

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

San Lorenzo Community Church
San Lorenzo, California

Senior Pastor

Northern California Nevada Conference, Bay Association

[Validation Date]

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- Consent and Validation

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

INSTRUCTIONS

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

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

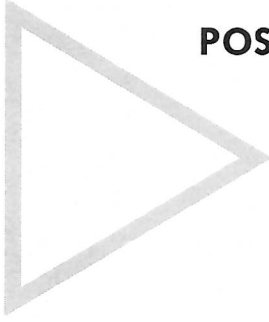
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years.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

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and storytelling and many prayers, and 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 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.



POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: **San Lorenzo Community Church**

Street address: **1046 Grove Way, Hayward, CA 94541**

Supplemental web links: **www.slzchurch.org**

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

Conference: **Northern California Nevada Conference**

Association: **Bay Association**

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

MeLinda LaViene

Conference Managing Administrator

510-247-8990

melinda@nccucc.org

Summary Ministry Description:

Our church is a small, yet vibrant congregation located in the San Francisco Bay Area. We are an Open and Affirming Congregation. We are seeking a senior pastor to inspire us and continue the work of this church and be an engaged member of our surrounding community.

Photographs:



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

We have a very diverse community in our area. We are centrally located in the San Francisco Bay Area which allows for several outreach projects and missions.

Current size of membership: **44**

Languages used in ministry (*other than English*):

Position Title: **Senior 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?

SCOPE OF WORK

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

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.)

COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): **\$33,280.00 (based on CA minimum wage law)**

Benefits (*choose one*):

Salary plus Benefits

Salary includes Optional Benefits

No Benefits

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*)?

We will provide housing allowance.

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

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

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

Reimbursement for Conference and/or Association meeting registrations.

Reimbursement for other meeting registrations (or educational requirement registrations.)

Reimbursement for criminal background checks.

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

WHO IS GOD CALLING TO MINISTER WITH US?

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

We want to continue our ministry to our members with in person and online services. We are seeking guidance, support, and inspiration from our new minister.

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

We hope that our new minister can integrate themselves within our surrounding community and be a beacon of justice and equity. To be active in community faith.

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

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.



WHO IS GOD CALLING US TO BECOME?

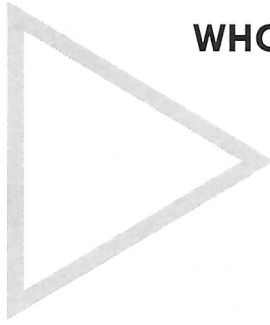
“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

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

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

During the Covid Pandemic, in an effort to continue worship services to as many congregants as possible, we started conducting services via Zoom. After the pandemic we began employing more state-of-the-art technology which allowed us to open our Sunday worship, via Zoom and In-person participation. This enables anyone who, for whatever reason (sickness, distance, etc.) is not able to join us in the physical church, to be an active participant in the weekly service.



WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

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?

We always start our service by reciting “No matter who you are or where you are on life’s journey, you are welcome here” God is the holy one and is always with us.

Describe several strengths or positive qualities of your congregation.

The congregation of the San Lorenzo Community Church is an aging congregation and has many long-time members who have been with the church for many decades. We have a core group of members dedicated to serving on the church council in leadership positions and working to ensure that despite any problems we may face, we will not lose track of our faith or commitment to God. Our faith runs deep and the congregation meets quarterly to determine which charities we wish to donate to at that time.

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?

The San Lorenzo Community Church meets once a week on Sunday morning. A typical service runs 60 minutes and devotes time to congregational announcements, prayers for the people and numerous hymns. We have one paid singer in our church choir and all others are volunteers. They practice each week, immediately following worship service.

We hold a fellowship meeting once a month where all congregational members can gather and enjoy the friendships and camaraderie of all.

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?

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

The San Lorenzo Community Church Council meets monthly. There are members assigned to lead activities in these areas. They report progress/problems etc, to the council as a whole during its monthly meeting and the entire council will get involved as needed with ideas, support, etc. Approximately 5 hours are spent in meetings per month. The pastor is encouraged to attend church meetings but it is not required.

During the Covid Pandemic, the church building was broken into. The break-in was reported to the police by the pastor. During the investigation, the church council member responsible for building maintenance was on site to assist the authorities in their investigation and the church moderator worked with the police to download and make available church security camera videos.

A copy of the bylaws and annual report can be provided.

11-YEAR REPORT

(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub)

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	39	
Number of active non-members:	14	
Total of church participants (sum of the numbers above):	53	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	82	✓
Less than 10, more than 5 years:	1	✓
Less than 5 years:	17	✓

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>
		1		3	4	3	29	13	✓

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	1	✓
Joint household with minors:		

Single adults ages 35-65:	20	✓
Joint household with no minors:	38	✓
Single adults over 65:	41	✓

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	40	✓
College:	55	✓
Graduate School:	5	✓
Specialty Training:		
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	26	✓
Adults who are retired:	68	✓
Adults who are not fully employed:	6	✓

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

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 a mostly elderly, white congregation. Our church is located in a diverse area and we welcome anyone to join us.

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

No

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	7-10	Congregation Member
Baptisms <i>(number last year)</i>		
Children's Groups or Classes		
Christmas Eve and Easter Worship	25-30	Pastor
Church-wide Meals	15-20 once a month	Congregation Member
Choirs and Music Groups	10	Music Director
Church-based Bible Study		
Communion <i>(served how often?)</i>	Once a month	Congregation Member & Pastor
Community Meals		
Confirmation <i>(number confirmed last year)</i>		
Drama or Dance Program		
Funerals <i>(number last year)</i>		
Intergenerational Groups		
Outdoor Worship		
Prayer or Meditation Groups	3-5	Pastor
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		

Weddings (<i>number last year</i>)		
Worship (time slot: 10:00 a.m.)	25-30	Pastor
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes		
Other		

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? <i>(3 or 4 or no)</i>	Ministry Setting	Type of Ministry Role	Retired? <i>(Y or N)</i>
Bob Mobbs			Fills in when needed	

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:

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
Music Director	No	Part time	Pastor	14 years
Choral Support Singer	No	Part time	Pastor	2 years
Office Administrator	No	Part time	Pastor	5 years

REFLECTION

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

We have a very committed congregation. We are dedicated to keeping our doors open to all within our community.

CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$33,000
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$70,000 interest plus \$150,000 unrealized gains.
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$0
Fundraising Events	\$0
Gifts Designated for a Specific Purpose	\$600 (estimate)
Grants	\$0
Rentals of Church Building	\$0
Rentals of Church Parsonage	\$0

Support from Related Organizations (e.g. Women's Group)	\$0
Transfers from Special Accounts	\$0
Other (specify):	\$0
Other (specify):	\$0
TOTAL	\$253.600

Current annual expenses (dollars budgeted for most recent fiscal year): **\$127,000**

Attach the 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? **26%**

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)

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

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

It is a line item in our annual budget – 10% of budgeted income from pledges.

What is the church's current indebtedness?

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

Reason for the debt: **None**

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

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

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
		\$	\$	
		\$	\$	

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: **None**

Reserves (savings): **Investment account balance in section below.**

Investments (other than endowment): **\$2,500,000**

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: **None**

Describe non-owned buildings or space used or rented by the church: **Small chapel, small office space, and a couple other fellowship rooms rented/leased monthly from sister church, Eden United Church of Christ.**

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

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?

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.

Every church has conflicts, 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?)

San Lorenzo Community Church

A brief history and current church facilities

San Lorenzo Community Church was founded in 1874 and initially called the Christian Union Society of San Lorenzo. As there was no church in San Lorenzo at that time the society made up of various denominations. The congregation grew rapidly and in 1875 a church building was constructed debt free. This building still exists and is currently used by a Baptist church. In 1905 the church felt it was isolated from the main body of protestant churches and voted to join the Congregational Church.

In the late 1930’s due to the depression and other factors the church was closed until 1944. In November of 1944 the little country church was reopened. Following the reopening and with the influx of workers due to WW II and development of San Lorenzo Village the church outgrew the original church building.

It was decided a new facility was needed and a 2-acre site previously designated as a park in San Lorenzo Village was chosen. A Spanish style building was originally envisioned; however, it was found that a Quonset hut style Navy Seabee chapel at Camp Parks was to be disposed of and after over a year of negotiations the building was purchased in May of 1947. Money for constructing a foundation and moving the building was quickly raised and construction was completed with a move in date of November 1948

In the mid 1950’s due to the large church Sunday School enrollment larger Christian Education facilities were needed. In 1957 a large addition to the rear of the original building and modifications to existing building were constructed to accommodate the need. Over the years several building modifications were done including remodeling of the front façade and the addition of a handicap ramp to the social hall. The building exists today in that configuration and is occupied by a Tongan church.

A boy scout troop (Troop 612) was sponsored at San Lorenzo Community Church and exists today having relocated to a church in Washington Manor when the building was sold in 2023.

In January 1961 the membership voted to join the United Church of Christ After construction of the rear addition, a preschool program and later a Preschool/Daycare program was established. Sadly, the COVID Pandemic of 2019 put an end to that outreach ministry.

There have been over 30 pastors in the last 150 years many who have served long terms. The congregation has benefitted from all of them whether they were there a long time or a short time. As with many churches the membership has been steadily decreasing over the years.

Music has always been a staple of the church. Since the 1950's a professional music director has been employed. Several of the music directors were teachers for the San Lorenzo School District and members of the church. Currently the Music Director is a professional music teacher, writer and composer.

Over the years there have been many configurations of church governance. The by laws have been recently updated to reflect our current situation. The current governing is accomplished by a Church Council who recommends to the membership for a vote on church matters.

In 2023 it became apparent that the size of the Congregation could not support the size of the facility and it was recommended by the Church Council that we sell the building which was free of debt. The building was sold to a Tongan church and remodeled to suit their needs.

After selling the building we are currently leasing worshipping and office/storage room space in the Pioneer Chapel building at Eden United Church of Christ. This facility at Eden UCC has been upgraded to handicap accessibility. However, our office/storage room is not handicap accessible.

This lease/rental arrangement is quite suitable to us due to the current size of the congregation. We had internet access installed into the Pioneer Chapel to facilitate our Zoom church services. We have arranged with Eden UCC to rent other rooms on Eden's main building for other events such as our Woman's Fellowship meetings.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Sue Ann Yarbrough	4	
Annette Cook	10	
Katie Morrison	1	
Drew Nettinga	20	

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

We have had good and meaningful relations with all of our ministers.

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.

San Lorenzo Community Church UCC			
2025 Budget - approved by church Membership 1.26.25			
January through December 2025			
	2025 PROPOSED BUDGET	2024 ACTUALS	2024 BUDGET
	Jan - Dec 25	Jan - Dec 24	Jan - Dec 24
Income			
4000 · Congregational Giving			
4010 · Offerings - Pledges	31,379	43,860	44,517
4020 · Offerings - Identified Givers	950	2,170	1,500
4030 · Loose Offerings	100	134	100
4040 · Designated Income (non Mission)			
Total 4000 · Congregational Giving	32,429	46,164	46,117
4200 · Fundraising Event			
4220 · Fundraising Program/Event	-		-
Total 4200 · Fundraising Event	-		-
4400 · Mission Giving			
		1,070	
4500 · Other Income			
4510 · Reimbursements			
4520 · Interest Income on Non-Investment Accounts	5	3	10
4530 · Use of Investment Acct Funds	94,752	75,000	78,088
Total 4500 · Other Income	94,757	75,003	78,098
Total Income	127,186	122,237	124,215
Expense			
7000 · Personnel Expenses			
7100 · Employee Wages			
7115 · Pastor Housing (Rev. Sue Ann)	33,280	32,240	32,240
7150 · Church Administrator	15,600	14,040	15,600
7155 · Music Director	11,440	10,400	11,440
7157 · Choir Support	3,900	3,788	3,900
Total 7100 · Employee Wages	64,220	60,468	63,180
7200 · Employee Benefits			
7210 · Workers Compensation Ins	800	639	632
7220 · Employee Training and Certification	500	180	600
Total 7200 · Employee Benefits	1,300	819	1,232
7300 · Employer Payroll Taxes	3,094	2,444	3,094
7400 · Professional Services			
7420 · Musician/Music Director - Studio Rental	5,200	4,700	5,200
7425 · Worship Tech Support	2,000	-	
7430 · Pulpit Supply	2,000	1,500	2,000
Total 7400 · Professional Services	9,200	6,200	7,200
Total 7000 · Personnel Expenses	77,814	69,930	74,706
8000 · Operations & Grounds			
8100 · Building & Grounds			
8130 · Prop & Liab Insurance	6,638	6,030	5,927
8140 · Repair & Maintenance General	500	-	500
Total 8100 · Building & Grounds	7,138	6,030	6,427
8200 · Operations & Administration			
8210 · Bank Fees		25	
8220 · Payroll Service fees	2,800	2,802	2,800
8225 · Accounting Services	3,200	2,800	4,520
8235 · Pioneer Chapel Eden UCC Lease	20,000	18,216	20,000
8250 · Office Supplies	1,000	3,028	2,000

	2025 PROPOSED BUDGET	2024 ACTUALS	2024 BUDGET
	Jan - Dec 25	Jan - Dec 24	Jan - Dec 24
8255 · Services/Subscriptions	2,335	-	-
8260 · Postage & Mailing	500	504	500
8270 · Telephone & Internet	1,500	1,481	1,500
8280 · Website Hosting	500	225	500
8290 · Office Equipment	-	-	-
Total 8200 · Operations & Administration	31,835	29,082	31,820
Total 8000 · Operations & Grounds	38,973	35,111	38,247
8300 · Other Business Expenses			
8310 · Licenses, Certifications	10	10	10
Total 8300 · Other Business Expenses			
9000 · Congregational Life			
9100 · Discipleship			
9110 · NCNC Annual Gathering Delegates	250	75	500
Total 9100 · Discipleship	250	75	500
9300 · Fellowship	500	403	500
9500 · Worship			
9520 · Sanctuary/Worship Supplies	1,000	298	200
9550 · Worship Supplies		82	100
Total 9500 · Worship	1,000	380	300
9600 · NCNC UCC Our Wider Mission	3,138	4,452	4,452
9700 · Mission Outreach	5,000	5,730	5,000
9800 · Use of Minister's Discretionary Fund	500	500	500
Total 9000 · Congregational Life	10,388	11,541	11,252
Total Expense	127,185	116,592	124,215
Net Income (Loss)	0	5,645	0

San Lorenzo Community Church UCC
Budget vs. Actuals: FY_2024 - FY24 P&L
 January - December 2024

	Dec 2024				Total			
	Actual	Budget	Remaining	% of Budget	Actual	Budget	Remaining	% of Budget
Revenue								
4000 Congregational Giving			0		0	0	0	
4010 Offerings - Pledges	3,910	3,710	(200)	105.40%	44,110	44,517	407	99.09%
4020 Offerings - Identified Givers	1,200	125	(1,075)	960.00%	2,170	1,500	(670)	144.67%
4030 Loose Offerings		8	8	0.00%	134	100	(34)	134.00%
Total 4000 Congregational Giving	\$ 5,110	\$ 3,843	\$ (1,267)	132.96%	\$ 46,414	\$ 46,117	\$ (297)	100.64%
4400 Mission Giving	305		(305)		1,070	0	(1,070)	
4500 Other Income			0		0	0	0	
4520 Interest Income	0	5	5	4.40%	3	10	7	31.00%
4530 Use of Reserve Funds	15,000	6,507	(8,493)	230.51%	75,000	78,088	3,088	96.05%
Total 4500 Other Income	\$ 15,000	\$ 6,512	\$ (8,488)	230.33%	\$ 75,003	\$ 78,098	\$ 3,095	96.04%
Unapplied Cash Payment Income			0		(250)	0	250	
Total Revenue	\$ 20,415	\$ 10,355	\$ (10,060)	197.14%	\$ 122,237	\$ 124,215	\$ 1,978	98.41%
Gross Profit	\$ 20,415	\$ 10,355	\$ (10,060)	197.14%	\$ 122,237	\$ 124,215	\$ 1,978	98.41%
Expenditures								
7000 Personnel Expenses			0		0	0	0	
7100 Employee Wages			0		0	0	0	
7115 Pastor Housing (Rev. Sue Ann)	2,480	2,687	207	92.31%	32,240	32,240	0	100.00%
7150 Church Administrator	1,080	1,300	220	83.08%	14,040	15,600	1,560	90.00%
7155 Music Director	880	953	73	92.30%	10,400	11,440	1,040	90.91%
7157 Choir Support	300	325	25	92.31%	3,788	3,900	113	97.12%
Total 7100 Employee Wages	\$ 4,740	\$ 5,265	\$ 525	90.03%	\$ 60,468	\$ 63,180	\$ 2,713	95.71%
7200 Employee Benefits			0		0	0	0	
7210 Workers Compensation Ins		53	53	0.00%	639	632	(7)	101.07%
7220 Employee Training and Certifica		50	50	0.00%	180	600	420	30.00%
Total 7200 Employee Benefits	\$ -	\$ 103	\$ 103	0.00%	\$ 819	\$ 1,232	\$ 413	66.46%
7300 Employer Payroll Taxes	178	258	80	68.91%	2,444	3,094	650	79.00%
7400 Professional Services			0		0	0	0	
7420 Musician/Music Director	400	433	33	92.30%	4,700	5,200	500	90.38%
7430 Pulpit Supply	250	167	(83)	150.03%	1,500	2,000	500	75.00%
Total 7400 Professional Services	\$ 650	\$ 600	\$ (50)	108.33%	\$ 6,200	\$ 7,200	\$ 1,000	86.11%
Total 7000 Personnel Expenses	\$ 5,568	\$ 6,226	\$ 658	89.43%	\$ 69,930	\$ 74,706	\$ 4,776	93.61%
8000 Operations & Grounds			0		0	0	0	
8100 Building & Grounds			0		0	0	0	
8130 Prop & Liab Insurance	1,639	494	(1,145)	331.86%	6,030	5,927	(103)	101.73%
8140 Repair & Maintenance General		42	42	0.00%	0	500	500	0.00%
Total 8100 Building & Grounds	\$ 1,639	\$ 536	\$ (1,103)	306.06%	\$ 6,030	\$ 6,427	\$ 398	93.82%
8200 Operations & Administration			0		0	0	0	
8210 Bank Fees			0		25	0	(25)	
8220 Payroll Service fees	214	233	19	91.88%	2,802	2,800	(2)	100.06%
8225 Accounting Services	160	377	217	42.48%	2,800	4,520	1,720	61.95%
8235 Pioneer Chapel Eden UCC Lease	1,701	1,667	(35)	102.09%	18,216	20,000	1,784	91.08%
8250 Office Supplies & Services	192	167	(25)	115.22%	3,028	2,000	(1,028)	151.42%
8260 Postage & Mailing	222	42	(180)	533.27%	504	500	(4)	100.80%
8270 Telephone & Internet	127	125	(2)	101.88%	1,481	1,500	19	98.74%
8280 Website Hosting		42	42	0.00%	225	500	275	45.01%
Total 8200 Operations & Administration	\$ 2,617	\$ 2,652	\$ 34	98.70%	\$ 29,082	\$ 31,820	\$ 2,738	91.39%
Total 8000 Operations & Grounds	\$ 4,256	\$ 3,187	\$ (1,069)	133.55%	\$ 35,111	\$ 38,247	\$ 3,136	91.80%

San Lorenzo Community Church UCC
Budget vs. Actuals: FY_2024 - FY24 P&L
 January - December 2024

	Dec 2024				Total			
	Actual	Budget	Remaining	% of Budget	Actual	Budget	Remaining	% of Budget
8300 Other Business Expenses			0		0	0	0	
8310 Licenses, Certifications		0	0		10	10	(0)	102.50%
Total 8300 Other Business Expenses	\$ -	\$ -	\$ -		\$ 10	\$ 10	\$ (0)	102.50%
9000 Congregational Life			0		0	0	0	
9100 Discipleship			0		0	0	0	
9110 NCNC Annual Gathering Delegates		42	42	0.00%	75	500	425	15.00%
Total 9100 Discipleship	\$ -	\$ 42	\$ 42	0.00%	\$ 75	\$ 500	\$ 425	15.00%
9300 Fellowship		42	42	0.00%	403	500	97	80.64%
9500 Worship			0		0	0	0	
9520 Sanctuary Supplies		17	17	0.00%	298	200	(98)	149.08%
9550 Worship Supplies		8	8	0.00%	82	100	18	82.28%
Total 9500 Worship	\$ -	\$ 25	\$ 25	0.00%	\$ 380	\$ 300	\$ (80)	126.81%
9600 NCNC UCC Our Wider Mission		371	371	0.00%	4,452	4,452	0	100.00%
9700 Mission Outreach		417	417	0.00%	5,730	5,000	(730)	114.60%
9800 Use of Minister's Discretionary	411	42	(369)	987.27%	500	500	(0)	100.06%
Total 9000 Congregational Life	\$ 411	\$ 938	\$ 527	43.84%	\$ 11,541	\$ 11,252	\$ (289)	102.57%
Total Expenditures	\$ 10,235	\$ 10,350	\$ 115	98.89%	\$ 116,593	\$ 124,215	\$ 7,622	93.86%
Net Operating Revenue	\$ 10,180	\$ 5	\$ (10,175)		\$ 5,644	\$ (0)	\$ (5,644)	
Other Expenditures								
9900 Quarterly Mission Giving			0		143,440	0	(143,440)	
Total Other Expenditures	\$ -	\$ -	\$ -		\$ 143,440	\$ -	\$ (143,440)	



WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

MISSION InSite

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?

We help support local outreach programs with financial donations.

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

We have regularly sent our minister and/or church members to the annual conference meeting, and occasionally to association meetings.

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?

All are welcome, our doors will always be open.

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

We have participated in some events with our neighboring church, Eden UCC.

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 welcome each person at each service, we nurture and support one another and we encourage each other to a joyful ministry and service.

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 encourage them to have a presence in our wider community.

The ARDA

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

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?

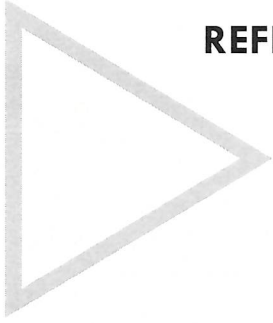
How are the demographics of the community currently shaping ministry, or not?

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

No response.

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

They often mention how open and inviting it felt when they first visited.



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 people 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

Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)

REFERENCE 2

Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)

REFERENCE 3

Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)

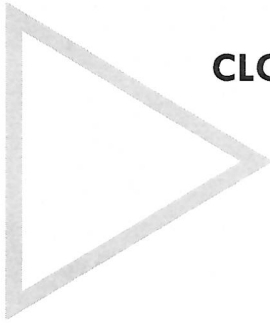
PROMPTS FOR REFERENCES

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.



CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

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:

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 ministers 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.)*
2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

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:

Email:

Phone:

Date:

**UNITED CHURCH
OF CHRIST**



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

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