the progressive curriculum “A Joyful Path” for older children. We have also used a rotation model successfully in the past. The children’s curriculum is chosen by the Sunday School volunteers in consultation with the Pastor.

Because of the threats to our congregation we have lost several families with young children. This trend is beginning to reverse- we now have young children almost every Sunday.

We have a wonderful youth director who has been instrumental in growing our teen program.



Easter 2024 in our Godly Play classroom.

We usually have an egg hunt which encourages children to come to church.



We have created virtual Christmas Pageants for several years which allows the children to view their own performances.

Indicate resources used for Confirmation and the person or committee responsible for the selection of these resources:

When we have youth of confirmation age, the pastor selects the material.

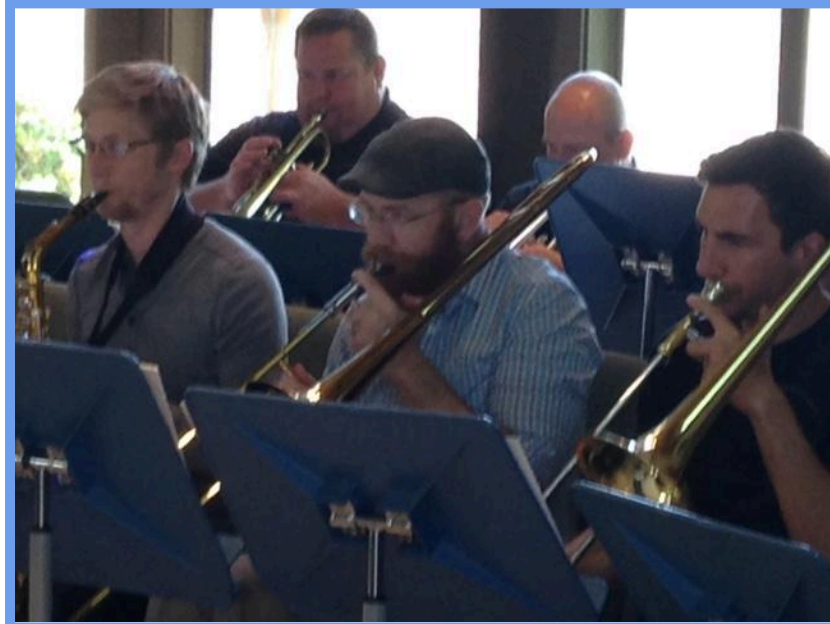
Are there educational opportunities for all ages?

We hold weekly discussions or Bible study during the school year. Many of these are short term discussions based on a book. In the past few weeks, we have read and discussed "Original Blessing, Putting Sin In Its Rightful Place" by Danielle Shroyer.



We offer discussion and/or spiritual nourishment groups on a seasonal basis.

Other activities that occur on a regular basis include a Chocolate Seder on Maundy Thursday, Holy Humor Sunday on the Sunday after Easter, earth day, blessing of animals, Jazz Sunday worship near Pentecost, and a Family Camp in the fall.



Jazz Sunday draws a large crowd

Does your church have a written Safe Church Policy?

Yes, we have used the **Safe Gatherings** program for the past six years. We require all teachers and youth leaders to participate. We also are registered to obtain LiveScan results for all volunteers and employees.

g. Describe how the church expects the person you are seeking to participate in the congregation's educational programs:

- Advise in the planning and selection of material
- Teach some adult classes
- Lead confirmation classes as needed
- Lead new visitors along the path to membership, including the importance of giving time, talent and treasure.

h. Describe how programs or ministries of your church are evaluated:

Programs are evaluated by the educational committee and council. The Minister is evaluated by the pastoral relations committee appointed by the council.

i. Describe the strengths or positive qualities of your church:

- We have a positive and outgoing attitude and we are welcoming to all.
- We are a small church that has accomplished big things in the community.
- We are Open and Affirming
- We are open to trying new forms of worship
- We have a fantastic hospitality team



24. Indicate major boards, committees, small groups, and organizations that are a part of your church; the frequency of meetings (monthly, weekly, etc.); and expectations for leadership. For leadership role use: 1 = pastor takes primary initiative and responsibility; 2 = pastor and laity share responsibility; 3 = laity take primary initiative and responsibility; 4 = the pastor's presence is expected periodically/occasionally.

Board / Committee	Purpose	# of members	Frequency	Leadership
Council	Run church business	7	monthly	3
Management Team*	Lead the 11 Church Management Teams	2 leaders	monthly	3,4
Music, Band & Choir	Provide music for services	2 leaders & 20 musicians	weekly	3
Trustees	Oversee building & grounds	5	monthly	3
Pastoral & Parish Relations	Facilitate communication between pastor & congregation	4	annually/as needed	2
Prayer Circle	Prayer requests	12	online as needed/ weekly	3

*** We have 11 teams: hospitality, worship, greeters, care team, security, justice/outreach, children/family ministry, youth programs, adult programs, spiritual life and communications. Each team has 1 or 2 leaders and recruits and manages their own members to get the jobs done. Our prospective pastor would be expected to attend the monthly meeting of the team leaders and actively participate in worship, care team, justice and spiritual life. Some input would be expected for children's and adult's ministries.**

A. Conflict

Most churches experience conflict at various times. Characterize your church's experience with conflict given the following possibilities. Indicate the extent to which each statement describes your church: C = closely; S = somewhat; R = rarely N = not at all.

<u>C, S</u>	As a church, we respect and listen to each other and work things through without generating divisiveness
<u>S</u>	As a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides
<u>S</u>	Some have left our church because of conflict
<u>R</u>	Conflict hurts our sense of unity, but we tend not to talk about it
<u>S</u>	Painful experience with conflict has been present, but it has been worked through, and we have learned from the experience
<u>R</u>	We have had some painful experiences with conflict, and they linger in the background
<u>N</u>	Open conflict is present, and we need a minister who can help us deal with it
<u> </u>	
<u> </u>	

B. Worship

- a. Describe the weekly worship schedule (number of services, times, languages in which the services are conducted, frequency with which communion is included, special emphasis such as healing services, contemporary worship, etc.)**

We worship weekly on Sunday at 10AM. During Advent and Lent we usually offer mid-week worship as well as programs. There is a great variety in the way we worship, from skits and musicals to open mic services to youth-led worship.

The church encourages and embraces many different styles of music and supports the talents of its members. Gospel, Jazz, Contemporary Hymns as well as traditional music are all enjoyed by the congregation.

Music is a very important part of our worship experience!

b. Are your worship services or church gatherings sign language interpreted?

_____ Yes X No

Are there particular ministries with persons with developmental disabilities or mental illness? No

c. Identify how worship is planned on a regular basis in your church

 X by a worship committee in consultation with the pastor

 X by the pastor

 X by the pastor in consultation with the church musicians

_____ other – specify:

d. Describe the style and content of preaching valued by your congregation:

The most important reason given as to why our congregation attends worship services is the inspirational sermons (90.4% of respondents.). We are looking for thoughtful, uplifting, relevant reflections that challenge and inspire us to be examples of God's love in our daily lives. We are open to exploring new ways to worship. We also appreciate the value of humor in worship.

e. Describe the role in worship of the person you are seeking:

64% of our survey respondents said they are looking for social justice discussions. Music in worship was also a very important item with 75% stating that it was one of the most important components of worship for them.

f. What hymnal(s) are currently used by your congregation in worship?

The Chalice Hymnal and Sing! Prayer and Praise™ plus a lot of contemporary praise songs with no hymnal

g. Have you considered using another hymnal?

No, we rarely use hymnals now as we project lyrics on a screen

- h. Churches have a variety of practices related to the use of Inclusive Language in worship services. (Some churches have made the decision not to change any language in worship; others are intentionally inclusive in their references to people avoiding words such as “mankind”. Some avoid exclusively male references for God and seek to include male and female images as well as a variety of metaphors; other churches exercise care in the words of the liturgy but still utilize “traditional” hymns.) How important is this issue to your church?

This is important. We have gradually been changing our language to be gender neutral and to be less formal. Scripture is often read from “The Message Bible.” We have sometimes used the Divine Feminine Bible, The Green Bible, and the Indigenous Peoples Bible.



We join with many other UCC congregations in beginning every worship service by saying together, “No Matter Who You Are, Or Where You Are On Life’s Journey, YOU Are Welcome Here.” **We say it and we mean it!**

WIDER CHURCH CONNECTIONS

C. United Church of Christ

- a. Association, conference, or other denominational programs and activities in which church members participate:

Do you send delegates to association and conference meetings?

 X Regularly Occasionally Never

Have members of your church ever served as delegates or visitors to General Synod?

 Regularly X Occasionally Never

Association, conference, or other denominational settings in which your church expects the leader you are now seeking to participate:

Northern California and Nevada Conference

- b. Choose the word that best describes how lay leaders of your church consciously identify with the United Church of Christ:

 X closely moderately nominally none

Comment: We are proud to be affiliated with the UCC and we avail ourselves of some of their worship aids

D. Ecumenical and Interfaith Activities

- a. Describe ways your church participated in ecumenical and interfaith activities during the past three years:

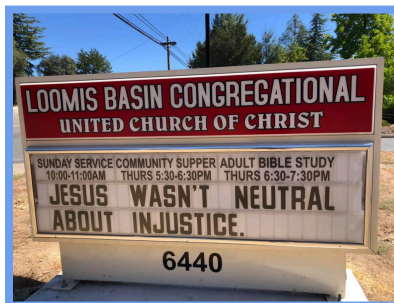
- Ecumenical Good Friday Service
- Ecumenical area pastor meetings
- Youth have joined with other area UCC youth for mission activities
- Shared worship with St. Michaels ICC (our renter congregation)
- Participation in Placer Earth Care Action (PECA) climate justice group

Describe how your church expects the leader you are now seeking to participate in ecumenical and interfaith activities:

Our new leader would be expected to continue ecumenical connections and possibly create new ones.



Marching in the Sacramento Pride Parade



Our sign gives us the opportunity to share messages with the community

RELATIONSHIP WITH MINISTERIAL LEADERS

29. Relationship with Prior Leaders

- a. **Characterize your church's experience with pastoral leaders over the past 15 years. You may check more than one response:**

☒ In general, our lay leaders have a history of strong, cooperative relationships with the church's pastoral leadership.

☐ We have had some fairly rocky moments, but we have worked them through, and relationships with pastoral leaders have grown in significant and important ways.

☐ We have had some tough times and things did not always work out.

Comment:

Our most recent pastor has been with us for 8 years and is leaving on good terms so we are looking to continue this positive trend. Our desire is to find a minister who will plan to be with us for the long haul.

- b. **Indicate the tenure of the last three installed persons who filled the position you are seeking to fill. Do not include interims:**

Name	From	To
The Rev. Dr. John Norris	2008	2011
Rev. Janice Steele	2011	2016
Rev. Casey Tinnin	2016	2025

- c. **If a previous pastor or pastor emeritus is currently a member of the church, describe his or her involvement in the life of the congregation:**

N/A

We have three retired ordained ministers (2 UCC, 1 Lutheran) in our congregation but none of them has a leadership role.

- d. In addition to financial support, describe how your church supported the most recent person to hold the position you are now seeking to fill:**

We have a very strong lay leadership. Our members have a wide variety of backgrounds and talents so we are able to take on many of the tasks that would generally fall on the pastor of a small congregation. We recognize that a pastor's job is stressful and that time off is healthy and necessary and we try hard to keep that boundary

- e. Involuntary Terminations:**

Have any of the last three persons serving in the position you are seeking to fill left involuntarily or under pressure?

 X NO If "yes," respond to the following:

- i) Choose all the issues that may have contributed to the involuntary termination. *You may check more than one or indicate "not applicable."***

N/A

- ii) Indicate, if you can, which of the following best describe the congregation's behavior toward that person prior to her or his leaving: *You may check more than one.***

N/A

- iii) Describe what your church has learned from the experience about itself and its relationship with persons who provided ministerial leadership:**

N/A

31. Does the church have a Pastoral Relations Committee?

 X Yes No

If yes, describe its purpose, functions and how often they meet:

Our Pastoral and Parish Relations team is responsible for evaluations of Pastor and Employees. The Pastor is also expected to evaluate the congregation. This committee of 4 meets annually or as needed.

32. If there is periodic assessment/evaluation of the nature of the work and of the performance of that work for the position you are seeking to fill? Describe it:

Is the periodic ministerial evaluation coordinated with a regular assessment of the overall ministry of the congregation?

This has been done by the Pastoral and Parish Relations (PAPR) team and the council in a rather informal manner

PASTORAL CHARACTERISTICS DESIRED BY OUR CHURCH

33. Leadership Expectations

These sample comments from our congregational survey give a picture of our expectations for our new minister (completed in Sept. 2024):

The following qualities are identified as **ESSENTIAL** to our church members and attendees: (these characteristics were selected by more than 75% of our congregation)

- inspirational and effective preaching
- provides community engagement in messages
- discusses social justice issues

The following qualities are identified as **IMPORTANT** to our church members and attendees:

- emphasises spiritual development more than biblical lessons
- prefer messages about contemporary issues
- prefer new and thought-provoking ideas
- prefer an outgoing, socially engaging person
- prefer a leader who has a collaborative style and works well with lay leadership

GENERAL

34. Does your governing body or your search committee have a well-defined policy against discrimination?

☒ Yes ☐ No Comment:

35. Has your congregation participated in an ONA (Open and Affirming) study/discernment process?

☒ Yes ☐ No Comment: We became Open & Affirming in 2007

36. Is there a position description of the pastor's role and responsibilities?

☐ Yes ☒ No Comment: Expectations for both our pastor and congregation will be detailed in our letter of call

Does your church have a personnel policy covering this position?

☐ Yes ☒ No

37. List the titles of other paid staff positions for whom this person provides supervision and indicate whether these positions are full-time (FT) or part-time (PT).

Title	Part Time	Full Time
Accompanist	volunteer	
Janitor	X	
Youth Director	X	
Worship Leader	X	

38. Name three people who have agreed to serve as references. Make sure they are not members of your church, but know your church well enough to be helpful to a final candidate seeking more information about your church, e.g., conference staff, person in community, neighboring pastor:

1. Fr. Luis Gomez, St. Michael's Independent Catholic Church (meets at Loomis UCC) lambda_luis@yahoo.com (916) 990-1967
2. Rev. Jeffrey Manildi, Parkside UCC Church Administrator, office@parksideucc.org (805) 441-5517
3. Rev. Casey Martinez-Tinnin, Community Outreach Director, Sun Source, pastorcaseytinnin@gmail.com, (209) 275-3242

39. What groups or individuals in your church have contributed to, reviewed, and/or approved this profile for circulation?

Our search committee is composed of 8 members. We developed a survey and gathered the results from our congregation which are included in this **Profile**. It was reviewed and approved by our church council.



Our teens held a drag show fundraiser

STATEMENT ON LEADERSHIP IN MINISTRY



We are filled with the Spirit!

Although we are a small congregation, we have active member participation. We are a place of sanctuary to many who have felt unwelcome or ostracized at other churches. We envision a pastor who will be at the center of our congregation, guiding our life together. We want someone who will get to know us and to recognize our various gifts and talents and help us attain our goals of service to our church and our community.

Our church family is a social one, so we seek a pastor with a friendly presence who relates to others in a warm and inviting manner. We are fun-loving and enthusiastic, so we seek a pastor with a sense of humor who can build community.

We are a family! This concept is a big part of who we are, so our new pastor should place great value on fellowship and pastoral care and the ability to counsel in crisis situations.

We recognize that there are many demands in a small parish ministry. We commit to working to better understand these demands, and to help set priorities and expectations for this new ministry. We value our pastor not only as a professional but also as a person with human needs and interests. We commit to respecting the necessary boundaries for our minister in order to ensure a balanced lifestyle.

With shalom and a generous sprinkling of joy and laughter, we will minister together with the help of the Great Spirit of Love. We look for the creative leadership to dare us to be adventurous, and to step out in faith because we are **“Formed in Faith, Rooted in Justice and Focused on Community.”**

Conference or Association

Descriptive Reference

Church Name: Loomis Basin Congregational United Church of Christ

Location: 6440 King Road, Loomis, California

Conference: Northern California and Nevada

Association: Sacramento Valley (inactive)

Name of Staff Assisting in the Search:

Associate Conference Minister

The Rev. Davena Jones

(510) 359-7208

davena@ncncucc.org

Comments from Rev. Davena Jones for Loomis Basin: