

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to become

?

The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

Redlands United Church of Christ
Redlands, CA

Settled Pastor

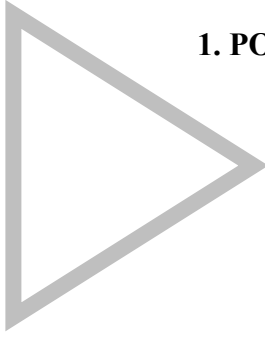
Southern California Nevada Conference

Validation Date: June 30, 2025

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



1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: Redlands United Church of Christ

Street address: 168 Bellevue Ave, Redlands CA 92373

Supplemental web links: www.redlandsucc.org

Additional ecumenical affiliations (e.g. denominations, communions, fellowships):

Conference: Southern California Nevada

Association: The Conference acts as Association

UCC Conference or Association Staff Contact Person:

Virginia Arroyo, Search & Call Coordinator. arroyo@sencucc.org, 626-798-8082.

Summary Ministry Description

The Pastor of Redlands United Church of Christ (RUCC) is called to be the church's partner in ministry as the church seeks to live out faithful witness to the Gospel of Jesus Christ. The Pastor serves as leader and guide, companion, and supporter and resource to strengthen the life and work of the church and its ministry.

- The Pastor is both pastor and teacher, dedicated to preaching and teaching the Word of God and empowering the laity to become disciples to carry out the ministry of the church.
- The Pastor holds as an overarching value a commitment to the education and spiritual growth of the RUCC family.
- The Pastor upholds professional and ethical standards consistent with their ordination vows and the Ordained Minister's Code of the United Church of Christ.
- The Pastor cultivates a climate that encourages and nurtures collaborative ministry between staff and laity and is attentive to both interpersonal and organizational ethics.
- The Pastor strives to develop an ethos of teamwork among the staff and lay leadership and creates a collegial work environment appropriate for people working together.
- The Pastor encourages open and honest communication.
- The Pastor is committed to their own professional and spiritual growth and continued study.
- The Pastor is responsible to the congregation through the Church Board.

Photographs



Redlands United Church of Christ as seen from the outside at night. The rainbow tulle rippling against the ceiling inside is a reminder of our commitment to our open and affirming status.



Art, for Heaven's Sake! on opening night. *Art, for Heaven's Sake!* is an annual, juried art show that has been held by Redlands United Church of Christ for over 40 years.

Church Information

Church membership:

The congregation currently includes 146 covenanting adult members, as well as ~30 children and youth and ~50 active non-member participants (friends of the church).

To join the church and maintain membership, each congregant writes a covenant to express what they need from the church and what they can offer the church. Continuing members write a new covenant each year.

Friends of the church are congregants who attend services or otherwise participate but have not yet decided to covenant.

The Redlands area:

Redlands is ideally located, close to the mountains, deserts, and beaches of Southern California, with easy access to hiking and biking trails. Redlands prides itself in its university (University of Redlands) and small-town atmosphere, having historic homes and quaint shops and hosting events such as Juneteenth and the Redlands Bicycle Classic. The arts are an integral part of Redlands, including the Redlands Bowl, the Redlands Symphony, the Redlands Theatre Festival, RUCC's *Art, for Heaven's Sake!*, and many other cultural and fine arts events throughout the year. Redlands also boasts cultural, scientific, and historical exhibitions, including the San Bernardino County Museum, the Historical Glass Museum, the Redlands Postal Museum, the Lincoln Memorial Shrine, the Kimberly Crest House and Gardens, the Peppers Art Gallery, and the soon-to-open Museum of Redlands. The twelve public parks of the City of Redlands are known as the Emerald Necklace. One, Caroline Park, is devoted to growing only California native plants. The City and RUCC believe we need nature if we are to thrive..

Languages used in ministry (other than English): N/A

Position title: Settled Pastor/Senior Minister

Position duration: Settled. This is a called position intended for long-term ministry in which the minister moves their church membership to the congregation and moves their standing to the Southern California Nevada Conference.

Compensation level: Full Time

Does the total support package meet conference compensation guidelines? Yes

1b. SCOPE OF WORK

Pastor Responsibilities

1. The Pastor is a standing guest of the Church Board and all committees and works with them to help the church envision its general direction and articulate its purpose and mission.

The Pastor is the primary staff advisor to the elected officers, the personnel committee, and

the seven areas of the church as outlined in the bylaws. These individuals meet and work collaboratively to set and review such priorities as church ministries, outreach, the overall budgeting processes, and long-term planning. Some area leaders and committees hold meetings on a regular basis, while others are ad hoc. Currently, standing monthly meetings include the Board, the Stewards and Church Growth Areas. The Worship and Education Areas also meet regularly as needed.

2. The Pastor is the primary leader in the planning and implementation of worship services in conjunction with the Worship Area Leader/Committee and the music staff.
3. The Pastor preaches at approximately 40 of the Sunday worship services each year to allow for time off and to provide the congregation with opportunities to hear different voices. The Pastor arranges for pulpit supply, unless on sabbatical.
4. The Pastor performs weddings, funerals, special services, baptisms, and other liturgical rites, including the necessary preparatory counseling. They also work collaboratively with the relevant staff and laity in the scheduling process.
5. The Pastor provides pastoral care to persons in need, including offering hospital calls and bereavement counseling. They communicate with the Shepherds (leaders of smaller groups of church members and friends) and the church about member needs as appropriate.
6. The Pastor provides short-term pastoral counseling and refers to professional providers as appropriate.
7. The Pastor seeks to maximize their effectiveness by delegating much of the programmatic work to other staff and to the laity through committees and task groups.
8. The Pastor helps the personnel committee to identify candidates for vacant staff positions and advises the board on hiring staff.
9. The Pastor is the supervisor of all staff and supports them in both day-to-day activities and long-term planning. The Pastor also works closely with the Personnel committee on all matters involving staff. Supervisory duties include the following:
 - Orienting new staff members in conjunction with the appropriate area leader and the personnel committee.
 - Leading regular staff meetings (currently held on Thursday afternoons) or engaging in other appropriate means to communicate directly with the employees about programs and expectations.
 - Reviewing and approving employee timecards and expenses, ensuring accuracy and timely submission for payroll processing.
 - Granting reasonable vacation requests as they fit with the program life of the church and the vacation accrual of the staff member, and helping the staff arrange for duty coverage during their absence.
 - Participating in annual performance reviews in conjunction with the Personnel committee and the relevant area leader.
 - Documenting any personnel issues and following up to ensure performance improvement.

10. The Pastor works collaboratively with the laity and staff to participate in community, denominational and ecumenical activities. The Pastor is expected to participate in the life and work of the UCC.
11. The Pastor is responsible for prayerfully reading all individual covenants every year and using their sacred and confidential content to help guide RUCC's priorities. They also ensure that the administration/record-keeping of the covenant process is accurate and complete.
12. The Pastor works with the Church Board to mutually determine other duties.

Pastor Core Competencies

1. **Empathetic and Insightful:** The Pastor sets the tone for the church and maintains a welcoming relationship with the congregation. They are a relational leader and role model for the congregation, promoting community and connection. They provide essential pastoral care, including visiting shut-in members of the congregation, maintaining and attending to the prayer list, providing bereavement counseling, and nurturing two-way contact with the Shepherds. The Pastor is often the first point of contact for new members and often represents the church in the community.
2. **Faithful and Articulate:** The Pastor chooses the topic of focus of each worship service and connects the service with what is happening within the church community, the nation, and the world. The pastor provides leadership in creating a broader picture, establishing a unifying theme in worship for gathering the community and working together with the congregation to fulfill a compelling vision.
3. **Organized:** The Pastor serves as staff leader and all that encompasses (see description in the Pastor Responsibilities section). In addition to being a spiritual leader, the Pastor should be an administrator with excellent delegation and communication skills to manage all the moving parts of an active church and to support and guide staff members.

1c. COMPENSATION AND SUPPORT

Salary Basis (from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance): Based on conference guidelines.

Benefits: Healthcare stipend, pension contribution, social security offset, paid time off, sabbatical, and professional development funds.

What is the expected living situation for your next minister (e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed)?

RUCC does not have a parsonage. The church can arrange temporary housing for someone relocating to the area, but the expectation is that the Pastor will make their own long-term housing arrangement. The Church Board will designate a portion of overall compensation to a housing allowance, based on the Pastor's request in advance of payment. In addition, the church may help cover relocation expenses to facilitate the Pastor's relocation to Redlands.

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

The Pastor should live within a reasonable commute distance to the church, either in Redlands or one of the surrounding communities.

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

For a settled Pastor, the church traditionally offers a 3-month paid sabbatical every 5 years. Unless otherwise agreed before the sabbatical, the church expects the pastor to continue as the church's pastor for at least one year after returning from sabbatical.

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

These supports include clergy clusters, communities of practice, and conference-wide clergy conversations.

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

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

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

- The church's social justice focus is important, especially in contemporary society where hostility toward immigrants and LGBTQ+ people is on the rise. The church is also committed to being a good steward of the environment, which is another justice issue. The Pastor should be on board with this focus and faithfully maintain our Open and Affirming and Accessible to All statuses.
- The congregation has grown in the past few years. We wish to continue to grow while increasing the number of young families and increasing the racial and ethnic diversity of the church. The Pastor should focus on outreach and work with the Church Growth area so the church can continue to serve God in the many ways it has been called to do. RUCC wants to be a light and love in the community. We love our church, and we think others will love it too and will want to find a home here.

- Because the Church is always changing, the Pastor must respond to changing circumstances while honoring the past in the areas of service, music, and contact with the congregation. For example, some members would like more contemporary music included in the service, while others prefer more traditional music. The Pastor must bridge different congregants' needs and desires. In addition, the Pastor should live out our commitment that "wherever you are on life's spiritual journey, you are welcome here" by meeting people where they are theologically.
- The church would like to increase intergenerational activities and encourage more participation from all ages.
- The Pastor should participate in the life of the church as often as possible while also maintaining work-life balance.

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

- The church would like to lead by example in avenues of social justice and green thinking, with the aim of maintaining a reputation of being the church that cares. The church's work with the unhoused population should continue to grow, for example, by increasing connections with local service organizations, such as Youth Hope, Redlands Family Services, Angel's Closet, the cold weather shelter and Steps 4 Life.
- The congregation would like to have more opportunities to impact the local community. To that end, the Pastor should be a part of the community and knowledgeable about current issues and events of importance. The church should participate in community fairs and events and have a plan to assist the community in emergencies.
- The church would like to have steady representation at the conference level, and the Pastor should encourage this. Many in the congregation know very little about the UCC as an organization. The Pastor should regularly inform the congregation of events and activities in the conference.
- The Pastor should consider engaging in outreach to local colleges and building programs that offer something to the younger adult demographic that is often forgotten at churches.

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

RUCC's congregants mostly speak English as a first language but given the large Hispanic/Latinx population in Redlands and San Bernardino County, a minister who is bilingual in English and Spanish would be a blessing.

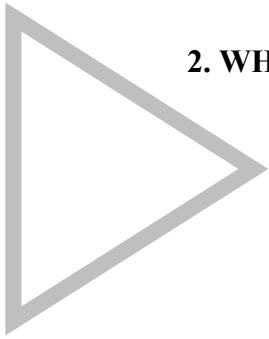
Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from The Marks of Faithful & Effective Authorized Ministry that your next minister will display to further equip the congregation's ministry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

The Areas of Excellence from The Marks of Faithful & Effective Authorized Ministry is attached.

1. **Exhibiting a spiritual foundation and ongoing spiritual practice:** It is easy to become wrapped up in life's material concerns and day-to-day stressors, even when engaged in service, and to lose sight of our higher purpose. Therefore, the Pastor should listen to the still-speaking God and help the congregation and individuals to hear that voice and to use it to reach out to others.
2. **Caring for all Creation:** This area of excellence seems to address two important subareas. First, the Pastor should care for Creation, broadly speaking, which encompasses RUCC's concerns for social justice, racial justice, environmental justice, and the theology of welcoming all. Second, the Pastor should exhibit care for all individuals, whoever they are and wherever they are on their spiritual journey. RUCC has a commitment to caring for each other, which is exemplified by the organization of the congregation into Shepherd groups. The Pastor should bring new perspectives and ideas to help us work on both of these wide areas.
3. **Working together for justice and mercy:** This area of excellence has been key to the congregation's understanding of God's call since RUCC's foundation in 1975. The Pastor should challenge the congregation, give us new ideas, advise us, and support us as we answer this call.
4. **Strengthening intra- and interpersonal assets:** RUCC needs a pastor who models healthy, respectful relationships and who can help the congregation negotiate the inevitable difficulties of church life and service. The Pastor should also practice effective self-care, as the church acknowledges that leaders need to balance work and personal life and avoid burnout. By doing so, the Pastor can model tools that congregants can use in our own lives.

Who is God Calling Us to Become





2. WHO IS GOD CALLING US TO BECOME?

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

Who is God calling you to become as a congregation?

The congregation is proud of our welcome message: **“Whoever you are and wherever you are on life’s journey, you are welcome here.”** We are also very proud of our Open and Affirming status. God is calling us to reach further to bring more of those who seek God into the light. In addition, the church received its Accessible to All (A2A) status and has launched steps to make the building and grounds more accessible and become increasingly welcoming to people with disabilities and mental health issues. The church has also continued reaching out to LGBTQ+ communities, welcomed singers from Peppermint Ridge (a residence for adults with intellectual and developmental disabilities), and continued to stand with our siblings in churches outside of the Christian religion as they have faced persecution and threats. The congregation continuously works to identify and overcome implicit biases, and we encourage those around us in the community to do the same. We know we have much to learn, and we accept the process and the grace bestowed upon us.

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

1. In 2024, First Congregational United Church of Christ, San Bernardino, sadly closed its doors after 125 years of serving the community due to dwindling membership and a failed merger with a nearby Disciples of Christ church. RUCC has offered a warm welcome to those who wished to join us and make this their new church home. We have embraced our new members into the life of the church, participated in the service of holy closure in San Bernardino, and incorporated important keepsakes from the San Bernardino church.
2. During our 2023 Summer Series, “Widen Our Welcome,” members and friends of the congregation examined ways we could become more inclusive in the areas of accessibility, worship, gender, race, and culture. This effort is underway with regard to addressing issues of accessibility and gender in the activities of groups, in the congregation, and in the Christian Education Area. Further, in our 2025 Lenten Series, participants learned more about the refugee crisis and identified ways the church can support refugees in our community. We now are applying what we have learned to the common life and work of the church. For example, we used our fellowship hour as an opportunity to write letters of support to refugee families in our community. As part of the congregational survey we used to for this church profile, we collected ideas for changes people would like to see made to our worship service.

3. The church seeks to be a tithing church, and the Wider Ministries area of the church has increased the congregation's efforts to address the needs of various groups in the community, such as Angel's Closet, Youth Hope, Guide Dogs of the Desert, Carol's Kitchen, and Steps 4 Life. In addition, we have developed a program called "Caring for Kin" that collected congregational donations (food, household goods, etc.) to be distributed to local service groups, we work with YouthHope (a local service organization working with youth in need) to help provide meals, and we have prepared hygiene kits to be given to unhoused members of our community.

Who Are We Now



3. WHO ARE WE NOW?

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

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith:

- The congregation is committed to living out its designation as Open and Affirming. We begin each service with the message that “whoever you are and wherever you are on life’s journey, you are welcome here.” Following this belief, we welcome any and all people to our services, and we embrace a theologically diverse approach to faith.
- The congregation also emphasizes the importance of love among members of our church and between us and our neighbors.. We truly see ourselves as a community at our church.
- The church is dedicated to social and environmental justice. We act on dedication through our extravagant welcome of all to our church, a consciousness about our church’s environmental

footprint, a desire to learn about social and ecological issues, and our outreach to the wider community.

- The congregation has a profound appreciation for art and music. As such, we emphasize these elements in our worship. Our campus honors art in many forms, for example, in the collected works of artists from years of art shows that adorn our walls. Mosaic Hall, the most recent addition to our church, has a lovely mosaic that is visible from the parking lot. In addition, we annually have a music Sunday choir performance and a Sunday hymn-sing.
- The church emphasizes lay leadership in our worship services and the organization and maintenance of the church. We welcome the Pastor as a guide whom we walk beside in our life of faith.

Describe several strengths or positive qualities of your congregation:

When we say, “Whoever you are and wherever you are on life’s journey,” we mean it. We live out this motto by being a welcoming, inclusive, and accepting congregation that is proud of our Opening and Affirming status. We are a progressive Christian congregation that is open to congregants’ questions and doubts.

RUCC is a covenanting community that works together among members, friends, and staff, with a history of collaboration and partnership. In our annual covenants, we describe where we are on our faith journey, what we need from the church, and what we can offer to the church. Because we covenant annually, we are actively engaged in the life of our church. As a result, we have strong lay leadership within a well-functioning organization. We have a strong music program, financial stability, and congregational commitments to social justice and to outreach and service to the community.

Finally, we are a loving community, and we support and care for one another on life’s journey.

Describe what worship is like when your congregation gathers:

Worship takes place every Sunday in our light-filled sanctuary that is adorned with inspiring art, stained glass windows, and welcoming rainbow tulle running across the high ceiling. Our service is based around the core belief that all are welcome. Beautiful music is skillfully interlaced throughout our service and is a feature much appreciated by the congregation. We like to sing. The Children’s Circle keeps our youth involved with lessons of faith, kindness, and equality. “Thought-provoking,” “intellectual,” “interesting,” “inspiring,” and “educational” are the words most used by our congregation to describe good preaching. Joys and concerns are given voice. Prayers are given for those in need. All of this is followed by fellowship hour. These practices, which are highly valued by our congregation, make us a well-rounded community.

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

In terms of faith formation, for children and youth there are Sunday School programs and youth group, led by two staff members and our Education Area leaders. In the past, we have used different curricula including *Mini Revolutions* from Illustrated Ministries and *A Joyful Path* by Progressive Christianity. We currently use Sparkhouse curricula for Sunday School classes ranging from preschool to youth. We recently held RUCC's first-ever Summer Day Camp using Sparkhouse ReNew based on the parable of the sower. The camp attracted 14 children and youth ranging in age from 3 to 16. We also get youth and young adults involved, for example, by including a youth representative on the settled pastor search committee and on the committee to draft our church profile. We recently hired a youth director to increase young adult programming and participation. We also made our congregation's Summer Series intergenerational and recently added a youth Scripture reader in worship, as well as a "light bringer" (acolyte) program that involves members of all ages in the worship service. Overall, it is important to us that our children can be who they are, with their own personalities, questions, ideas, and strengths. We emphasize that we all treat each other with respect and kindness. We treasure the children here and know that they are not just the present and future of our church but of our world!

For adults, there are opportunities such as the Seekers spirituality-focused book group, a general book group, Lenten Series and Summer Series, and Bible study. Recent areas of focus for our Lenten and Summer Series include widening the church's welcome, learning about the immigrant and refugee crisis, and deepening our personal spirituality. We would also like to run an Advent series. Our Seekers group most recently read and had lively discussions of *Bitten by a Camel: Leaving Church and Finding God*, by Kent Dobson, and *God of Love: A Guide to the Heart of Judaism, Christianity and Islam*, by Mirabai Starr. Our Bible study has undergone several iterations in the past, both pastor and lay led. Most recently, the group has been lay led, taking guidance from books such as *Reading the Bible Again for the First Time* by Marcus Borg and *The Last Week* by John Dominic Crossan and Marcus Borg. Currently the group is reading the New Testament in the order the books were written. Although the group is currently lay led, we would welcome the pastor's involvement and guidance. These adult education opportunities are intended to help people continue to critically examine their faith and ideas.

Describe how your congregation is organized for ministry and mission:

The church has seven key areas to organize work, each with a leader and committee members who guide the congregation in the work. The areas include the following:

1. Worship (collaborates with the pastor to create meaningful and inspiring worship services)
2. Stewards (responsible for RUCC's financial and physical resources)
3. Church Growth (engages in outreach to potential new people and integrating newcomers)
4. Education (provides faith formation for all ages)
5. Hospitality (organizes social, recreational, and fellowship activities)
6. Shepherds (ensures spiritual care and welfare for Shepherd groups into which the congregation is divided to encourage community on a small scale and look after members and friends in times of need)

7. Wider Ministries (responsible for service largely beyond the walls of RUCC)

The seven area leaders, four church officers (President, Vice President, Secretary, and Treasurer), and a member-at-large from the congregation make up the 12-person Church Board, which makes many of the decisions regarding the work of the church. The board and many area committees typically meet formally for about two hours per month. Nearly all have ongoing chat-based discussions using Microsoft Teams.

The area leaders and other members of the board are elected for one-year terms at an annual congregational meeting in January. The annual reports from the board and each area leader for the preceding year are presented at this meeting, as is the proposed annual budget, which must be approved by a congregational vote. Two or three other congregational meetings are held during the year to provide information about the ongoing work of the areas and the state of the church's finances and to allow for congregational votes as required.

When the UCC church in nearby San Bernardino made the sad decision to close, RUCC swung into action to welcome in members of that church, providing them space to grieve the loss of their church while integrating into RUCC. We have all enjoyed the chance to get to know each other better and to make the ministry of RUCC that much richer with the influx of these new members.

Our [Organizational Structure](#) is published on our website, along with [public documents](#) such as our Bylaws, Policies, and Annual Reports.

3b. 11-YEAR REPORT

See attached for 11-year report and MissionInsite Report.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church:

		<i>Is this number an estimate? (check if yes)</i>
Number of active members	146	
Number of active non-members	50	yes
Total of church participants	196	yes

The estimates of percentages below are based on the results of an online survey of RUCC members and active non-members conducted in 2023. Approximately two-thirds of our covenanting members completed the survey.

Number of participants by years attending the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years	60%	yes
Less than 10, more than 5 years	15%	yes
Less than 5 years	25%	yes

Number of participants by age:

<i>0-11</i>	<i>12-17</i>	<i>18-24</i>	<i>25-34</i>	<i>35-44</i>	<i>45-54</i>	<i>55-64</i>	<i>65-74</i>	<i>75+</i>	<i>Are these numbers an estimate? (check if yes)</i>
18	12	2	5	5	24	30	32	61	yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35	1%	yes
Households with minors	26%	yes
Single adults aged 35-65	3%	yes
Joint households with no minors	55%	yes
Single adults over 65	15%	yes

Percentage of adults with various levels of education:

		<i>Is this number an estimate? (check if yes)</i>
High school	4.9%	yes
College	23.2%	yes
Graduate school	67.1%	yes
Specialty training	2.4%	yes
Other (please specify)		

Percentage of adults with various employment statuses:

		<i>Is this number an estimate? (check if yes)</i>
Employed	23%	yes
Retired	65%	yes
Not fully employed	7%	yes

3d. PARTICIPATION AND STAFFING

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	40	Education Area Leaders and other interested parties, LGBTQIAFG Leader, MahJongg group
Baptisms <i>(number last year)</i>	1	Minister
Children's Groups or Classes	15	Education Director
Christmas Eve and Easter Worship	160	Worship Area Leader, Minister
Church-wide Meals	100	Hospitality Area Leader
Choirs and Music Groups	25	Music Director
Church-based Bible Study	11	Education Area Leaders
Communion <i>(served once per month)</i>	120	Communion Organizer
Community Meals	NA	
Confirmation <i>(# confirmed last year)</i>	0	
Drama or Dance Program	20	Christian Education
Funerals <i>(number last year)</i>	2	Minister, Funeral/Memorial Care Group
Intergenerational Groups	80	Shepherds
Outdoor Worship	80	Worship Leaders, Minister
Prayer or Meditation Groups	15	Sacred Saturday Leaders
Public Advocacy Work	20	Wider Ministries
Retreats	12	Minister, Education Area or Worship Area Leaders
Theology or Bible Programs in the Community	NA	
Weddings <i>(number last year)</i>	2	Wedding Coordinator
Worship (time slot: 10:30 am)	120	Minister, Worship Area Leader
Young Adult Groups or Classes	15	Young and Middle Adult Group
Youth Groups or Classes	4	Youth Director

Other		
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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)
Erin Beardemphl	3	Peppermint Ridge		N
Kraig Beardemphl	No	Veterans Administration		N
Ben Bohren	No			Y
John Walsh	No			Y

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation: N/A

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 and Property Manager (Veronica Bermudez)	No	PT	Pastor	3 yrs
Children's Education Director (Susi Jacobsen)	No	PT	Pastor	10+ yrs
Youth Director (Kathy McCool)	No	PT	Pastor	6 months
Music Director (David Wells)	No	PT	Pastor	2 yrs
Associate Music Director (Sophia Ohanian)	No	PT	Pastor	7 yrs
Child Care (Caitlin Walsh)	No	PT	Pastor	1 yr

REFLECTION

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

We are very aware that we are not diverse racially/ethnically. As such, we make concerted efforts to engage with diverse groups. The summer series Widening Our Welcome was built on the focus of

bringing more diverse groups into our church. We also had an all-church book read of *The 1619 Project*, and the book group did a read of *All That She Carried*.

In addition, there are more families with children in the immediate area around the church than in our congregation. We have built facilities for youth activities and childcare in hopes of attracting more of this demographic.

We have a ministry of inclusiveness, and we have been successful in terms of being Open and Affirming. However, we always know there is more we can do. We are building more activities and working on more community awareness.

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year - 2024)

Source	Amount
Annual Offerings and Pledged Giving	\$329,718
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$0
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0
Fundraising Events	\$2,458
Gifts Designated for a Specific Purpose	\$5,637
Grants	\$0
Rentals of Church Building	\$42,189
Rentals of Church Parsonage	\$0
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$0
Transfers from Special Accounts	\$0
Other (specify):	\$0
Other (specify):	\$0
TOTAL	\$382,544

Current annual expenses (dollars budgeted for most recent fiscal year): **\$398,819 for 2025**

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 year, compare total ministerial support. What is the percentage? **36%**

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

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

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

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (recommended 10%) **Wider Ministries is budgeted at 10% of pledged giving annually. Of that amount, approximately 50% goes to the conference, with the remainder donated directly to community non-profits.**

What is the church’s current indebtedness?

Total amount of loan debt: **\$0**

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

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

Year(s)	Purpose	Goal	Result	Impact
2017-2020	Building renovation and expansion	\$777,000	\$610,000	It was enough – with additional sources we got the project done and now are debt-free.
2010-2014	New Organ	Not set	\$100,000	Installation of a new bespoke instrument underway in 2025

If a capital campaign is underway or anticipated, describe: **N/A**

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

Our building renovation and expansion project completed in 2020 was titled “Building Up, Reaching Out.” We looked at things about our space that were hampering our ability to reach out to all people and took several steps to address them. The project goals included creating dedicated space for youth to LOCAL CHURCH PROFILE – 2025

gather, improving our nursery, making more classrooms for education, and renovating our restrooms to make them all-gendered and ADA-compliant. We also made significant improvements in our technology to allow for more seamless use of video and imagery in our sanctuary and online.

Does your church have an endowment? **No**

Other Assets

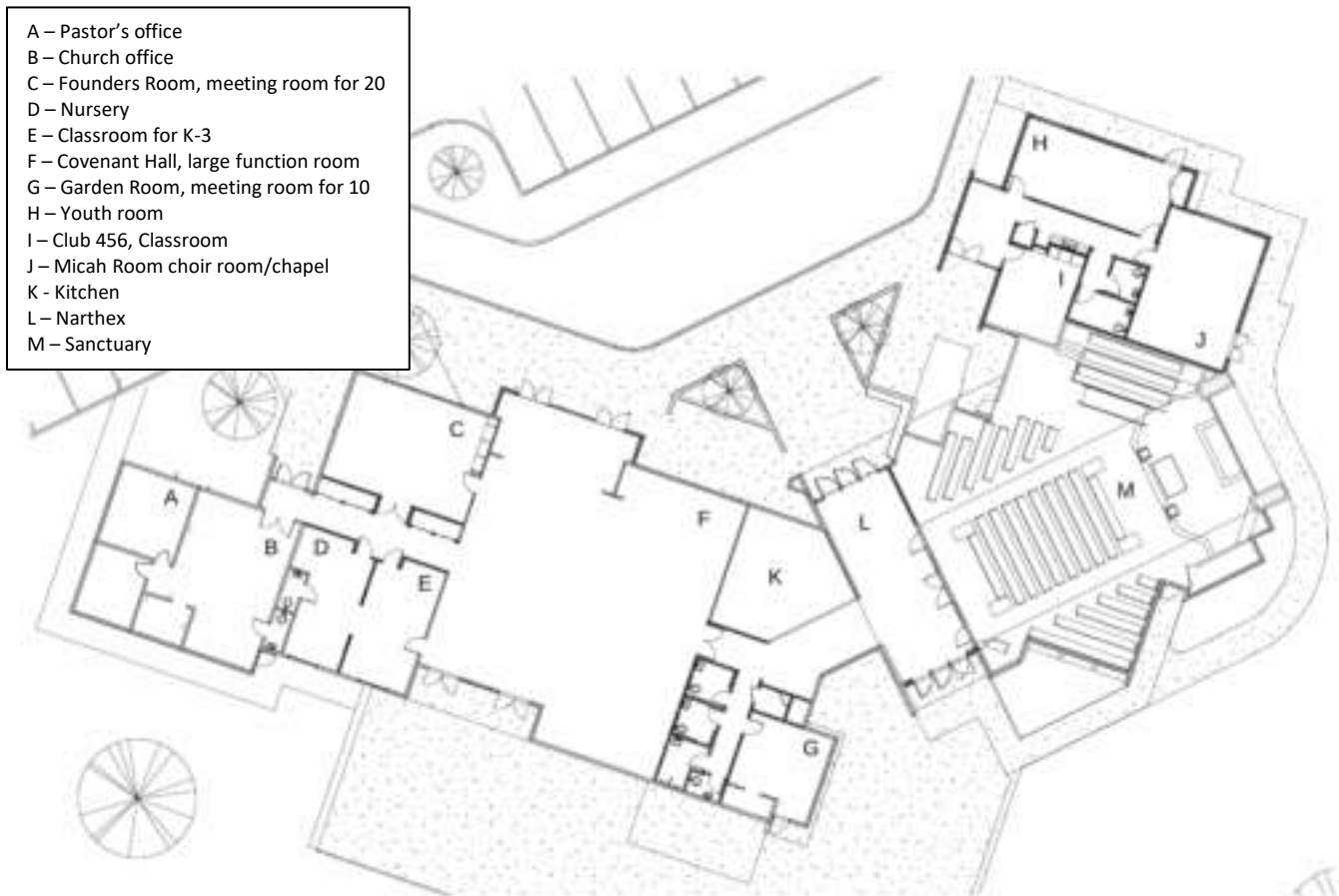
Reserves (savings): **\$296,000**

Investments (other than endowment): **\$0**

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

Describe all buildings owned by the church:

One multi-purpose building at 168 Bellevue Ave, on 3+ acres of beautifully landscaped grounds. See schematic below for the elements of our building.



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

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

All spaces – pulpit, meeting rooms, restrooms – are wheelchair accessible. We are designated as an A2A (Accessible to All) church and continually seek opportunities to improve access.

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

Stewardship is one of the core strengths of the church. We are blessed with a church community that is generous with time, talents, and treasure. Major budget changes in recent years have been to support two pastors for 2023 and to retire the modest building debt in 2020, all while maintaining our commitment to tithe 10% of our pledged income to mission outside our walls.

3f. HISTORICAL INFORMATION

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

- Early significant happenings in the life of the church were when the founding members separated from the Congregational Church in Redlands to form RUCC in 1975 and its 1998 designation as Open and Affirming.
- Another momentous event was our organization against Proposition 8, the California state constitutional amendment intended to ban same-sex marriage, in 2008. Our congregants participated in protesting the amendment. Our then-pastor stopped officiating weddings until all who loved could be married. When marriage equality finally became a reality, we celebrated. We remain a safe place for LGBTQ+ people, and we are staunch in our support of equal rights.
- Probably the most significant happening in the life of our church in the past ten years is the loss of our beloved pastor, Dr. Jill Kirchner Rose. She suffered a devastating illness that ultimately took her life. After leaving for a planned sabbatical in 2022 with confidence that she would return, she ultimately received a cancer diagnosis. She chose to fight the cancer, which meant a prolonged absence that her family could not initially afford. The Church Board and membership pulled together to help, first providing better insurance that allowed her to seek the best cancer specialist in Southern California and then providing for salary to carry through extended leave and to allow for a hospice and a bereavement period for her family after she died in 2023. Money also had to be allocated for interim pastors. Financially, this was a challenge and required much thought and a lot of shifting in our church's budget. There was never any dissent though. The board and congregation felt it was the least we could do.

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

The departure of our pastor in 2022 described above was a significant change for our congregation. As a result of her departure, we have worked with a bridge pastor, an interim pastor, and a settled pastor. Our most recent settled pastor, Rev. Joe Zarro, has been a blessing to our congregation with his insightful sermons and dedicated pastoral care. However, he recently made the difficult decision to return home to the East Coast after one year in Redlands to seek the best path for his family. The church is strong and vibrant, despite these transitions, and will warmly welcome our new minister.

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

We seek to resolve conflicts within the congregation with an ethic of open communication. Our church governance structure provides opportunities for discussion in several different venues. Depending on the potential impact of the issue, it may be addressed within a committee, in a shepherd group, at the board level, and/or at a congregational meeting. If a member of the congregation wishes to bring up a problem, they may contact the leader of the relevant area, the Member-at-Large of the Board, the pastor, or one of the board officers. We also expect that the pastor, the Member-at-Large, or a Shepherd may learn of potential conflicts and bring these to the appropriate group for resolution.

RUCC also has a Personnel Committee and policies to work out staff issues, as well as a Pastoral Relations Committee, which is tasked with “[promoting] a healthy relationship between and among the Pastor and the Congregation.”

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Joe Zarro, Senior Minister	2024 – 2025	Y
Elaine Schoepf, Interim Minister	2023 – 2024	Y
Erin Beardemphl, Honorary Minister for Arts	2019 – 2024	Y
Jake Pomeroy, Bridge Minister	2022 – 2023	Y
Jill Kirchner-Rose, Senior Minister	2015 – 2023	Y
Stan Smith, Interim Minister	2014 – 2015	Y
Dave Clark, Interim Minister	2013 – 2014	Y
Leif Lind, Associate Minister	2010 – 2013	?
Sharon Graff, Senior Minister	2002 – 2013	Y
Elizabeth Nicks, Associate Minister	1998 – 2002	Y
James Vuocolo, Senior Minister	1995 – 2000	Y
Audrey Turner, Interim	1994 – 1994	Y
Kemery Baldwin, Associate Minister	1993 – 1997	Y
Bob Nuhn, Senior Minister	1990 – 1994	Y

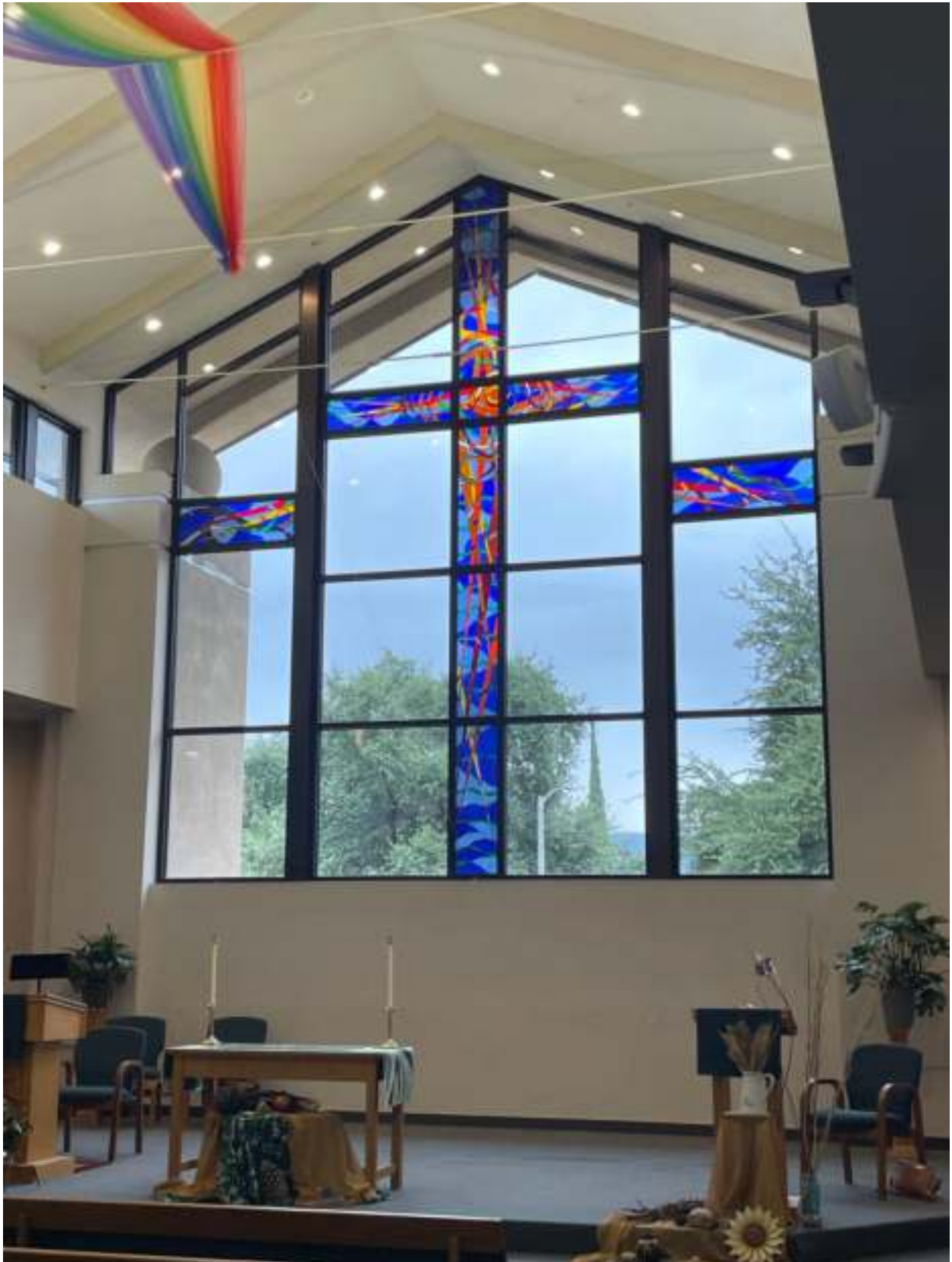
Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

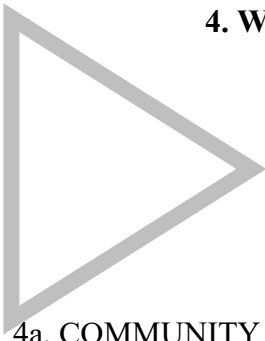
*Has any past leader left under pressure or by involuntary termination? Y/N/**Ask us***

*Has your church been involved in a Situational Support Consultation? Y/N/**Ask us***

*Has a past pastor been the subject of a Fitness Review while at your church? Y/N/**Ask us***

Who Is Our Neighbor?





4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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

Since the beginning of RUCC, the church designated 10% of the yearly budget for outreach beyond our local church, and we continue to do so today. Members also donate their service, time, and talents. Since 2023, we have challenged ourselves to become more actively engaged in making a difference for good in the world. Listed below are some of these efforts.

- In 2023, we began 2 new programs: **Caring for Kin**, to gather donations of food and other needed items and then distribute them to local organizations, and **Helping the Unhoused**, which held two workshops for members to assemble hygiene kits with helpful items such as toiletries, socks, and food cards for members to pass out to the unhoused as they meet them around town. The group also learns about and informs the church on the issue.
- We have ongoing programs such as the following:
 - YouthHope support – Volunteers gather as needed to make lunches for the program, which works with local youth in crisis.
 - Equal Exchange – The church encourages the use and sale of food fair trade items
 - E-waste recycling – The church holds a yearly community event to collect e-waste for recycling.
 - Blood donation drives
- We support advocacy groups within the church such as the Social Justice group and Environmental and Racial Justice groups.
- The RUCC Education area led an all-church study of the book *The 1619 Project* by Nikole Hannah-Jones.
- We supported the UCC Synod Hygiene kits program.
- We gathered and submitted signatures to the Korea Peace Appeal, which were then sent to Global Ministries.
- A portion of the proceeds from RUCC’s 2024 *Art, for Heaven’s Sake!* show was designated to Operation School Bell, which provides clothing for needy students in the Redlands area.
- RUCC is often well represented on “Peace Corner” in Redlands at rallies for inclusion and justice.
- RUCC is an Open and Affirming church.
- RUCC is designated by the UCC as an A2A church.

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

We regularly send delegates to the Southern California Nevada Conference of the UCC and often to the General Synod. RUCC is supportive of individual members who participate in activities of the wider UCC. Our pastor, ordained members, and other members of our congregation have served on the Conference Board, Church and Ministry Committee, and other conference committees. RUCC children often attend Pilgrim Pines Camp, and members of the congregation are regular contributors to the UCC's Living Psalms Project.

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

- | | |
|---|--|
| <input checked="" 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 can be seen from many of our responses in this profile, our Mission Statement, and our history, our commitment to being an Open and Affirming congregation has profoundly shaped our life as a congregation. We are expanding our witness in this vein. We have been designated an A2A congregation, and we have an Environmental Justice team that is exploring the possibility of becoming a Creation Justice congregation.

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

Our pastors have helped lead us in ecumenical and interfaith activities. Examples include participation in the Redlands Area Interfaith Council, the Annual Redlands Mayor's Prayer Breakfast, meetings among local pastors, the community-wide Easter sunrise service, pulpit exchanges, and attendance of our congregation at other houses of worship. RUCC recently collaborated with eight local congregations in an [open letter and prayer vigil](#) before the Redlands School Board in support of LGBTQ+ students.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

Mission Statement: We are an inclusive, Open and Affirming faith community reaching out with love, compassion, and justice.

We are all in on this mission. We try to incorporate inclusiveness in our inviting, welcoming attitude during worship and afterwards. We recognize that we could do more to reach out beyond our walls, and we are actively working to spend more effort on such outreach. Our church governance includes the support of the church areas addressing outreach (Wider Ministries, Church Growth) and loving, compassionate support for the members of the congregation (Shepherds, Hospitality, Christian Education). Of course, significant effort goes into the work of maintaining the church finances and physical resources, but in doing that work, we strive to incorporate our mission principles of love and compassion for one another.

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 count on our pastor to determine how best to spend their time so as to fulfill their duties.

4b. MISSION InSite

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

The Mission Insite Report contains information on nine significant demographic indicators within a 5-mile radius of RUCC. The report is separated into two sections: a StoryView of the indicators and a ThemeView that shows the data in greater detail. The Insite Report is used to interpret data with trend tables that include current year estimates, 5-year projections, and a 10-year forecast. The nine indicators and current year trends are as follows:

1. Population Change	-	Moderate Growth
2. School Age Change	-	Little Change
3. Families With Children	-	About the Same
4. Adult Education Attainment	-	High
5. Community Diversity Index	-	Fairly Diverse
6. Median Family Income	-	Somewhat Less
7. Poverty	-	Somewhat Below
8. Blue to White Collar Occupations	-	Closely Split
9. Largest Racial / Ethnic Group	-	White (NH)

The indicators that show our community’s greatest opportunities are Median Family Income, Poverty, and Racial / Ethnic Mix. For further details, please see the attached Mission Insite Report.

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?

Four significant demographic indicators can be used to compare our congregation’s internal demographics to the city of Redlands and our two closest neighbors, Loma Linda and Yucaipa: population, diversity, largest racial/ethnic group, and households with children.

	RUCC	Redlands	Loma Linda	Yucaipa
1. Population	196	74,279	25,197	54,465
2. Diversity	92% White	53.7% White	38.3% White	66.0% White
	5% Asian	35.9% Hispanic	29.1% Asian	36.0% Hispanic
	2% Hispanic	9.3% Asian	27.4% Hispanic	3.5% Asian
		5.7% Black	7.1% Black	1.7% Black
3. Largest Racial/Ethnic Group	White	White	White	White
4. Households with Children	26.5%	23.2%	18.8%	36.2%

Two other demographic indicators can be used to compare the cities of Redlands, Loma Linda, and Yucaipa: median household income and poverty level (% to population).

Redlands -	Median household income - \$99,158	Poverty level – 7.4%
Loma Linda -	Median household income - \$82,824	Poverty level – 11.6%
Yucaipa -	Median household income - \$92,401	Poverty level – 8.9%

The most significant contrast between our congregation and the surrounding communities is diversity. It is a challenge that our congregation is well aware of. We will continue to work at becoming a more diverse community.

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

We strive to actively welcome and involve all who attend worship services. We are working on developing a better understanding of how to be more aware of the diversity of our visitors and members. We also recognize that “active welcome” is not the same as “active outreach,” but we do not yet have a well-developed plan for outreach to improve the diversity of our congregation.

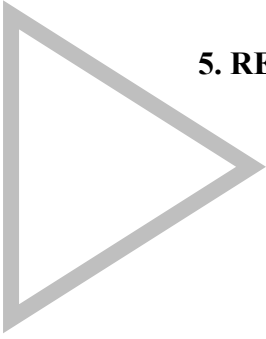
What do you hear when you talk to community leaders and ask them what your church is known for?

People express gratitude for our contributions to the community and appreciation regarding our voice for issues of social justice. We are known as a welcoming community and for being an Open and Affirming

church. We hear a lot about our art show, *Art, for Heaven's Sake!*, which is something people look forward to, and we are known to deeply appreciate music.

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

Most of our congregation is drawn to the church through word of mouth or referral by a family or friend. Additional ways that people learn about the church include *Art, for Heaven's Sake!* and the church website.



5. REFERENCES

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

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

REFERENCE 1

Rev. Kris Bergstrom, former Conference Minister
(805) 901-8308 / krisbergstrom5@gmail.com

REFERENCE 2

Rev. Jake Pomeroy
(626) 795-0696 / fccevs@yahoo.com

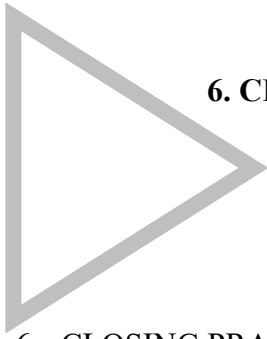
PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

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

God of Many Names, as RUCC journeys together in search of a new pastor—and as pastors search too—guide all our hearts with wisdom and compassion. May this time of transition deepen our faith and strengthen our bonds as a beloved community. Help us listen with open minds and discern with courage and grace. Lead us, Spirit of Love, toward a shared future rooted in justice, kindness, and hope.

6b. STATEMENT OF CONSENT

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

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

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

This profile was initially authored by a profile committee in 2023 and was then updated in 2025 by the Church Board. The profile was available for review by the entire congregation, with comments incorporated where they helped further explain the church.

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

Signed: Dan Abushanab / Board President / Date: 06-29-2025

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: This is an accurate statement.

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

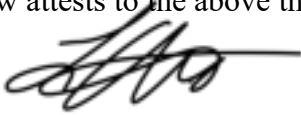
Staff Comment: Yes, this has been discussed with church leadership.

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

Staff Comment: Yes, this has been reviewed with church leadership.

My signature below attests to the above three items.

Signature:



Name / Title: Rev. Ellis Arnold, Associate Conference Minister

Email: arnold@scncucc.org

Phone: (909) 353-0930

Date: June 30, 2025

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