

INTRODUCING THE NEW LOCAL CHURCH PROFILE



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!

Rachel Hackenberg

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

**Black Forest Community Church, UCC
Colorado Springs, CO**

Part-time Settled Pastor

Southeastern Association/Rocky Mountain Conference

[Validation Date]

LOCAL CHURCH PROFILE CONTENTS

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

INSTRUCTIONS

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

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

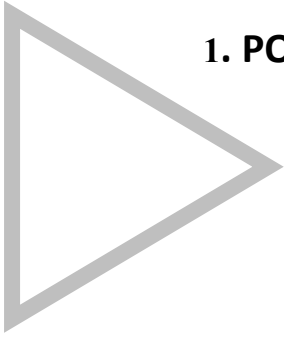
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years.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

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

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

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

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



1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: Black Forest Community Church, United Church of Christ
Street address: 6845 Shoup Road, Colorado Springs, CO 80908
Supplemental web links: www.blackforestcommunitychurch.org

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

Conference: Rocky Mountain

Association: Southeastern

UCC Conference or Association Staff Contact Person

Rev. Erin Gilmore, Conference Minister

erin@rmcucc.org

Summary Ministry Description:

We are a church engaged in vital and exciting ministries in our community through our ONA witness, creative worship, warm relationships, and active service. We are growing and seek a pastor to join us on this journey—a leader who will share a vision for what is not yet but can be!

Photographs:





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

Our church is located in a beautiful pine forest, near a UCC outdoor ministry (La Foret), and surrounded by mountains. We value our proximity both to Colorado Springs downtown as well as to Denver which offers us cultural opportunities and vibrant city amenities. Our school system is excellent, and we celebrate our four distinct seasons, surrounded by opportunities for recreation and for enjoyment of the beauty in our glorious state.

Current size of membership: 51

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

Position Title: **Pastor**

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

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

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

½ Time

Does the total support package meet conference compensation guidelines? **yes**

1b. SCOPE OF WORK

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

We seek a pastor who is collaborative in spirit, who is emotionally intelligent, and mature enough to lead a faith community that is intentionally lay led. Our congregation values creativity in worship leadership, strong preaching skills, and an inclusive spirit. The pastor we seek must be willing to work closely with our Lay Ministerial Associate, Levi Murray, our Board, and other church leaders to affirm our congregation's celebration of our ONA identity and bent toward social justice. We long to continue our exciting momentum to grow our membership and expand our benevolent and justice ministries in our community.

Core Competencies:

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

- 1. The ability to craft and deliver worship services that inspire, challenge, and engage the congregation with sound theological context that interfaces with the current milieu and its challenges.**
- 2. The ability to serve as a non-anxious presence when working collaboratively with lay leadership to identify and resolve interpersonal and/or procedural issues and to expand and explore effective ministry.**
- 3. Competency in organizational systems and how to utilize them to effectively translate vision into action within the congregational context.**

1c. COMPENSATION AND SUPPORT

Salary Basis *(from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance)*: **currently (9/2025) \$2730/mo.**

Ministerial expenses reimbursement: \$525/yr

Ministerial travel expenses reimbursement: \$775/yr.

Benefits (*choose one*):

Salary plus Benefits

Salary includes Optional Benefits

No Benefits xx

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*)?

Next minister will be expected to live nearby—either in northern El Paso County, Colorado Springs, etc. in private home. Minister’s salary is part-time, so supplemental income will be needed.

Comment on the residential/commuting expectations for your next minister. (**see above**)

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

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

There are four other UCC congregations in the area with friendly and collegial leaders. The Rocky Mountain Conference office and its leaders are also nearby (Denver) and, through an active online and physical presence, offer education and support.

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

Our current pastor’s contract is part-time/Designated Term, and she works at BFCC approximately 24 hrs/weekly while also serving another church. We understand the limits of time for our pastor’s work and make certain to be efficient with meetings and planning to enable an appropriate work/life balance for the pastor and for the members!

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.

- 1. To promote and expand our congregation’s ministry to children and families.**
- 2. To promote and expand our congregation’s ONA identity, action, and presence in the Black Forest as a safe, celebratory, and inclusive place for all people.**
- 3. To strengthen and stabilize our membership growth to enable an expansion of our ministries to the world.**

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

The minister we seek is a steadfast supporter of the ethos and identity of the United Church of Christ, a fearless voice for justice and inclusion, and has a deep sense of the relationship between prayer and praxis—that the worship and teachings we profess must be matched by our faithful action in the world on behalf of those most marginalized. The minister we seek will strengthen our missional efforts in the world by helping us focus our energies and direct our resources so that we can help in the most effective ways.

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

We hope that our minister will be aware of the importance of language as it relates to inclusive theology and action. Our congregation prefers the conscious use of inclusive language for the Divine, for humanity, for gender identities, for sexual orientations, for racial identities and experiences, for economic diversities, and for the ranges of physical and mental capacities. Trauma-informed ways of speaking and interacting are significant to our calling and to our expressions as a community.

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

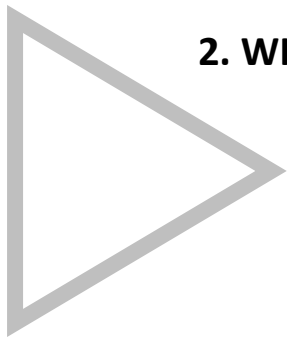
1-Nurturing UCC identity: We believe the Spirit is calling our church to be strong in our UCC identity. Our particular location tends to be politically conservative and is populated with several mega-churches. We seek a pastor who is strong in their teaching and understanding of the values we share in our belonging to a denomination that teaches healing, inclusion, and justice.

2-Building Transformational Leadership Skills: As our church needs strategic planning and honing of leadership and communication skills within the congregation, a pastor who demonstrates this Mark would be an effective leader for us as we work to develop and to learn together.

3- Participating in Theological Praxis: We seek an effective worship leader who senses a call to teach, preach, and nurture the growth of others within the community, prioritize

ecumenical and interfaith cooperative efforts, and make clear how theology and daily life are inextricably bound.

4-Working Together for Justice and Mercy: Our church is called to significant justice and compassion ministries in our community and world, and we seek a leader whose heart and life reflect that mission.



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?

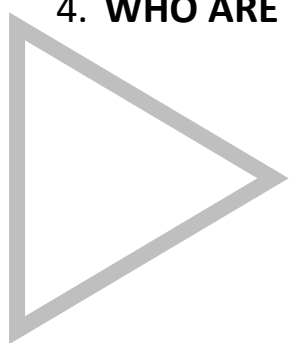
We believe that God has called us to be an open, loving, forgiving, non-judgmental, and deeply inclusive congregation. We believe that God is calling us to “read the Bible again, as if for the first time,” (as Marcus Borg puts it) and responsibly to engage our congregants in theological worship and educational opportunities that interpret the Scripture in fresh ways, speaking to us today. We believe the Spirit has called us to be good stewards of our financial resources, of the Earth, of the land where our church buildings sit, and of the buildings themselves. The calling to us as a church includes a vital ministry to the LGBTQIA+ community and to like-minded allies, and to become stronger and even more active in voicing and in acting in solidarity with those being persecuted.

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

As stated above, one significant aspect of our congregation’s calling involves supporting children, youth, and families. To respond to this need, we have two members who engaged in the OWL (Our Whole Lives) training and certification program to position us to offer this excellent and inclusive human sexuality curriculum to our church and wider community. We began a children’s Sunday School program, and it has grown to the point where we soon will offer two classes, and families have joined our congregation because of the belonging their children have found. We see that families searching for a healthy, positive, and inclusive theology are finding a home with us, and we want to continue and expand those ministries.

As LGBTQIA+ persons, immigrants, women, and persons of color are coming under increasing attacks (including in our Black Forest community), we have undergone an update and revision process to our ONA statement and in our outreach ministries to targeted constituencies with the intent of focusing our work in partnerships with other organizations in the city who are engaged in doing advocacy and justice work on the ground. We believe God is calling us to respond to the increasing violence, injustice, and oppression that the current political regime has enacted, and we are working to find fresh ways to push back against the wrongdoing.

4. 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.

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

On our church’s website, we state:

Our Purpose:

Serve God. With Our Whole Heart.

Love. With No Exceptions.

Create Sanctuary. For All People

Our Vision: *On Earth as it is in Heaven.*

When new members join, part of their vows include the words, “Do you promise to follow, to the best of your ability, the example of Christ and of all the teachers, prophets, and neighbors who

have shown us the way of love, compassion, peace, and justice and to do so, walking in community with this congregation?” We promise to “make the road by walking” and to create a Beloved Community (albeit, by fits and starts, at times!) as led by the Spirit.

Our understanding of God is centered in extravagantly welcoming Love. In worship liturgy, God is often called the One, Divine Love, Beloved, and Spirit, and we refer to the Holy One using inclusive pronouns (they, she, he.) The Holy Spirit is within us, working through the relentless dedication and devotion of the congregation, and also often speaks through visitors and newcomers who bring new ideas, perspectives, and experiences.

Describe several strengths or positive qualities of your congregation.

Strong engagement by lay leaders and congregation members.

Friendly, welcoming atmosphere for visitors and members alike

Deep commitment to ONA and inclusion of all persons

Responsible stewardship of financial resources (though we are small, we do much good with limited funds!)

Active and impactful outreach programs that really help individuals and organizations in meaningful ways

A spacious theology that welcomes a variety of belief systems

Reliable support and active caring when there are needs among congregants and in the wider community.

Describe what worship is like when your congregation gathers.

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

Worship most often takes place in our beautiful sanctuary in the round with the communion table in the center. Our artists create beautiful and meaningful altars with fabric, art, sculptures, and other creations that reflect the Scriptural themes for the day. We generally follow the lectionary but also do creative themes and always include lay readers and liturgists (including children) in worship leadership.

In a recent New Member Sunday, we received 17 new members, and our pastor baptized both children and adults after a new member orientation course and explanation of the meaning of baptism. Vows and baptism for adults and vows and baptism for children were both shared, and in a deeply meaningful service, the congregation raised hands of blessing and shared tears of joy as we received the already active participants into the full life of the church.

For our church, good preaching could be described as:

- **Based in a healthy theology**
- **Well-sourced and articulated**
- **Delivered with enthusiasm and skill**
- **Relevant to the current milieu as well as rooted in Scriptural context**

- Utilizes trauma-informed language and images
- Inclusive in language for God, humanity, creation

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

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

We have started a monthly Sunday School for our children/youth that uses the curriculum from Progressive Christianity called *A Joyful Path*. We also will be adding the OWL (Our Whole Lives) human sexuality curriculum to our programming in January.

Our adult educational program and faith formation efforts this year have included programming on Avoiding Prayer Trauma in worship, Safe Church education on how to make certain our church is a sanctuary for all people, a class on appropriate use of pronouns and names for trans and non-binary persons, and a Lenten small group program on Brian McLaren’s book *Life After Doom*. In November, a class in UCC identity and history will be offered by the pastor. Adult education is a growing edge for our congregation. There are many persons who profess interest in such faith formation, but attendance is low when classes are offered.

Describe how your congregation is organized for ministry and mission.

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

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

Our Church Board meets once a month for approximately 1 ½ hours. The Moderator is very organized and keeps the meetings on task with an agenda created and stored on Google Drive. All team leaders submit their monthly reports in advance via the Drive, and only action items are discussed and brought for a vote. The meetings are efficient and well-run. Each month via the BFCC online email blast, a report of discussions and decision-making by the Board is reported to the congregation. Congregational meetings are held quarterly twice a year for important decisions regarding staff, budgets, buildings, etc. Zoom is often used for the church’s meetings and small groups; thus, facility with technology and/or a willingness to learn is a prerequisite for our next pastor.

Teams meet regularly and individually as needed to achieve the elements of their charters (which are living documents that describe the mission of the teams as they understand their work at any given time). At a yearly “Job Fair” congregation members and friends visit informational stations with snacks and sign-ups, and all are welcome to serve on the teams.

Our church does not struggle for vision—we understand our calling and work well and accomplish a variety of important ministries through an efficient organizational structure. Where we struggle, at times, is how to resolve conflict in healthy ways and how to enhance communication.

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

A very significant, costly, inconvenient, and messy water and sewer problem erupted during the week, affecting the operations of both our church and the Montessori school that rents one of our buildings. The Board asked a knowledgeable member to gather a few folks as an ad hoc sub-team to pursue solutions and to obtain bids. This ad hoc sub-team (all faithful members with construction knowledge and trustworthy) was immediately empowered with nimble access to authority and funds to correct the problems while offering constant feedback to the Board about the progress. The congregation and the school were kept informed with frequent and transparent updates, and everyone participated in volunteering to help with clean-up, water collection, and patient cooperation as the repair process was initiated and completed. Though the problem was significant and the solutions took time and funds, because the decisions were made quickly and everyone was kept informed, the congregation was able to work together with confidence to solve problems.

- Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church’s activity and governance? [Yes/No]

Yes—we have just updated all our governance documents and have weekly emails plus other communication and media tools that can inform the next minister regarding our patterns and structures.

3b. 11-YEAR REPORT

See Conference Yearbook for more information.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	43	

Number of active non-members:	8	
Total of church participants (sum of the numbers above):	51	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	17%	
Less than 10, more than 5 years:	15%	
Less than 5 years:	68%	

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
7	3			6	7	10	13	5	x

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	5%	x
Households with minors:	19%	x
Single adults age 35-65:	6%	x
Joint households with no minors:	55%	x
Single adults over 65:	15%	x

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	3%	x
College:	72%	x
Graduate School:	15%	x
Specialty Training:		

Other (please specify):	10%	Lawyers, pilots, trades
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Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	46%	x
Adults who are retired:	48%	x
Adults who are not fully employed:	6%	x

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

Accountants, nurses, lawyers, pharmacy techs, firefighters, dentist, counselors, crossing guard at school, principals, teachers, pilots, IT specialists, journalists, retired clergy

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context? **We are predominantly Caucasian with a few persons who identify as Native American, Latinx and Black. Our diversity includes persons who identify as LGBTQIA+ and those who identify as straight.**

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

3d. PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>

Adult Groups or Classes	18	Continuing education or outreach teams or pastor
Baptisms (<i>number last year</i>)	5	Pastor
Children's Groups or Classes	15	Education Leader, pastor
Christmas Eve and Easter Worship	55-75	Worship Team/pastor
Church-wide Meals	20-35	Fellowship Team
Choirs and Music Groups	8-10	Special choir during Advent
Church-based Bible Study	8	Advent/Lent pastor
Communion (<i>served how often?</i>)	1x/month	Worship team/pastor
Community Meals	20-30	Fellowship Team
Confirmation (<i>number confirmed last year</i>)		
Drama or Dance Program		
Funerals (<i>number last year</i>)		
Intergenerational Groups		
Outdoor Worship	30-50	pastor
Prayer or Meditation Groups	12	Prayer team leader
Public Advocacy Work	15-20	Community outreach team
Retreats		
Theology or Bible Programs in the Community	16	Advent & Lent small groups/pastor
Weddings (<i>number last year</i>)		
Worship (time slot: __ 10 AM ____)	45-55	pastor
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes	9-12	Sunday School/educ. leaders
Other (clean up, fellowship, etc.)	35	various

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)
Shelly Wilson	3	UCC	Designated term pastor	N
Levi Murray	3	UCC	Lay minister	N
David Bribach	n	Presbyterian	pastor	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: One retired minister (Presbyterian) serves as a guest preacher, celebrates communion, serves on Building and Grounds Team.

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staffperson 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
Pianist	no	Part time	Pastor	3 yrs.
Administrative assistant/Youth Director	no	Part time	Pastor	Less than 1 yr

REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation's overall ministry? **The church has a small but strong congregation that is clear about its emphases, love for community, and**

fellowship, and its calling to provide outreach and compassionate care to those most vulnerable, and ministries directed toward needs of children, families, and the LGBTQIA+ population within and outside the church family.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$100,000
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	\$3,700
Gifts Designated for a Specific Purpose	\$
Grants	\$
Rentals of Church Building	\$45,000
Rentals of Church Parsonage	\$
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$
Transfers from Special Accounts	\$
Other (specify):	\$
Other (specify):	\$
TOTAL	\$148,700

Current annual expenses (dollars budgeted for most recent fiscal year): \$148,000

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

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 24%

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? **included in the budget**

If calculated as a percentage of operating budget, what is that percentage? *(recommended 10%)*
\$1000/yr

What is the church’s current indebtedness? **\$0**

Total amount of loan debt:

Reason for debt:

Are capital and other payments current?

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

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

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
2026	Replace Septic System	\$	\$	We are unsure at this time if we will have a capital campaign to replace our failed septic system

				or whether we will take out a loan to do so.
		\$	\$	

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

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

What is the market value of the assets?

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

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

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

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

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): **\$84,449 in two CDs + \$40,000 in checking**

Investments (other than endowment): **none**

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

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church:

We are located on a large, wooded lot with parking in front and behind our three buildings. The original log church, built in the 1930s, is currently home to the Black Forest Market Store (a farmers' market and artisan shop) and sits in the center and is a designated Colorado Historical Site. On the right is the sanctuary and fellowship hall building, constructed in 1962. The exterior is brick and stone and inside features beautiful stained-glass windows and wood carvings depicting various scenes from Scripture. To the left is the preschool building, built in 1996, which also houses the church office.

Describe non-owned buildings or space used or rented by the church: **n/a**

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) **Accessible spaces include the sanctuary and the preschool building.**

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

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

Our church does not have a robust budget, but we are debt-free, financially stable and able to provide well for its ministries, buildings, and staff. The congregation is very generous when emergent needs arise. Budgets are created by the Finance Team, based upon the expressed needs of the various ministry teams, projected expenses for the new year, and ministry priorities. Ministers and staff are regularly given a COLA increase in salary, or, a financial gift at the end of the year. We wanted to begin the OWL (Our Whole Lives human sexuality curriculum) in 2026 and wrote a grant to provide the funds for the training and to purchase the curriculum itself. Rocky Mountain Conference provides generous grants to churches who are doing innovative work and we have received several of them through the years, most recently for the OWL program and for a grounds upgrade on our campus so that we can welcome with beautiful landscaping our Farmers' Market partners and others who visit or worship at our church.

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.

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

After some conflict with the previous pastor, we adopted a new model of ministry by calling a Designated Term pastor, part-time, and adjusted to that model with comfort. We began having children’s Sunday School, changed the functions of our buildings in order to make way for a new Farm Store to be nested in our historic log church, and navigated water/sewer issues while continuing to grow our ministries.

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

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

Our church does have policies and structures in place for dealing with conflict (i.e., an anonymous suggestion box, and updated grievance policy, personnel policy, Pastor Congregation Communication Team, and classes on healthy communication, active listening, trauma-informed speech, and inclusive behavior) However, there still exists, at times, a culture of “conversations in the parking lot” and triangulation that resists direct and clear communication of unhappiness or conflict. A number of quieter and more reserved members do not express opinions or disagreements and can be intimidated by more vocal and strident members. Pastoral leadership is sometimes viewed with suspicion by some members who have had church trauma in the past, and therefore, a deep reliance upon other church members as friends and support develops. These deep friendships can foster closeness, but sometimes can contribute to an atmosphere of turfism or cliques that keeps others out. Sometimes, partly because of her part-time status, the current pastor has not been included in communication and significant moments of decision-making. Our Board has an effective Moderator who communicates well and encourages leaders to speak and behave in ways that are healing and healthy. We do not have open conflict and are working on communication, but it is definitely a growing edge for our congregation. The political and cultural divides in our nation and the growing threat of fascism have also caused some difficulties.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Marta Fioriti	4 yrs	Y

Susan Hartley	1yr 2 mos	N
Diane Martin	1 yr 9 mos.	Y
Sam Fisher	7 yrs	N
Nick Natelli	25 yrs.	Y

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

We need a pastor who leads with emotional intelligence, a collaborative style, and prioritizes deep community involvement.

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

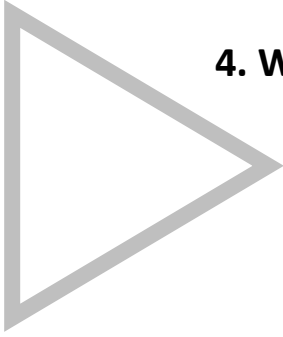
Y/N/Ask us **Yes**

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us **No**

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

Y/N/Ask us **No**



4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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

For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church’s engagement with neighbors near or far?

Each year our congregation supports 3-5 community organizations with financial gifts, supplies, and volunteer hours. For 2025-2026 those organizations are:

1-Inside Out Youth Services

This center supports LGBTQIA+ youth by providing them with a safe space, supplies, food, classes, and other services. We donated clothing, food, volunteer hours, and financial support to their ministries and received training and much gratitude in response.

2-StableStrides

StableStrides provides Health and Healing through horses. Our church provided financial support and volunteer hours to assist in this important ministry to children and youth.

3- Tri-Lakes Cares

Tri-Lakes Cares helps the unhoused and hungry in the greater Monument area. We contribute food, water, personal items, clothes, shoes, and supplies to support their work.

4- Fresh Start Center

Fresh Start Center helps the unhoused and hungry in El Paso County. We contribute volunteer hours, food, water, personal items, clothes, shoes, and supplies to support their work.

Work in the community that is transformative for us includes participation in the Colorado Springs Pride Parade, the Black Forest Festival, and the Black Forest Farmers' Market and Store.

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

Our church is connected to our UCC outdoor ministry at La Foret, and we actively support our denomination's work through our Five for Five offerings. Our current pastor is connected to our Conference through her supervision role for Members in Discernment and through her attendance at denominational meetings and trainings.

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 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?

We are unofficially congruent in mission with A2A, Creation Justice, Border and Immigrant Justice, Just Peace, and WISE, but have not completed the official process for these designations, though we would like to be certified. Our ONA identity and statement (currently undergoing revisions and updates) are very important to us.

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

Our involvement has been limited in interfaith activities, but we are willing to become more committed to this important work.

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.

We understand our mission to be described in our Purpose and Vision statements. We incarnate those statements in our ministries and outside the church.

Our Purpose:

Serve God. With Our Whole Heart. Love. With No Exceptions. Create Sanctuary. For All People

Our Vision: *On Earth as it is in Heaven.*

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

Our current pastor is Designated Term and part-time while serving another congregation, also part-time. She is engaged in community ministry whenever possible, but it is not a significant amount of involvement. Our hope is that our next settled pastor, while serving us part-time, will live and work in our community and be involved in the wider church as well.

4b. MISSION InSite

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

We are experiencing slow but steady population growth in the Forest along with new opportunities to reach those who are struggling because of injustice and persecution.

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?

Our church's demographics correlate with the area around us.

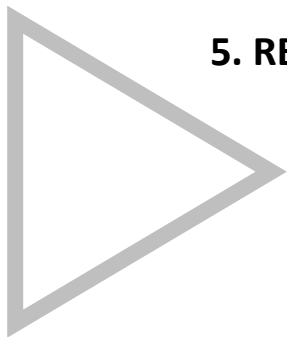
How are the demographics of the community currently shaping ministry, or not?

The demographics of steady growth in the Forest are shaping our ministry, but the political unrest has been more significant as it has caused us to see a small influx of visitors and potential new members seeking a safe space from persecution and violence and a healthy, progressive theology where all are welcomed and loved.

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

We hear gratitude for the church’s welcoming spirit to other community groups who use our buildings and grounds, our rainbow flags that proclaim how we welcome, our involvement in compassion and service ministries in the community, and our children’s ministry

What do new people in the church say when asked what got them involved? (see above)



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

The Rev. Candace Woods
candace@juniperformation.org.
call/text: 720-580-2274
PO Box 19541
Denver, CO 80219
Friend of the congregation

REFERENCE 2

The Rev. Dr. Gaye Bosley Mitchell
719-684-6616
pastorgaye@gmail.com
Pulpit Supply at BFCC

REFERENCE 3

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

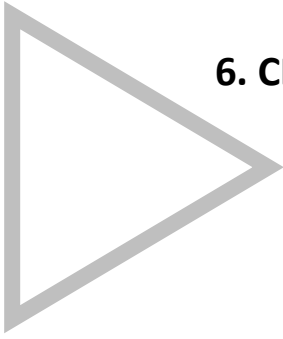
PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

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:

Our prayer is that our next minister will love us, serve alongside us, and allow us to lead, living into the calling of Spirit to be courageous, kind, and servants to all, in the model of Jesus who led with Love.

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.)*
Pastor Congregation Communication Team, Church Board, Search Committee, Designated Term Pastor
2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature: 

Name / Title: Erin Gilmore/Transitional Conference Minister

Email: erin@rmcucc.org

Phone: 720-738-8563

Date: 11/11/2025

**UNITED CHURCH
OF CHRIST**



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

“Jesus answered them, ‘Have faith in God!’” – Mark 11:22