

Name of Church
Chewelah United Church of Christ
Address
PO Box 378 Chewelah, WA 99109
Conference:
Pacific Northwest
Association:
No Associations
Title
Settled Shared Pastor
Start Date
Jul 1, 2026
Description
Placeholder

Church Contact Information

(509) 935-8046 (Church Primary Phone)

Listing Information

Web Presences

<https://www.facebook.com/chewelahucc/> *Type: Professional*

<https://www.facebook.com/colvilleucc/> *Type: Professional*

Additional Formal Ecumenical Affiliations

No response

UCC Conference or Association Staff Contact Person

Name:

Rev Phil Hodson

Title:

Designated Conference Minister

Phone:

765-532-3429

Email:

phil@pncucc.org

Summary Ministry Description

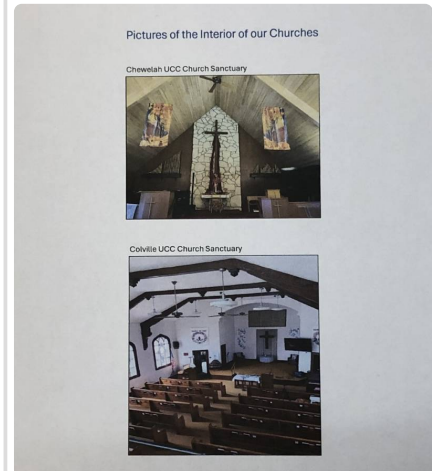
The Chewelah and Colville UCC's are searching for a Shared Settled Pastor. We celebrate that we have shared a common pastor while maintaining our individual churches' unique identity. The model of a shared pastor has been very successful for our congregations beginning in June of 2025. Due to health issues, our beloved pastor retired but we are, more than ever, dedicated to this combined ministry.

Our continued churches' vision for the future is similar: two churches bustling with activity, central hubs for social justice and inclusion, facilitating and conducting advocacy work for the environment and marginalized groups. Our churches will be full of persons, representing all ages and ethnicity groups, participating in worship, music, Bible studies, and fellowship. Our worship services will be a blend of traditional and innovative styles, attracting and retaining the attention of younger generations. The UCC's extravagant welcome is prominently and proudly displayed with inclusive banners adorning the exterior and interior worship and gathering spaces. Classrooms will be filled, dedicated to inspiring personal and spiritual growth.

Chewelah and Colville UCC are places of healing in our communities, inspiring all who seek justice and peace and known as being places of spiritual growth and safety for historically marginalized groups. We are spiritual communities that live with love and breathe the spirit of who created all that is and ever shall be.

Our churches are looking for a settled pastor to join us on this faith journey, who will help us stay focused on discerning our Creator's will as we strive to love and serve each other, our local community, and God's world. In other words, we want a pastor to join our church family, to love and be loved, to serve and be served, to bring their energy, knowledge, fresh eyes, and gifts to our UCC families and its mission.

Church pictures



What we value about living in our area.

Our churches value the rural character of the area! Both Chewelah and Colville UCC's are situated in the agriculturally picturesque Colville Valley embraced by forested mountain ranges to the east and west. Our communities enjoy a slower pace of life here, where neighbors know and help one another.

We value small town living, and that "big city life" is both close enough, and yet, far enough away! Both Colville and Chewelah are small, full-service communities having major grocery stores, locally owned and "name brand" businesses, hospitals and medical clinics with medical providers practicing both western and naturopathic medicine. Chewelah and Colville both participate in a rich art and theater culture. Spokane, a major metropolitan area, is 1-1.5 hours away.

We value education! There are a number of private academies and public K-12 schools in both communities, and a branch of Spokane Community College in Colville and Chewelah. Eastern Washington, Gonzaga, Whitworth, and Washington State Universities, and other colleges, are located in Spokane where higher or continuing education opportunities can be pursued.

We value the outdoors! There are four distinct seasons where we live and recreational opportunities are steps or minutes from our front doors including: the 49 Degrees North Ski area for downhill skiing and Nordic sports, hiking and biking trails, golf courses, ninety-five lakes, clear running streams and rivers, campgrounds, hunting, and other outdoor opportunities.

Current size of membership

70

Average in person attendance

35

Does your church hold virtual worship services?

Yes

Choose platform type(s) and number for virtual worship.

Video Conferencing

On average, how many devices are logged in per service?

5

Languages used in ministry

English

Position Title

Settled Shared Pastor

Position Duration

Settled

Compensation Level

Full Time

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines

<https://pncucc.org/wp-content/uploads/2026/01/Guidelines-for-2026-Compensation-and-Reimbursement.pdf>**Scope of Work**

Some fields reference The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ .

The United Church of Christ recognizes *The Marks of Faithful and Effective Authorized Ministers* in the formation of ministers, in the practice of active ministry, and throughout life. For the purposes of completing a denominational Profile, ministers are asked to spend some time with the *Marks*.

The Scope of Work developed by our church using the Call Agreement Workbook.

[Download scope of Work](#)

3 core competencies that we imagine could be foundational in our next minister's relationship with the church.

First:

Our churches seek a minister who is caring and sensitive to the spiritual needs of our active congregations. The majority of our congregations are elders, however, both churches have seen a recent influx of younger generations of members and friends and we seek a pastor who can minister to the full spectrum of spiritual needs throughout different stages of life. As a liberal presence, God is calling to us to make and build community in a conservative area.

Second:

We are looking for a Pastor who is organized, interactive, and willing to partner with both churches to magnify our presence in our communities. Our churches are open to "new ways of doing church" to reach those who do not think church is relevant to their spiritual needs, and to increase the membership of our congregations with cultural, ethnic, and generational diversity. There are underserved segments of our community (homeless, economically depressed, LGBTQIA+ etc.) who could benefit from our attention.

Third:

We are seeking a Minister who is willing to engage with modern tech and communication technologies and who will help us convey the UCC's extravagant welcome.

- Expanding our use of and presence on social media platforms.
- Incorporating national UCC website resources and videos into our worship services to expand our awareness of the possibilities of being The Church.

- Continuing to provide a sermon that can be used for the alternating church worship service through Zoom and/or recording.

Compensation and Support

The salary basis comes from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/ Housing Allowance. The Conference can assist in determining these amounts or provide a worksheet to be used to calculate these values.

SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED	AMOUNT OR PERCENTAGE(IF DETERMINED)	IS THIS NEGOTIABLE	PASTORAL CANDIDATE DETERMINES
Salary (Cash basis determined from Conference/ Association Guidelines)	45958	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	16800	<input type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	1	<input type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 62759			
Pension/Annuity	8785	<input type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	4800	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Life Insurance	941	<input type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	843	<input type="checkbox"/>	<input type="checkbox"/>

If needed, please comment further on your church's salary and benefits for the minister.

The Pastor's call agreement and compensation will be reviewed annually.

Note 1: We have approximately \$5000/year to be used towards health care and/or the housing equity fund at the discretion of the Pastor.

Note 2: The Life Insurance and Disability Insurance figure has been calculated but is combined and represented under the Life Insurance field above.

Note 3: Based on the **Pacific Northwest Conference's 2026 Compensation Guidelines**, we can consider investing into an equity fund "3% of the pastors gross salary each year, paid at the time of termination or when ownership of housing changes."

Note 4: The housing allowance includes \$250/month for utilities (\$3000/year) paid by the church.

The expected living situation for our next minister.

There is a 3-bedroom, 2-bath parsonage with a detached 2 car garage and a fully fenced backyard in Chewelah available for pastor housing. The house is located within walking distance, approximately 1/2 mile, from the Chewelah UCC.

If a parsonage is provided, will the church offer a home equity allowance to the pastor? (The recommended guidelines for a home equity allowance is equal to 1.5% of the average home value in the community; this is considered taxable to the minister. The Housing Equity Offset should not be calculated into the Salary Basis upon which other Benefits are determined. Churches should consult a tax advisor prior to establishing any account for an equity allowance to ensure compliance with IRS rules on nonqualified deferred compensation plans.)

Yes

A Housing Equity Offset is negotiable. See Note 3 in above block.

How our church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment.

Not applicable.

Additional reimbursements the next Pastor can expect to receive as part of their employment:

Reimbursement for use of personal vehicle.
Conference and/or Association meeting registrations
Other meeting registrations (or educational requirement registrations).
Criminal background checks.

Peer and professional supports available for ministers in our association/conferences.

PNCUCC Conference resources include annual clergy retreats, opportunities for reflection and/or participation at our Church Camps (N-Sid-Sen and/or Pilgrim Firs), online seminars and workshops, participation on Conference committees, attendance at Annual Meetings, and continuing education.

Who Is God Calling to Minister with Us?

The ministry goals we envision our next minister collaborating with the congregation to achieve.

Chewelah and Colville UCCs are seeking a pastor to provide Biblically grounded and Christ-centered messages to us in weekly sermons, monthly communion (and other sacraments as needed), and lead or facilitate our faith formation and enrichment. We envision the Pastor working together with our congregations as we engage with other denominations, institutions, and organizations performing social justice work in our communities (e.g. food banks, community meals, warming and women's shelters, etc.).

Our pastor will partner with us to attract and retain new people and families seeking God's word in community. We are looking for a pastor who will help us meet people where they are "on life's journey". We believe our "UCC brand" is even more relevant today than in the past, especially in this local area.

How our vision of the minister we are now seeking will assist the congregation in making an impact beyond its walls.

Our vision is a person who has social and technical skills to help us spread our messages of God's love for all of creation. We are seeking a minister who will join our members in spreading the light of Christ that we reflect in our larger communities. We will break out of our comfort zones and practice "new ways of doing church," taking church to where younger generations are, or using media and music to touch those people with God's message of love and peace, forgiveness, and resurrection.

The Chewelah and Colville UCC congregations are interested in discerning ways we can impact beyond our walls. Discussion and discernment *may* include:

- Reopening the PFLAG (Parents and Friends of Lesbian and Gays) chapter that Colville UCC previously hosted.
- Opening a recreation/study center for LGBTQI youth who want to hang out in a safe place.
- Engage in conversations with native American tribal leaders on whose historic lands our churches are built to discuss the churches complicity in the taking of their lands and erasure of their culture. Our intent is to find ways to celebrate and support their culture and identity.
- Having information resources available to support people seeking the mental and physical health care they need.
- Opening a cooling center during the summer as our climate heats up, or a day center for homeless people during our cold winter months.
- Finding ways to engage with nature, we would love to see a "Hike With Jesus" community.

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

English is the primary language spoken by our current members, though our missions do extend to people who speak other languages. Our next minister must be open-minded and accepting of cultural, ethnic, and sexual diversity consistent with our UCC and progressive values. We welcome a minister who themselves is a member of the LGBTQI+ community, or of a minority racial or ethnic background.

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

these areas.

1. *Nurturing UCC Identity.* Our next minister must exhibit a commitment to the core values of the United Church of Christ, continuing testament, extravagant welcome, and changing lives. Both Congregations are committed to being Open and Affirming churches which is unique in Stevens County. We remain committed to the UCC. We expect the minister to fully participate in the various settings of the UCC, supporting and participating in the ministries of the Conference and wider church.
2. *Building Transformational Leadership Skills.* Our next minister shall partner with us on our journey to be faithful to God's call, be more reflective of Christ's mission, and open to the surprises of the Holy Spirit. We believe there are many opportunities for our churches to demonstrate and spread the Good News to our neighbors who might be interested in joining our churches. We are looking for a minister with good interpersonal and communication skills who can help us strategically create the future of God's churches in the Colville Valley.
3. *Engaging in Sacred Stories and Traditions.* Knowledge and understanding the Hebrew Scriptures and New Testament connecting sacred stories with our contemporary lives is important to the two congregations.
4. *Working together for Justice and Mercy.* Drawing on the ministry of Jesus Christ, our next Pastor joins our congregations to confront injustice and engage in mission and outreach.

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 God is calling us to become as a congregation.

Our churches have goals to increase our memberships and pass the witness and mission of our churches to another generation of Christ's disciples. Historically, we are pioneer churches and the first in our communities. Both churches are looking for new ways to remain a vital presence in our communities, while retaining our UCC values, and traditions. Though we live in a conservative area, we know our progressive UCC messages have relevance and resonate with people. We acknowledge that "doing church the same way" will not lead to growth. Our churches are committed to becoming central hubs for social justice and inclusion, facilitating, and conducting advocacy work for the environment and marginalized groups.

How God is calling us to reach out to address the emerging challenges and opportunities of our community and congregation.

The challenges our two churches face are similar to many churches in the Pacific Northwest. We must remind ourselves of who we are by what we do and demonstrate our relevance in and to the communities where we live.

Chewelah UCC has been exploring just what elements of our services are most meaningful and what suggestions could be made for exploring new, engaging ways of worshiping God. The desire to provide a worship experience that not only meets our current congregation's spiritual needs, but also appeals to a broader, more diverse demographic in our community is strong. 92% of the congregation participated in providing the Diaconate with valuable information. The data was shared with the congregation and suggestions are being currently implemented. A follow-up survey has been done recently.

Colville UCC has sponsored and provided a weekly lunch meal for the past 12 years including brown bag lunches during the pandemic when we could not provide an inside, sit-down meal. This ministry was started to address the prevalent food insecurity need in our community and provides an opportunity for fellowship with our neighbors. The Friday Meal program is supported by a dedicated team of volunteers, both UCC members and non-members. We have had numerous guest speakers at our church recently discussing their mission work in our communities and abroad. As both "go-ers and send-ers," we can strengthen mission involvement beyond our local communities and create opportunities where none may exist.

Our churches hold a joint worship service every month that has a 5th Sunday, alternating worship locations between Chewelah and Colville UCCs. This allows us to strengthen relationships among the two churches and share resources. The 5th Sunday in June/July service is held at the community park as weather permits. Our recent history with a shared pastor has allowed for more frequent joint services; these are well-attended and looked forward to by the larger church family.

Congregation Reflections

We would describe our congregation's life of faith as...

In both our churches' worship liturgy, God is described as loving grace expressed through the teachings of Jesus Christ. The Holy Spirit is evidenced in our midst by the loving and supportive character of our church communities, by our embrace of mission-based community service, our inclusion of all God's children, and esteem for all of God's creations.

Chewelah's Bylaw Mission statement reads: "As children of God, united in our belief in Christ, we are called to love one another as God loves us: Helping each other to live as givers; to be as doers; to pray as believers; and always to serve." Beginning meetings with "Grounded in justice, diversity, and community... we are listening for the Still-Speaking Voice of God. Expectantly, we listen to discern

where God might lead us next. Let us dispel whatever spirit of discord may arise. Let us work to do what you would have us do joyfully. *We anticipate the future with great hope. Amen.*"

Colville UCC bylaws: "Our mission is to nurture the spirit of God within each person as we seek to know God's will; be involved with the community; to share with others a commitment of compassion, understanding and service; to worship God and have fun."

Strengths or positive qualities of our congregation.

Both congregations are focused on service to God, our neighbors, community, and a safe, caring world and its environment. The Holy Spirit continually empowers and guides us. Numerous ministries of these churches provide love and caring for the congregation, youth, food pantries and meals, housing for service groups e.g., AA, Scouts, Meditation groups, Writers' groups, BLM vigil, Indivisible, Friends of the Library, Women's marches, support of the unhoused, as well as "services for the unchurched." Collaborative partners in ecumenical "Faith Resources Group," our UCCs join our neighbors in advocating and enacting "A Just World for All." Open and affirming for decades, these congregations continue to welcome and celebrate diversity in all God's creations. We are proud to sponsor Colville Pride.

Our congregations feel like family, caring and concerned about the welfare of each other. Members of our churches are active in Conference Committees and activities., volunteer at Church Camp, and attend Annual Meetings.

A growing edge for our congregation and what we plan to strengthen as a congregation

We feel strongly that our congregations are developing an edge for rural churches to thrive in challenging times. We have cultivated this model of sharing a pastor between congregations located in two distinct small towns! In retrospect, it is clear that both congregations approached this change with some level of fear of losing our individual church identities.

Certainly, it has not been without some growing pains. We constantly strive to improve our communication and collaboration to ease the way for our shared pastor and we look forward to the ongoing work involved with this. By building a shared foundation rooted in our faith in Christ's compassion and grace, we work through differences and have become stronger together. For the past four years, our congregations have grown closer in our missions. A settled pastor is essential to continue this growth; we are very grateful and excited for our future together.

What worship is like when our congregation gathers.

Chewelah worship is held in a beautiful, accessible, sanctuary, as well as in the Creekside Chapel. Colville's sanctuary was built in 1922 and is one of the oldest churches in the Colville valley with amazing stained glass windows. We enjoy shared services at community parks during summer months and on 5th Sundays at alternating locations. Worship services are enhanced with technology with the option of broadcasting from one church to the other.

Grounded on the lectionary, our services include active greetings, responsive readings, prayers, and after sermon discussions. Our churches appreciate thought provoking sermons based on scripture. These messages aid our congregation in relating Biblical lessons to daily lives and providing hope. Some recent messages have been presentations on social justice issues, a local homeless shelter, an African children's mission, a person who grew up in a cult, and an Indigenous language immersion school. We joyfully welcome new members and perform baptisms. Both churches join for fellowship and reflection after the services over a coffee and treat.

The educational program/faith formation vision of our church.

Chewelah and Colville UCCs believe educational/faith formation is relevant for all ages. Young people attend sporadically however, lessons are prepared and ready each Sunday in Chewelah. Children's messages are prepared as well as Sunday School lessons. The church has a comfortable nursery and several classrooms / youth rooms. Both churches strongly support attending the UCC Camp (N-Sid-Sen) and provide scholarships for adults and youth. Our adult studies have recently included the book *Bad Women of the Bible*, *Walking with Historical Jesus*, *The Missing Gospels*, *Near Death Experiences* discussions and a *White Nationalism* video series.

How our congregation is organized for ministry and mission.

Chewelah and Colville UCCs both have member-elected councils comprised of moderator, assistant moderator, financial secretaries, treasurers, and chairs of all committees (Diaconate, Mission and Stewardship, Pastoral Relations, Christian Education, Music, Communication/Technology, Trustees, Historian, and Campership). Topics of concern or interest are brought to the council for discussion and decision-making. Many decisions are made outright by our Church Council; however, some decisions must be made by the membership as described in our Bylaws. The members of our current pastor search committee will become a transition committee for the first year of the pastor's call. This is to ensure a smooth, healthy start for our new pastor and congregation by managing communication, providing feedback, and facilitating hospitality.

Both congregations are adapting to find a balance of maintaining traditions while exploring new ways of worship that may speak to a younger, diverse demographic. Many members are comfortable and want to continue with conventional worship while others desire more contemporary and engaging elements; both styles are embraced.

When it comes to decision-making, 8 hours are spent in meetings per month.

Is the pastor expected to attend all church meetings?

No

In times when action had to be taken quickly, for example when a crisis or disaster occurred. These were the key leaders in taking this action and this was accomplished by...

Our most recent shared pastor experienced acute health issues that required an immediate response. Moderators from both congregations met with the minister in a timely, sensitive manner, came up with a forward-moving plan, and communicated that to the leadership and membership of both churches. Our pastor had to take a medical retirement and the transition has gone well with immediate action.

A copy of an organization structure, by laws and/or annual report to further explain the patterns of the church's activity and governance

[2025, April 27 Final By-Laws Change.docx](#)

[2024 Revision .pdf](#)

11-Year Report

Download a copy of the 11-Year Report developed with the help of our conference staff and UCC Data Hub.

[Download 11-Year Report](#)

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	70
NUMBER OF ACTIVE NON-MEMBERS:	22
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	92

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	70%
LESS THAN 10, MORE THAN 5 YEARS:	7%
LESS THAN 5 YEARS:	23%

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	4
12-17	1
18-24	1
25-34	3
35-44	3
45-54	4
55-64	6
65-74	19
75+	51

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	4%
HOUSEHOLDS WITH MINORS:	8%
SINGLE ADULTS AGE 35-65:	2%
JOINT HOUSEHOLDS WITH NO MINORS:	60%
SINGLE ADULTS OVER 65:	26%

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	15%
COLLEGE:	50%
GRADUATE SCHOOL:	20%
SPECIALTY TRAINING:	15%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	20%
ADULTS WHO ARE RETIRED:	75%
ADULTS WHO ARE NOT FULLY EMPLOYED:	5%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

The working adults in our congregations include business owners, remote workers, educators, medical providers, social services providers, accounting professionals, a chaplain, and hospital support staff.

The mix of ethnic heritages in our congregation, and the overall racial make-up.

The vast majority are Caucasian, with a few members of Native American, Hispanic, and Chinese heritage.

What diversity means in our context?

Both of our congregations are of European descent (96%), and are class diverse. While a small percentage were raised in the Congregational tradition, most of our active members come from other denominations including Catholic, Lutheran, Presbyterian, etc. Our congregation is diverse from a socioeconomic perspective including urban, rural, local, and international backgrounds. Some of our membership is well off financially and some have more modest means. Some are currently unhoused. We have LGBTQI+ members and allies who are well-established and active in the church.

Has our congregation recently had a conversation about welcoming diversity, or do we plan to hold one on the near future

No

Participation and Staffing

Participation and Planning of Gatherings

WAYS OF CHURCH GATHERING	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
Adult Groups or Classes (in person or online)	0	Christian Ed
Baptisms (number last year)	0	Pastor/Diaconate (2)
Children's Groups or Classes	0	Christian Ed
Christmas Eve and Easter Worship	0	Diaconate/Pastor
Church-wide Meals	0	Diaconate
Choirs and Music Groups	0	Musical Director
Church-based Bible Study	0	Pastor/congregants
Communion (served how often?)	0	Pastor/Diaconate (monthly)
Community Meals	0	Meal Ministry
Confirmation (number confirmed last year)	0	Pastor (0)
Drama or Dance Program	0	Christian Ed
Funerals (number last year)	0	Pastor (2)
Intergenerational Groups	0	n/a
Outdoor Worship	0	Diaconate
Prayer or Meditation Groups	0	Congregants
Public Advocacy Work	0	Congregants
Retreats	0	Diaconate
Weddings (number last year)	0	Pastor (2)
Worship (digital / online / livestream)	0	Diaconate, tech team
Young Adult Groups or Classes	0	Christian Ed
Youth Groups or Classes	0	Christian Ed
Other	0	N/A

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
10:30-11:30am	45	Diaconate/Pastor

Additional comments:

The above numbers represent data from both congregations. We continue to rely on our volunteer members to lead the activities and church business listed above.

List of all members or regular participants in our congregation who are ordained or commissioned ministers, or who hold Lay Ministerial Standing. Additionally the names of Members in Discernment in our congregation.

NAME	THREE-WAY OR FOUR-WAY COVENANT	MINISTRY SETTING	TYPE OF MINISTRY ROLE	RETIRED
Dolores "Peanuts" Elliott	none	several	pulpit supply	<input checked="" type="checkbox"/>
Gretchen Cohen Luoma	none	hospital chaplain	pulpit supply	<input type="checkbox"/>
Dan Berg	none	UCC	pulpit supply	<input checked="" type="checkbox"/>

Previous pastors or retired ministers who currently hold membership in the church and their role(s) in the life of the congregation:

Not applicable.

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Administrative Secretary	n/a	part	Council	20 years

Reflection: What this information reflect about our congregation's overall ministry:

Our ministries are widespread and diverse in our communities. Despite our lack of staff, our members are very active in all of our committees to maintain our churches missions. Virtually all members are active on some level and share in church activities and responsibilities. We hope that with a settled pastor we can grow and develop our programs further.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	101480
Gifts Designated for a Specific Purpose	17226
Rentals of Church Building	2998
Rentals of Church Parsonage	13200
Total	134904

Current annual expenses (dollars budgeted for most recent fiscal year):

137292

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.

[Download church budget](#)

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

42

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?

The Chewelah UCC pays monthly, and First Congregational UCC Colville pays biannually which are gathered through general offerings. Both churches have line item budgets for the OCWM account.

If calculated as a percentage of operating budget, this is the percentage?

3

Total amount of loan debt:

No response

Reason for debt:

No response

Are capital and other payments current?

Yes

Capital Campaigns

Description of any building programs projected or underway.

First Congregational Church in Colville currently has a capital campaign underway to replace our kitchen flooring. We are currently 2/3 of the way to our stated goal. We anticipate that we will reach our goal and be able to implement our remodel in the summer of 2026. The total project budget is \$6850.

Pictures



Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
2016	Replace Colville parsonage roof	8000	8000	Improved condition and value of parsonage
2024	Upgrade Chewelah heating system	12000	12000	Upgrade

Description of any capital campaigns underway or anticipated:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
2026	Replace kitchen floor (Colville)	6850	0	Improved sanitation and comfort.
0		0	0	

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

For the Colville campaign, the replacement of the kitchen floor is necessary to improve sanitation and comfort/safety of volunteers. This allows us to continue our weekly community meals and fellowship. Both churches have undergone major building maintenance and improvements. Colville has replaced the roof on our storage shed, remodeled hallways and storage area, replaced flooring in pastor's office and hallway, replaced plexiglass covering over stained glass windows, and replaced our electrical panel. Chewelah has repaired a broken water line, sewer pipe, and upgraded the heating system.

Does your church have an endowment?

No

Other Assets

77106

Reserves (savings):

32500

Investments (other than endowment):

No response

Does the church have a parsonage?

Yes

Fair market rental value of the parsonage:

1200

How is the parsonage used?

Pastor residence

Street

108 N Stevens

City

Chewelah

State

WA

Zip

99109

Finished square footage:

1361

Number of Bedrooms:

3

Number of Bathrooms:

2

Assessed real estate value:

273000

Available for minister residence?

Yes

Expected minister residence?

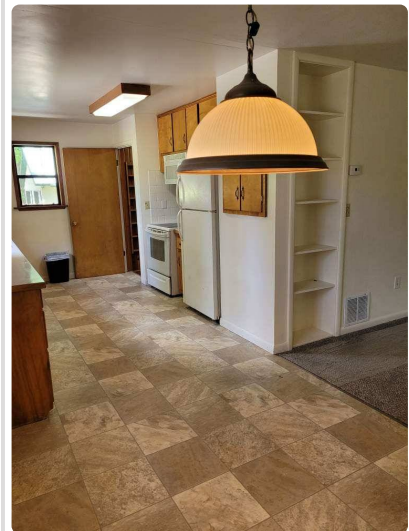
Yes

Condition of structure, systems and appliances

All in working condition.

Entity in the church responsible for review and needed repairs

Trustees

Parsonage pictures**Description of all buildings owned by the church:**

Both church buildings, which contain sanctuaries, classrooms, offices, and fellowship halls are owned free and clear by the Chewelah and Colville UCC's. The Chewelah parsonage is available for pastor's residence (assessed value 273,000). The Colville parsonage is currently rented to a Lutheran minister (assessed value \$216,432). Both Parsonages have detached two garages and fenced back yards.

Description of non-owned buildings or space used or rented by the church:

Neither church owns any buildings that are not used or rented by the churches.

Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance
Accessible parking spaces
Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps)
Access to worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aids
Access to child care spaces for wheelchair users and people with other mobility aids
Closed-captioning on sanctuary screen and/or livestream
Handrails on all stairs

Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)
Curb cuts

Which spaces are accessible to wheelchairs:

Our sanctuaries, fellowship halls, classrooms, kitchens, office spaces, and bathrooms are all accessible for people in wheelchairs.

Policies regarding financial practices of the church:

The Financial Secretary secures, counts, and deposits the offerings. They record and report on monthly offerings.
The Treasurers use a church accounting system (FlockBase) to pay bills and provides monthly reports to the Church Council. There is an authorization process for approving bills and second signatures are required for checks over \$500.
The Executive Committee (comprised of the Officers of the Church) forms the Budget Committee and is provided input from each committee for their projected ministry needs. The annual budget is sent to the Council and the Congregation for approval.

Reflection: After reviewing the church's finances and assets described above, what this information reflects about our congregation's mission and ministry:

We are financially responsible churches with an emphasis on sustaining and fulfilling our mission and ministries in our communities. Both churches operate on in-kind donations with significant volunteer support in time, talent and treasure. We are both debt-free and on solid financial footing.

Historical Information**Significant happenings in the history of our church that have shaped the identity of our congregation.**

The pandemic posed a significant challenge to both of our UCC congregations. It was crucial to find a way to keep our congregants safe, connected, and continue to provide for spiritual growth. This required the establishment of new policies, weekly newsletters, and phone trees to provide support not only for each other, but the larger community. Technology was embraced as a way to continue with worship, which was quite the learning process! While a difficult time, we've learned valuable lessons. We continue to use technology and are grateful that God is leading us each step of the way.

Both churches have been without a settled pastor on and off for the last few years. Despite this, we've received several new members. We have continued quality services utilizing guest ministers, member leaders, and combining services between the two churches. We've improved our church music by featuring the gifts of our members. We have financial stability with gifts of time, talent, and treasure.

A specific change our church has managed in the recent past.

In the last year, after an extensive search process, we called a settled pastor and developed a model for a shared pastor. This has brought our two churches closer together. We have improved upon our communication, and feel we are working better together. We feel that we have replaced uncertainty with certainty going forward, and are committed to calling a shared pastor to minister to our faith communities.

Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement....". These are our congregation's values and practices when it comes to conflict.

Being small congregations, we focus on healing, opening lines of communication, and having discussions about how to avoid breakdowns when the inevitable conflicts happen. We have established a Pastoral Relations Committee, realizing the critical nature of providing support to our pastor. It is a place for them to have a confidential sounding board, where members can bring concerns raised by a congregant, and provides a safe, encouraging, nurturing and supportive environment for open communication.

The most recent major conflict through which our church has navigated.

To the best of this search committee's combined knowledge, we are unaware of any "recent major" conflicts that have occurred in the last five years.

Ministerial History:

<i>Name:</i> Rev. Dr. Christine Tata	<i>Years of service:</i> 1	UCC Standing
<i>Name:</i> Rev. Becky Anderson	<i>Years of service:</i> 3	
<i>Name:</i> Rev. Lillian Pak	<i>Years of service:</i> 1	
<i>Name:</i> Rev. Jim CastroLang	<i>Years of service:</i> 12	UCC Standing
<i>Name:</i> Rev. Jess Peacock	<i>Years of service:</i> 2	UCC Standing
<i>Name:</i> Rev. Judith Holloway	<i>Years of service:</i> 7	UCC Standing
<i>Name:</i> Rev. Tammy Bell	<i>Years of service:</i> 3	UCC Standing
<i>Name:</i> Rev. Matthew Gordon	<i>Years of service:</i> 3	UCC Standing
<i>Name:</i> Rev. Dan Schnabel	<i>Years of service:</i> 1	UCC Standing
<i>Name:</i> Rev. Nell Taboloff Lindorf	<i>Years of service:</i> 7	UCC Standing
<i>Name:</i> Rev. Myrna Tuttle	<i>Years of service:</i> 5	UCC Standing
<i>Name:</i> Rev. Sandra Johnson	<i>Years of service:</i> 6	UCC Standing
<i>Name:</i> Rev. Ken Mitchell	<i>Years of service:</i> 10	UCC Standing

What our church has learned about itself and its relationship with people who provided ministerial leadership.

Our churches have learned, and continue to learn, from every pastor who has served our congregations. We have been blessed to experience a wide array of ministry styles. With the leadership of our most recent shared pastor, our churches practiced collaboration, cooperation, and communication. We learned about boundaries, flexibility, and sharing. We've learned that we are able to maintain individual identities as distinct churches, yet flourish while celebrating our common faith and ministries "so that we may all be one."

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

Yes

Has your church been involved in a Situational Support Consultation?

Yes

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

Yes

Has a previous minister been a contributor to conflict following their tenure as pastor?

No

Community Vision

How the relationships and activities of our congregation extend outward in service and advocacy.

Both congregations are "5 for 5" congregations, donating to UCC sponsored offerings.

Our churches and members support the following local activities:

- A homeless mission, HUD housing, a Warming Center with financial gifts, food, and clothing.
- Local food banks with monetary gifts and gifts of food.
- Rotary Club, Lions Club, Elks
- Scouts
- Dollars for Scholars
- Friends of the Library and Libraries of Stevens County Board
- Community-sponsored Thanksgiving meal
- Christmas Tree of Sharing
- Holiday meals for the jail
- A community meal served weekly
- Colville Pride

Our congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ.

Several members of our churches serve on Conference committees and task forces (COM, CDC). Church members participated in multiple on-line meetings helping to revise the Conference's Constitution and Bylaws. Many of their contributions were incorporated, and the Constitution and Bylaws were adopted at the March 2026 Annual meeting. Both churches send delegates to Annual Meetings and members have attended General Synod in the past. Both churches have members who volunteer at Camp N-Sid-Sen (NSS), one of two Camps owned by the Conference. Members of both churches attend annual Camp Weekends, and spiritual retreats at UCC camps.

Participating in the above-described activities are transformational in many ways including: serving the wider church, learning about new cultures, developing new and/or deepening relationships with our brothers and sisters in Christ throughout the Conference, learning and exploring new ways of being church, and making meaningful contributions to our Conference.

How our church engages with the community organizing movements in our community.

Members are actively involved with supporting community organizing movements, such as Pride, Indivisible, Black Lives Matter, Common Ground, etc.

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, through Just World Covenants or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.

Open and Affirming (ONA).

What the above statement(s) mean(s) to our community. How our congregation plans to work toward the above statements of witness in the future.

Our congregations are very interested in working on social justice at every level. We have only completed certification for Open and Affirming, however, we would love to explore these other UCC programs listed above, and hope our next pastor will lead and support us in this direction. We are committed to our mission of placing a public UCC stamp on community service.

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

Both congregations are very active in their local community ecumenical organizations. We have joined with other local denominations for Lent and Holy Week. In the past, both churches have participated in universal prayer services where people of all faiths are

welcome.

How our mission statement compares to the actual time spent engaging in different activities.

We live out our mission statements in our communities. The Chewelah UCC's mission statement is: "As children of God, united in our belief in Christ we are called to love one another as God loves us: helping each other to live as givers, to be as doers, to pray as believers, and always to serve."

The Colville UCC's mission statement is: *"to nurture the spirit of God within each person as we seek to know the ways of God's love and creation. We are called to engage the community and to share with others a commitment of compassion, understanding, justice and service. Two key elements of our mission are to worship God and have fun."*

Our congregations believe that our worship services celebrate the ways of God's love and creation through our scripture readings, pastor's sermons, and music. We genuinely enjoy the folks with whom we worship, and have fun working together on church and community outreach related activities.

The scope of work assigned to our pastor(s). How 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 churches' scope of work for our new minister accommodates both community ministry and the wider church. We financially support our pastors to attend Annual Meetings and other Conference-related training and meetings. We've supported our pastors in attending community protests outside of our area.

The ARDA or MissionInsite Reflection

ARDA/MI File

[Download ARDA/MI File](#)

From looking at our congregation's The ARDA or MissionInsite report, these trends and opportunities are what stood out to us.

The ARDA report confirms many trends. There is little ethnic/racial diversity in the Colville Valley: approximately 85% of the population are Caucasian. Most people attend conservative churches. Housing affordability is an issue in our communities for both rentals and home buyers. Poverty rates are approximately 13%. Blue Collar workers have declined and white-collar jobs have increased. ARDA shows a high percentage of younger adults aged 25-44 living within two miles of each church. Many are single, or married with or without children. Our church values might appeal to these age groups.

How our congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to our church, and b) other neighborhoods with which our church connects.

We believe both churches' demographics are representative of our neighborhood and areas racially, educationally and economically. Unlike the neighborhoods near our churches, which have a full spectrum of age groups, most of our members are retired Post War and Boomer generations, with only a few members in their 30s. Age-wise we represent the older 1/3 of the population in our area. The majority of our members own our homes, whereas, there are many rentals around the churches, especially in Colville.

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

Food insecurity is a major issue for our communities. Ensuring people are fed is an important mission for us. Both churches are actively engaged in providing nutritional programs in our communities. For the past 12 years, our churches have supported the TASTY program, a summer supplemental food program for families in Chewelah, and the Friday Meal ministry in Colville. Church members assist with local food pantries and food drives in our communities on a regular basis. We have helped sponsor Annual Pride Days as there are few resources available in our communities for LGBTQIA+ residents.

What we hear when we talk to community leaders and ask them what our church is known for.

Chewelah UCC is known to be welcoming to all. Rainbow flags outside the building call attention to that. Community groups, such as Scouts and 12-Step groups are welcome to meet in the building.

Colville is known as an Open and Affirming Church.

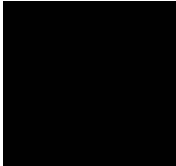
Both of our churches often hear, "If I went to church, I would come to your church."

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

New people have said they find us to be warm and welcoming congregations and safe places to worship. Some are familiar with UCC and what it stands for and they are looking for a church with those values. New members have said that they got involved because they see our membership stepping up in our community and "walking the talk." Others say that they come to the church because they

desired more support and have received that here. Many of our participants sought an open and affirming congregation which respects and accepts their, or their loved ones, sexual orientation and gender expression.

References



Andrea CastroLang

Completed: 6 days ago

I am a recently retired UCC pastor who offers pulpit supply to Chewelah and Colville churches. Have known them through 24 years of ministry.

Email Address: acastrolang@gmail.com

Personal Cell: (509) 998-7204


Reference Response

Chewelah and Colville UCC churches are friendly faith communities. They are also unapologetically UCC: politically diverse, living the gospel in words, and in deeds of service and activism in their towns and county. They are not afraid to learn new ways of being church and living the gospel in the midst of tumultuous times. They are flexible, and they have traditions that they cherish as well. They seek strength for the future through the vision of a shared pastoral ministry.

I consider them "brave" churches; living in a very conservative part of the state they are open minded and outspoken, yet gentle and kind to their other minded neighbors, families and friends. They continue to clearly speak the UCC message of extravagant welcome. That takes courage!

They are strong advocates for creative ministry in the small church, and rural church, settings.

Blessings upon them in their search!

 Profile image for Lynne Hinton

Lynne Hinton

Completed: Wednesday, Apr 29, 2026

Served as Intentional Interim at Chewelah 2009-2010.

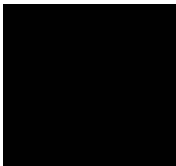
Email Address: lynnehintonnm@aol.com

Office: (336) 697-1561

Business: 505 220 4594

Reference Response

Chewelah UCC is a vibrant, lively, and progressive church in a fairly conservative area in Eastern Washington. I see it as a beacon of hope shining in a place where other lights try to shine brighter. The church works on social justice issues regularly, maintains a strong community presence by offering the building for use for 12 step programs, town library, writer's groups, various meetings, and other events. They are the place unchurched people in the area count on as a venue of hospitality and kindness. The church has strong ties to the Pacific Northwest Conference of the UCC and the national church. The people in this faith community are curious about issues of faith and are open to creative ways of worship. They are dedicated to a gospel of inclusivity and love. The leadership works in collaboration with the pastor and is well-equipped to lead the church without a lot of oversight.



Gretchen Luoma Cohan

Completed: 5 days ago

Professional Healthcare chaplain in community; friend to both congregations

Primary Email Address: gretchenluco7@gmail.com

Business: 3605407512

Reference Response

The recent time of shared pastor breathed fresh energy into both congregations. Pastor Tata's presence seemed to embolden leaders to define their ministry as well as to value cooperation. Shared grief at her loss (related to medical condition) surfaced vulnerabilities commonly felt (many members are of similar age or older) but also deepened a sense of the attractiveness of an open, affirming, ecumenically-minded, safe-for-spiritual-exploration, and scholarship-appreciating body. The leadership core at colville (the cong I know better) has shown itself determined and creative in maintaining worship schedule, welcoming new members, providing free weekly community meals, and pastorally caring for one another. I sense a hunger among this group for pastoral leadership that is open to spiritual curiosity many have, as well as guidance about "living loving" in simple and authentic ways.

Closing Prayer

Welcome Home! We have prepared your place among us, for your whole self, here in this beautiful valley carved by glaciers and influenced by humankind. We are eager for you to join our church families, to love and be loved, to serve and be served, to bring your energy, knowledge, fresh eyes, and gifts to our UCC families and its missions. We are looking forward to collaborating and partnering with you to find out what God has in store for us! We believe it will be Good News and Good Works in our churches, larger communities, and the wider world. Welcome Home!

Statement of Consent

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.

All members of the Joint Search Team contributed to the profile. Joint Search Committee Team Members from Chewelah UCC: Susan Chamberlin, Co-Chair; Patty West (Moderator), Patty Pein and Christine Johnson. Joint Search Committee Team Members from Colville UCC: Karen Nooney, Co-Chair; Mike Snook (Moderator), Jim Carter, and Melissa Edminster.

2. Additional comments for interpreting the profile:

We have compiled the Congregation Demographic information for both churches together. Membership numbers are the sum of both churches' membership, etc. Our financial information is also compiled.

We are including the following hyperlinks for your review of what Stevens County and the greater Spokane area has to offer:

Educational Institutions in the Spokane area link: <https://my.spokanecity.org/about/education/>

Spokane Chamber of Commerce Link: [Greater Spokane Inc.](https://www.greater-spokane-inc.com/)

Chewelah Chamber of Commerce: <https://chewelah.org/>

Colville Chamber of Commerce: <https://www.colvillechamberofcommerce.com/>