

UNITED CHURCH OF CHRIST LOCAL CHURCH PROFILE



FIRST CONGREGATIONAL
UNITED CHURCH OF CHRIST · BOULDER

Associate Minister

Rocky Mountain Conference,
Metropolitan Denver Association

July, 2026

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Position Posting

LISTING INFORMATION

Church name: First Congregational United Church of Christ

Street address: 1128 Pine Street, Boulder, Colorado 80302

Supplemental web links: <https://firstcong.net/>

Conference: Rocky Mountain Conference

Association: Metropolitan Denver Association

UCC Conference or Association Staff Contact Person:

Rev. Erin Gilmore, Transitional Conference Minister

Phone: 720-738-8563, Email: erin@rmcucc.org

Summary Ministry Description:

Rooted in 160 years of faithful witness in the heart of Boulder, Colorado, we are a community alive with purpose – engaged in worship that nourishes the soul, formation that spans every generation, and ministries of justice and care that extend far beyond our walls. We are seeking an Associate Minister for congregational care and social justice – someone with a pastor’s heart and a prophet’s courage, who brings genuine gifts for accompanying people through the full span of life while helping us deepen our engagement with the world.

Photographs



Located in the heart of the city, our church was the first built in Boulder. The Flatirons, Rocky Mountain's foothills, lie to our west.



Dedicated in 1908, our Sanctuary was renovated in 2007, enhancing our worship space and linking it to the Faith Center.



The architectural gem of our Chapel encourages participants into an intimate worship experience.

What we value about living in our area:

Nestled at the foot of the Rocky Mountains, Boulder is an engaged, forward-thinking community of 100,000 known for its environmental stewardship, stunning natural beauty, 300 days of sunshine each year, and miles of open space and trails. Home to the University of Colorado Boulder and a thriving culture of innovation, arts, and outdoor life, Boulder offers the energy of a dynamic college town alongside the warmth of a close-knit community. Its progressive values, vibrant intellectual life, and deep commitment to sustainability make it a natural home for a minister whose faith is engaged with the world. Just 30 minutes from Denver and within easy reach of mountain parks and ski resorts, it is an extraordinary place to live, work, and serve.

Current size of membership:

We are a vital and growing congregation of 528 active members, with another 317 regular attendees who participate in our ministries. A regional church, we draw our membership from eight towns and cities across the greater Boulder area.

Position Title: Associate Minister

Position Duration: Settled

Compensation Level: Full Time

Does the total support package meet conference compensation guidelines?

Our total compensation package exceeds Conference guidelines, reflecting the higher cost of housing in Boulder and the surrounding communities.

SCOPE OF WORK

The **Associate Minister** proclaims the Gospel through compassionate pastoral care, spiritual formation, and active engagement in the life of the wider community. In worship, this pastor will preach at least monthly, serve regularly as liturgist, and take a lead role in crafting and conducting special services. This pastor will provide primary leadership for congregational care and active social justice ministries, while collaborating closely with staff and lay leaders to support the church's mission and ministry in the world. Reporting to the Senior Minister, this is a full-time position shaped by relationships, collaboration, and a deep commitment to the flourishing of the congregation and the wider community.

Core Competencies:

Christian Faith and Spiritual Maturity: Demonstrates integrity, authenticity, and spiritual depth; nurtures a rich spiritual life; articulates a clear and consistent theology in a compelling and joyful manner.

Mission Ownership: Demonstrates deep alignment with the mission, vision, values, and covenants of First Congregational UCC, Boulder, including a commitment to diversity, equity, inclusion, belonging, and compassionate justice, and carries out a ministry that reflects and honors them.

Relational Presence and Compassionate Care: Establishes strong, collaborative relationships with staff, lay leaders, volunteers, and congregants; builds authentic rapport with people of all ages, backgrounds, identities, and life experiences. Engages naturally and enthusiastically with the small group life of the congregation, the circles of connection, study, and fellowship where deep community is formed. Exudes a natural sense of care for the well-being of others, responding with empathy to the full range of life's circumstances; moves comfortably and easily among those who are ill or suffering, offering a calm, grounded, and hopeful presence.

COMPENSATION AND SUPPORT

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

\$80,000-\$85,000

Benefits:

Salary plus Benefits

What is the expected living situation for your next minister?

Living nearby with a housing allowance. Boulder's cost of housing is among the highest in Colorado. As a regional congregation drawing members from across the greater Boulder area – including Lafayette, Louisville, Longmont, Erie, and beyond – we do not expect our ministers to necessarily live in Boulder proper. Many of our staff and members live in surrounding communities where housing is significantly more affordable, and we welcome a minister who does the same. Our housing allowance is designed to support a reasonable commute from the wider region, and we are committed to ensuring that compensation reflects the real costs of living and serving in this area.

State any incentives:

The full benefits package includes health and dental insurance, life and disability insurance, 14% of salary basis contribution to UCC retirement annuity, Social Security/Medicare SECA allowance offset, an annual professional expense allowance, two weeks of study leave annually in addition to four weeks of vacation, three-month sabbatical after five years of service, twelve weeks of family leave for the birth or adoption of a child, and moving expenses negotiated at the time of call.

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

Monthly meetings of Boulder's Interfaith Clergy Council, a local clergy cluster of Together Colorado, and an option to join a Community of Practice, a learning and support group through the Rocky Mountain Conference.

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 envision our next Associate Minister as a genuine partner – someone who brings their own gifts, vision, and voice to the continuing growth and deepening of First Congregational UCC Boulder, and who finds in this community a place where their ministry can flourish.

Some might wonder what congregational care and social justice have in common. We believe they are inseparable. Both are rooted in the conviction that every person is beloved of God and deserving of dignity. At the heart of this role is a single animating purpose: weaving a community together, putting people to work for care and for action. This is not a ministry for Lone Rangers. The relationships of trust built through pastoral presence are the very relationships that sustain courageous witness in the world. We are not seeking two half-time ministers. We are seeking one person who understands that care and justice are two expressions of a single calling.

Together with our congregation, we hope this pastor will:

- **Lead with passion and commitment with our Board of Missions and Justice in Action, and our social justice ministries** – climate action, mental health and accessibility, LGBTQ+ and allies, racial justice, gun violence prevention, hunger and homelessness, faith and democracy. In recent years, these commitments have taken on greater clarity and urgency. We want that momentum to continue and deepen.
- **Strengthen and sustain a vital ministry of Congregational Care and Community Life**, including an active Visitation Ministry and a Ministry of Last Things, and small groups such as Men's Breakfast and the Women's Spirituality Group, embodying a deep commitment to accompanying our members with grace and presence through every season of life, including its final chapters.
- **Enrich and expand a worship life** that has grown beyond Sunday mornings to include contemplative prayer and weekly seasonal services, bringing creativity, theological depth, and pastoral warmth to each expression, and helping us imagine where the Spirit might lead us next.

- **Partner with the Senior Minister, Minister of Faith Formation, other staff, and lay leaders** as we bring one five-year strategic plan to a close and begin the prayerful work of discerning new goals to guide First Congregational into the years ahead.

We recognize these are wide-ranging responsibilities, and we are committed to providing the collaboration, shared leadership, and genuine support that makes ministry here sustainable and joyful.

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

We have never understood ourselves as a congregation turned inward. Our social justice ministries are expressions of a deep theological conviction: that faithful discipleship insists on engagement with the world beyond our walls. This is not a program. It is a calling.

That calling is embodied in the partnerships closest to us. Mindful Works – a job training program, fabric arts business, and bakery supporting people coping with mental illness – makes its home within our own building. The Family Learning Center brings services and education to children of low-income families. Our relationship with the Center of African and African American Studies at the University of Colorado Boulder reflects our commitment to racial justice as more than a stated value.

We seek an Associate Minister who shares this conviction and brings both passion and strategic creativity to deepening these partnerships, strengthening our voice in coalitions working for justice, and growing our impact in ways that match the urgency of the moment. Equally important, we hope for a pastor who will accompany our members as they live out their faith beyond our walls – in their neighborhoods, their workplaces, the state, and the world – helping them connect the convictions they hold on Sunday to the lives they lead every day.

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

We are fully Open and Affirming, and have been since 1987, when we became the 16th ONA congregation in the United Church of Christ and the first in our Conference. It is a history we carry with both pride and responsibility. LGBTQ+ individuals and families are beloved members, lay leaders, and ministers who have shaped and continue to shape who we are. This is not a position we hold at arm's length or celebrate only in June. It is woven into our worship, our governance, our fellowship, and our sense of calling. We seek an Associate Minister for whom this affirmation is lived and genuine, someone who brings their whole self to ministry and honors the whole selves of all whom they serve.

We are a predominantly white congregation in a predominantly white city that takes seriously the ongoing work of racial justice. We seek an Associate Minister who is able to

navigate conversations about race with honesty, humility, and grace; who can accompany us in this ongoing work; and whose ministry reflects a commitment to dismantling racism in all its forms.

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.

Engaging Sacred Stories and Traditions: Brings excellence in preaching, theological depth, and creative imagination to worship and faith formation across generations.

Working Together for Justice and Mercy: Confronts injustice with prophetic clarity and pastoral wisdom and navigates conversations about race and equity with courage and care.

Caring for All Creation: Brings hope and healing to a hurting world, moving compassionately across the full span of human experience and accompanying our members through every season of life with faithful and prayerful presence.

Strengthening Inter- and Intra-Personal Assets: Brings a grounded sense of self, covenantal integrity, and the communication skills to build authentic relationships across a creative and engaged congregation.

Who Is God Calling Us To Become?

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.

As we emerged from the pandemic, our congregation entered a season of intentional listening and discernment. Through structured small-group Visioning Conversations and a consultant-assisted strategic planning process, we sought to understand where God was calling us in a rapidly changing cultural and congregational landscape.

The resulting **Strategic Plan**, adopted in October 2022, identified four areas of focus: deepening our commitment to social justice advocacy and service; expanding opportunities for lifelong faith formation; strengthening congregational care and community; and developing more effective communication within the congregation and the wider community.

Since adopting this plan, we have made significant progress in each area. New social justice ministries have emerged, integrating direct service, legislative advocacy, and community partnerships. We have launched a new website, expanded our social media presence, and implemented technology tools that strengthen communication and preserve institutional memory. Our ministries of congregational care have expanded through a strengthened visitation ministry and the development of a culture of care – webs of relationship and connection. Pilgrimages to Selma and Montgomery, Alabama, and to Colorado sites of historical injustice, including the Sand Creek Massacre site and Amache, the World War II Japanese American incarceration camp, have deepened our commitment to truth-telling, anti-racism, and justice.

Over the past year, three initiatives have helped us explore how God is calling us to respond to the challenges and opportunities of this moment.

- **Initiative One: Faith and Democracy** As polarization, civic distrust, and threats to democratic institutions have intensified, we sensed a call to equip our congregation for faithful public witness. This initiative has included voter engagement efforts, educational forums, community conversations, and public actions. Church members have participated in climate-science advocacy rallies, standing alongside researchers and public servants whose work serves the common good. Our Arts Ministry purchased twenty-five “Dancing Dinos for Democracy” inflatable costumes, transforming public demonstrations into visible expressions of creativity and joy. We hosted a gathering of the local Singing Resistance chapter, participated in No Kings demonstrations, and engaged in a four-week study of *Civil Resistance* in preparation for a weekend with its author, political scientist Erica Chenoweth. The result has been a growing conviction that civic engagement can be

both spiritually grounded and joyfully practiced, rooted not in fear or partisanship but in faith, hope, and love of neighbor.

- **Initiative Two: The Narrative Project** Forty-five members of our congregation are participating in the Narrative Project, developed by *The Christian Century*, which invites Christians to explore and articulate the stories that shape their faith and public witness. We entered this work aware of two powerful narratives reshaping the religious landscape: the rise of Christian nationalism and the widespread assumption that the church is inevitably in decline. The Narrative Project offers an alternative. Rather than centering on fear, nostalgia, or cultural power, it invites participants to discover and share stories of grace, belonging, justice, and transformation. Our hope is to cultivate a renewed practice of testimony, to help people name where they encounter God in their lives and to build confidence in sharing those stories with others. In a culture shaped by competing narratives, we believe the church is called to reclaim its vocation as a community that bears witness to God's continuing work in the world.
- **Initiative Three: Worship as a Source of Hope and Public Formation** Through a grant from the Calvin Institute of Christian Worship, we have been exploring how worship can become an even deeper source of hope, courage, and spiritual resilience. We believe worship is not an escape from the world's challenges but a formative practice that equips people to meet those challenges faithfully. Through this project, we are cultivating a richer rhythm of weekly worship, seasonal observances, special events, and community gatherings rooted in Scripture's countercultural stories, stories that challenge domination, lift up the marginalized, and call God's people toward justice, mercy, reconciliation, and love. At a time marked by division, exhaustion, and uncertainty, we are discovering anew that worship is not only a response to God's grace but a source of formation for discipleship.

Looking Ahead: These initiatives – faith and democracy, the Narrative Project, and worship as formation – reflect our growing conviction that God is calling us to nurture resilient disciples, strengthen community, and offer a faithful witness in a time of cultural uncertainty.

As we continue in our current strategic plan, we remain committed to deepening our engagement with social justice advocacy and service, expanding opportunities for lifelong faith formation, strengthening congregational care and community, developing more effective communication within the congregation and the wider community, and cultivating worship as a wellspring of imagination and hope.

In a time when many institutions are tempted to retreat, we sense God's call to move more deeply into the world, to meet the challenges before us with faithfulness, courage, and joy, trusting that the Spirit is still at work, calling the church to pray and work for the flourishing of the common good and to advance the realm of God on earth.

Who Are We Now?

CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

From our weekly worship bulletin: We are a community of faith on a journey of faith. Founded in 1864, the first church built in Boulder, we have been gathering ever since as a community of kindred hearts to worship and grow in the light of God's grace, to extend ourselves in compassionate service, and to be instruments of God's transformation in the world. As a member congregation of the United Church of Christ, we believe "God is still speaking." Like our Pilgrim forebears, we trust "there is yet more light and truth to break forth from God's holy Word." Inspired by God's boundless grace as revealed in the radical love of Jesus Christ, we aim to make the words "All are Welcome" as inclusive as they sound.

Our Covenants: Our life together is informed and guided by six Covenants that express our core values, our commitments, and our aspirations. When newcomers ask who we are and what we believe, we point to these Covenants: Inclusive Language, Open and Affirming (LGBTQ+ welcoming), Just Peace, Accessible to All, and WISE (Welcoming, Inclusive, Supportive and Engaged) in Mental Health, and Creation Justice. You can learn more about them here: <https://firstcong.net/get-to-know-us/>.

From our website: Worship is the center of our life together in God. We sing the old hymns we've loved for generations, but with more inclusive language, as well as new songs, sometimes from other parts of the world. We pray for one another and for the needs of our broken and weary world. We look to Jesus as both an exemplar of our faith and a window into the very heart of God. We open the pages of Scripture, and receive its invitation to imagine and question, to doubt and discern, to wrestle and wonder about what it has to say to us about who we are, who God is, and how God wants us to live. We give thanks for the ways this ancient text links us to a wide circle, the generations of faithful people who have gone before us and the millions around the world seeking to follow the way of Christ, and who, like us, find in God's story the love that gives our lives meaning, purpose, identity, comfort, and courage.

We believe this story is unfinished, which means that our still-speaking God is continually inviting us to participate in it, to allow our lives to be subplots of the grand narrative, and to make our own contributions to its ongoing unfolding epic. Through our worship, the hearts and hands of young and old are shaped for God's justice and joy. Blessed by our time together, by the good company we share, and by God's overflowing grace, we are sent out to be a blessing to others.

Describe several strengths or positive qualities of your congregation.

We love music and art. When the first notes of the organ or piano sound and the congregation lifts its voice, something happens in this room that is hard to explain and impossible to manufacture. Music is one of the primary ways we encounter God. Our Chancel Choir, handbell choir, youth choirs, string ensemble, and gifted soloists help lead worship of exceptional beauty, and the congregation sings with full-hearted joy. The visual arts are also woven into our common life, from rotating gallery exhibits by artists from the wider community to intergenerational art projects that mark our shared life: strings of origami butterflies descending from the rafters of the sanctuary as we emerged from the pandemic; soul boxes created in the wake of the King Soopers shooting; a murmuration of birds sweeping across the chancel. Beauty, for us, is not incidental. It is part of how we encounter God.

We delight in one another. Many people will tell you that their closest friendships were formed in this congregation. There is warmth here that extends well beyond Sunday morning. People linger after worship, gather around tables, laugh easily, and show up for one another through every season of life. Love is not simply one of our values; it is one of the most common ways people describe this church.

We are thoughtful disciples. Ours is a congregation that expects faith to engage both heart and mind. We are intellectually curious and open to fresh insight. We believe the Spirit is still teaching the Church, and we delight in learning together.

We are glad to serve. Our members bring remarkable gifts, experience, and generosity to the life of the church. Lay leadership is one of our greatest strengths. People volunteer, initiate, create, teach, organize, visit, advocate, and lead. Shared ministry is woven into the fabric of our life together. We believe every member is called and gifted for ministry.

We are eager to grow. We embrace change thoughtfully, experiment with new ideas, and are remarkably adaptable. We seek to discern where the Spirit is leading and move forward together with hope.

Above all, we are a hopeful people. We trust that God is not finished with us, or with the world. The Spirit is still moving among us, calling us again and again into deeper love of God and neighbor, wider welcome, bolder justice, and greater joy. We look to the future not with anxiety but with expectation, eager to follow where God is leading next.

In our recent Capital Campaign Planning Study, our consultant developed a word cloud portraying the congregation's strengths as described by our members. You may view this image here: <https://firstcong.net/wp-content/uploads/2026/07/fcc-boulder-church-strengths-word-cloud.pdf>.

Describe what worship is like when your congregation gathers.

Worship is the heart of our life together. We seek worship that is thoughtful, beautiful, and participatory, grounded in the Christian tradition while open to creativity and fresh expression. Music, prayer, Scripture, sacrament, testimony, silence, and the visual arts all help shape our common life before God, inviting us into wonder, gratitude, confession, and renewal.

We value preaching that brings Scripture to life – biblically grounded, theologically rich, intellectually engaging, and spiritually compelling. We look for sermons that wrestle honestly with difficult questions, connect the Gospel to the pressing issues of our time, and equip us to live faithfully in our daily lives and in the public square. Because people arrive each week carrying the burdens of an often-fractured world, we hope to hear preaching that speaks both truth and hope, deepens spiritual resilience, inspires faithful action, and reminds us of God's abiding presence and promise.

Our worship follows a traditional pattern, but careful attention to music and language keeps it alive and fresh. A service typically begins with warm words of welcome and the passing of the peace, followed by a rousing opening hymn with full organ accompaniment. This leads into a prayer of invocation, praise that opens the way to God's presence, sometimes joined with a confession and words of assurance. Scripture is read and proclaimed in the sermon, followed by an improvisational musical meditation woven from the service's musical themes. Prayers of the people lift up the concerns of the congregation and the world. An invitation to community life is often followed by a mission moment, an offertory, and a prayer of dedication. A final hymn and a sending benediction complete the service. Ministers and the Director of Music collaborate closely on hymn and anthem selection, weaving together beloved favorites and newer voices in support of the worship theme.

From September through May, we gather for worship each Sunday at 8:15 and 10:30 a.m. The early service, held in our round Chapel, offers a quieter, more intimate experience. The later service is held in our historic Sanctuary, whose soaring acoustics invite robust congregational singing. Our Chancel Choir, organ, handbell choir, and youth choirs lead worship throughout the year, joined periodically by our string ensemble, gifted soloists from the congregation, and students from the University of Colorado College of Music. During the summer months, we gather for a single service at 10:00 a.m.

Our principal worship service is livestreamed each week, extending our ministry beyond our walls and enabling members who are homebound or traveling, as well as friends and visitors from across the country, to remain connected to the life of the congregation.

Our worship life extends beyond Sunday mornings. The Chapel is well suited to Contemplative Prayer services, offered occasionally as an early Sunday gathering and seasonally in the evening. Quarterly, we gather in our fellowship hall for Brunch Church or

Dinner Church – joyful, intergenerational experiences around table, worship, and conversation. Special services follow the liturgical year and feature our congregation's Covenants, often including member testimonies of faith. Communion is celebrated monthly by intinction.

Milestone moments are woven into our congregational life as well - baptisms, Bible presentations, Questformation (confirmation), and graduations become occasions of shared joy that draw the whole community together. We find ourselves genuinely moved and renewed each time we witness these markers of faith.

Inclusive language for both God and human beings is an essential expression of our theology and practice. We are always reaching for worship that reflects God's expansive welcome and keeps us attentive to the Spirit's continuing work among us.

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

In May 2023, guided by our Strategic Plan, a team from our congregation developed a Faith Formation Blueprint built around a simple and expansive dream: **to grow in faith together our whole life long**. Rooted in the conviction that each person is beloved of God and endowed with unique gifts, the Blueprint understands faith formation not merely as a program for a particular age group, but a whole-congregation commitment woven through worship, learning, service, advocacy, and prayer.

Five principles shape our approach to faith formation: that it is a wide welcome and a lifelong journey; that it is intergenerational; that it engages all the senses; that it happens everywhere, not only within our walls; that it is formed through personal stories in conversation with God's larger story; and that the story is unfinished, which means we are all still being formed.

In practice, this means deepening opportunities for children, youth, families, and adults through worship, small groups, retreats, milestone celebrations, hands-on service, Bible study, and contemplative practice. We are expanding summertime programming for children, continually developing an active and engaged youth ministry, investing in resources that support faith formation in the home and in daily life, and growing new opportunities for adults beyond our weekly Sunday morning forums and established small group ministry. Service is woven into the formation of our young people from an early age. Through Serve Sundays children and youth engage in hands-on service that connects faith to action. See the full Faith Formation Blueprint on our website: <https://firstcong.net/faith-formation-blueprint/>.

Describe how your congregation is organized for ministry and mission. When it comes to decision-making, how many hours are spent in meetings per month?

Our congregation is organized for ministry through a Church Council that provides oversight of the congregation's spiritual life, physical plant, finances, employees, and lay leadership. Church Council includes the Senior Minister, Associate Ministers, Moderators, Treasurer, Clerk, Historian, and the chairs of five Boards and seven Standing Committees. All positions are elected by the congregation at the Annual Congregational Meeting in March.

A particular strength of our governance model is our three-tiered Moderator system. Each year we elect a Moderator-Elect, who spends their first year becoming oriented to the Boards and Committees and convening the Nominating Committee. In their second year they serve as Moderator, the elected lay leader of the congregation and chair of Church Council. In their third year, as Past-Moderator, they chair the Personnel Committee and convene the Budget Committee. At any given time, we have a Moderator-Elect, a Moderator, and a Past-Moderator, providing continuity of leadership, a strategic learning curve, and a supportive team for both lay leaders and ministers.

Five Boards form the backbone of congregational life:

- Board of Spiritual Life supports the ministers in the spiritual care of the church.
- Board of Management oversees business affairs, facilities, and finances.
- Board of Faith Formation works alongside the Minister of Faith Formation to provide Christian education across all ages.
- Board of Community Life is the arm of hospitality that builds community and nurtures care among the members of our congregation.
- Board of Missions and Justice in Action oversees our benevolence grant-making, service activities, and coordinates the collaboration of our six social justice ministries.

Seven Standing Committees oversee Membership, Nominating, Stewardship, Investment, Endowment, Personnel, and Communications.

As a Congregational church, decisions are made by congregational vote or through our elected representatives to Boards and Committees, as detailed in our Constitution. Decisions typically originate in a Board or Committee, move to Church Council if broader discernment is needed, and come to the full Congregation for a vote on matters of significant consequence. We hold at least two Congregational Meetings each year. Boards and Committees meet monthly, each devoting approximately an hour to decisions under consideration. Church Council meets monthly as well.

Ministers hold both voice and vote in congregational decisions and serve as ex-officio members of all Boards and Committees. Within their areas of responsibility, ministers

exercise appropriate authority to make day-to-day decisions independently, without requiring Board or Committee approval. The Associate Minister attends meetings of Church Council, the Board of Missions and Justice in Action, and the Board of Community Life. Ministers also serve as liaisons to all lay-led ministries which fall under the purview of a Board or Standing Committee answering to Church Council, ensuring that our many evolving ministries and task forces operate within the governing structure of the church.

Boards, Committees, and Church Council meet monthly, so the time commitment is real. But we know we are better together, and we have learned that you never know through whom the Spirit will speak. Our Covenants serve as a lens for decision-making. A high degree of cooperation and collaboration among our members means that while we move thoughtfully and sometimes slowly, we move forward together.

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

The Marshall Fire roared through our community just as we were turning the calendar to 2022, forcing more than 30,000 people to evacuate with urgency and turning 1,084 homes to rubble and ash. Five families who are members and relations of our congregation lost their homes, and thirteen households affiliated with the Family Learning Center, our close mission partner, were severely impacted. Immediately, members of the congregation reached out to offer assistance to evacuees, including places to stay overnight. Ministers and Moderators organized to contact each evacuated family to make sure they were safe and learn what they needed. Care Teams were formed to walk alongside families with the most critical needs and then through the long, overwhelming process of loss and rebuilding. The Board of Community Life organized Meal Trains, recruited Errand Elves, and created a channel for cards and notes so that families could feel the congregation's love in practical and tangible ways.

Church Council opened a Fire Relief Fund, directing gifts to the Boulder Community Foundation and the Family Learning Center, while filling a discretionary fund that allowed our ministers to respond immediately to emerging needs. We also wrote a grant proposal for our ministry with the Family Learning Center and received disaster relief funds from the UCC. Our worship became a space for updates, lamentation, and prayer, and in the coming weeks, grief gatherings were offered to allow all those affected a place to share and process their experience. It's hard to remember how every decision got made, but because we are well organized and because we trust one another and know how to get things done, we were able to be nimble in the face of critical and ongoing need and to connect people both to practical support and spiritual care.

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?

The Constitution, Annual Report, Strategic Plan, Financial Policy, and Organizational Chart are available on our website: <https://firstcong.net/member-dashboard/>.

11-YEAR REPORT

This report is accessible on the Member Dashboard of our website: <https://firstcong.net/wp-content/uploads/2026/07/fcc-boulder-11-year-report-ucc-2025.pdf>. A note on membership statistics: For many years, our membership records were maintained on paper by an office volunteer and used primarily for reporting to the UCC Yearbook. Those records did not align with our electronic database. During the pandemic, when knowing who was in our care became newly urgent, we began a thorough review and cleanup of our rolls and shifted the way we track and report participation. Our statistics now reflect that updated and more accurate accounting.

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate?</i>
Number of active members	528	No
Number of active non-members	317	Yes
Total of church participants (sum of the numbers above)	845	Yes

Percentage of total participants who have been in the church:

		<i>Is this number an estimate?</i>
More than 10 years	38%	Yes
Less than 10, more than 5 years	25%	Yes
Less than 5 years	37%	Yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-79	80+	<i>Are these numbers an estimate?</i>
20	40	30	30	40	150	220	233	82	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate?</i>
Single adults under 35	5%	Yes
Households with minors	15%	Yes
Single adults age 35-65	10%	Yes
Joint households with no minors	50%	Yes
Single adults over 65	20%	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate?</i>
High school	99%	Yes
College	98%	Yes
Graduate School	60%	Yes

Percentage of adults in various employment types:

		<i>Is this number an estimate?</i>
Adults who are employed	60%	Yes
Adults who are retired	35%	Yes
Adults who are not fully employed	10%	Many are not fully retired

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

The congregation includes members and friends who work in education at all levels, health care, social services, art, music, government, tech industries, engineering, and science.

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 predominantly white congregation, reflecting both our history and the demographics of many mainline Protestant churches. Our membership includes a small number of Asian American, African American, Latino, and multiracial individuals and families.

We are notably diverse in other dimensions. LGBTQ+ people are represented across generations, including among our youth and families. Theologically, members range from

traditionally Christian to questioning and agnostic. A small number maintain connections to Buddhist practice. We name this honestly: our most significant diversity is not racial. We value and actively seek greater cultural and racial inclusion, and we acknowledge real work that remains.

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)?

This is the ongoing, active work of our Social Justice Ministries.

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	450	Senior and Associate Ministers, Minister of Faith Formation, Adult Faith Formation Team, Social Justice Ministries, Ministry of Last Things,
Men's Breakfast and Women's Spirituality Group	110	Associate Minister and volunteers
Baptisms <i>(number last year)</i>	5	Senior and Associate Ministers
Children's Groups or Classes	45	Minister of Faith Formation, Board of Faith Formation, volunteers
Christmas Eve and Easter Worship	1,260	Senior and Associate Ministers, Minister of Faith Formation, Director of Music and the entire music staff, Boards of Spiritual Life and Congregational Life, Choirs and Ensembles
Church-wide Meals	620	Boards of Community Life and Spiritual Life, and many volunteers. Ministers and Music staff plan Brunch and Dinner Church Worship.

Choirs and Music Groups	149	Director of Music, Director of Children's and Youth Music, Director of Joyful Littles, Accompanists
Church-based Bible Study	30	Senior and Associate Ministers and volunteers
Communion (<i>once a month</i>)	355 (avg. monthly)	Senior and Associate Ministers and Board of Spiritual Life
Community Meals Weekly Friday evening and Monthly Sunday lunch for the unhoused	245	A team of 7 core volunteers. Associate Minister manages sign-ups for more volunteers.
Confirmation (<i>number confirmed last year</i>)	6	Minister of Faith Formation
Drama or Dance Program	32	Week-long Arts Camp for Children and Middle School Youth: Minister of Faith Formation, Directors of Music, and a crew of high school, college, and adult volunteer counselors
Funerals (<i>number last year</i>)	13	Senior and Associate Ministers, Director of Music, Board of Spiritual Life
Intergenerational Groups	266	Minister of Faith Formation and Board of Faith Formation
Outdoor Worship	32	Minister of Faith Formation and Board of Faith Formation
Prayer or Meditation Groups	25	Senior and Associate Ministers, Director of Music, Board of Spiritual Life, volunteers
Public Advocacy Work	400	Associate Minister, Social Justice Ministries, and volunteers
Retreats	110	Senior and Associate Ministers and volunteers

Theology or Bible Programs in the Community	300	Senior and Associate Ministers and volunteers (MacKenzie Lectureship)
Weddings (<i>number last year</i>)	2	Senior and Associate Ministers and Director of Music
Worship (8:10 Chapel)	16 (avg. weekly)	Senior and Associate Ministers and Director of Music
Worship (10:30 Sanctuary & Online)	200 in person 139 Online (avg. weekly)	Senior and Associate Ministers, Director of Music, Minister of Faith Formation, Board of Spiritual Life, AV Team
Young Adult Groups or Classes	15	Volunteers
Youth Groups or Classes	30	Minister of Faith Formation
Ministry Teams for Visitation, Knitting, Last Things, Grace Gifts, Meal and Care Trains	155	Associate Minister and volunteers

Additional comments:

We are an active and engaged congregation with a wide and lively array of ministries and small groups. Some groups gather weekly, others monthly, seasonally or year-round for worship, learning, music, service, and fellowship. In a congregation our size, we believe it matters that people are known by name and connected in meaningful ways, and many of our members find their place in groups that extend well beyond Sunday morning. We are blessed with a deep bench of gifted and committed lay leaders and volunteers whose energy, creativity, and faithfulness make our shared ministry possible. New gatherings continue to take shape as friendships deepen, gifts are discovered, and the Spirit calls people together for new purposes.

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?	Ministry Setting	Type of Ministry Role	Retired?
Rev. Christina Braudaway-Bauman	3	First Congregational UCC, Boulder	Senior Minister	No
Rev. Linda Kowatch	3	First Congregational UCC, Boulder	Associate Minister	Retiring Soon
Rev. Lianna Campos	3	First Congregational UCC, Boulder	Minister of Faith Formation	No
Rev. Dr. Lorraine Leist	4	Montview Blvd Presbyterian Church	Associate Pastor, Congregational Care and Older Adults	No
Rev. Dr. Jason Hays	4	Montview Blvd Presbyterian Church	Executive Minister	No
Kevin Pettit	4	Faith4All	Executive Director	No
Rev. Bob von Trebra	No			Yes
Rev. Amy Ostwald	No			Yes
Rev. Mark Pickett	No			Yes
Rev. Margot Pickett	No			Yes
Rev. Hal Chorpenning	No			Yes
Rev. Jane Anne Ferguson	No			Yes

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:

Several retired ministers hold membership in our congregation. None previously served as its pastor. They preach occasionally or serve as a liturgist, write devotionals, facilitate forums and small groups, and contribute to a range of volunteer roles – including serving on the Boards of Spiritual Life and Faith Formation, and on Ministry teams focused on Climate Action, Racial Justice, and Communications. One facilitates the Young Adult Group and sings in the choir. They are joyfully and generously engaged in the life of the congregation and supportive of our pastors.

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 (FT. PT, volunteer)	Supervised by	Length of Tenure for current person in this position
Rev. Christina Braudaway-Bauman, Senior Minister	Yes	full time	Personnel Committee	10 years
Rev. Lianna Campos, Minister of Faith Formation	No	full time	Senior Minister	2 years
Dr. Kajsia Teitelbaum, Director of Music	No	full time	Senior Minister	14 years
Julie Griffiths, Office and Facilities Manager	No	full time	Senior Minister	5 years
Angie Dickinson Mickle, AV Tech and Event Specialist	No	30 hrs/week	Senior Minister	2 Years
Christopher Carter, Communications Specialist	No	20 hrs/week	Senior Minister	7 Years
Renee Loewen, Accountant	No	Hourly	Senior Minister	12 years
Julieta Garcia Reyes, Director. Children's and Youth Music	No	Hourly	Director of Music	< 1 year
Anne Martinez, Director of Joyful Little's Music	No	Hourly	Director of Music	2 years
Jessica Kressin, Chancel Choir Accompanist	No	Hourly	Director of Music	5 years
Christine Teng, Youth Choirs Accompanist	No	Hourly	Director of Music	2 year
Children's Caregivers: Nikki Hastings, Reid Ziniewicz, Lillie Thomasset, Vivian Thomasset, Andie Wilkerson	No	Hourly	Minister of Faith Formation	1 year
AV Techs and Event Hosts: Kit Macy, James Griffiths, Dora Kelzenberg, Ryan Charles	No	Hourly	AV Tech and Event Specialist	1-5 years

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

We hope that what emerges from these pages is a portrait of a congregation that takes seriously both the depth and the breadth of its calling – rooted in worship, committed to faith formation across every generation, outward-facing in witness, and honest about the ongoing work of growth and faithfulness. We are a community that is alive, engaged, well equipped with gifted people, and genuinely expectant about what God is calling us to become.

CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year) 2025

Source	Amount
Annual Offerings and Pledged Giving	\$1,020,965
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	190,869
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	0
Grants	0
Rentals of Church Building	93,769
Rentals of Church Parsonage	0
Support from Related Organizations (<i>e.g. Women's Group</i>)	0
Transfers from Special Accounts	39,670
Other (specify): Miscellaneous	87
Other (specify):	0
TOTAL	\$1,345,360

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

\$1,152,509. The annual Operating Budget and Balance Sheet for 2025 is available for review on the Finance pages of our 2025 Annual Report accessed via the Member Dashboard of our website: <https://firstcong.net/member-dashboard/>.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 36%

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

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

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

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

\$33,000 annually plus per capita dues to Association and Conference.

What is the church's current indebtedness? Total amount of loan debt: \$0

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

Our facilities are well maintained on a regular basis. No major building program is currently projected or underway, though we are considering the possibility of expanding our geothermal system to heat and cool the Sanctuary.

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

Year(s)	Purpose	Result	Impact
2001-2015	Three Capital Campaigns to build and renovate Church Facilities	\$8,911,391	Construction of the Faith Center and Chapel, renovation of the Sanctuary, construction of the Link between our buildings

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
2026	Development of an Unrestricted Endowment, 3% for social justice initiatives, a possible extension of current geothermal pumps to heat and cool the Sanctuary	\$4 million	beginning August 2026	Providing an additional income stream into the Operating Budget, reducing our carbon footprint, expanding our social justice activity

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

Three percent of funds raised of our current campaign will be dedicated to advancing social justice initiatives – the specifics of which we look forward to discerning together, an exciting opportunity for our congregation. Beginning in the fall of 2026, the whole congregation will be invited to explore the possibilities.

Does your church have an endowment?

Yes, we have eight (8) Endowment Funds: Benevolence, Capital Needs, Music, Sawyer Organ, McMane Arts, MacKenzie Lectureship, Voss Camp Scholarships. We have just added the Legacy Fund.

What is the market value of the assets?

As of May 31, 2026, the value of the Funds is \$6,031,887

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

Funds are withdrawn annually. Distribution from each endowment is calculated per our Financial Policy, Section D (8)(a), 3-6% of the account's quarter-ending market value as averaged over the past 20 quarters.

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

Last year, we withdrew 4.25 % of the 20-quarter average balances of the Funds. Five years ago, in 2021, we voted to withdraw a more customary 4% of the 20-quarter average plus a special 1% for a total of 5%. This was unusual and was done because during the pandemic, Wall Street was doing well while Main Street needs were unusually high. We felt that we should share our good investment fortune with the Main Street needs. This is the only year that the draw was that generous.

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

We have occasionally used part of the distribution from the Capital Needs endowment to help cover our Operating Expenses for the facilities, including building maintenance, with the reasoning that many worthy non-profits use our building at little or no charge. We need to maintain the building for their benefit as well as ours. In 2025 that portion of the distribution that was used by Operations for facility costs was \$17,427. For the previous four years, it was \$0.

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

Our endowments are designed to last in perpetuity. Our Financial Policy requires maintenance of the principal balance of each endowment, and our distribution is calculated to allow for continuing growth.

Reserves (savings)

\$30,209

Investments (other than endowment)

\$532,409, including a New Initiatives Fund

Does your church have a parsonage?

No

Describe all buildings owned by the church

The **Sanctuary** is a beautiful 120-year old historic landmark structure that was renovated and updated in 2007. The roof was replaced in 2020. Cameras and livestreaming equipment were added in 2021. The flooring of southern yellow pine was replaced in 2024.

The **Faith Center**, built in 2003, heated and cooled by underground geothermal pumps, houses offices and classrooms, includes an architecturally stunning **Chapel**. A ground-level structure called the **Link** connects the Sanctuary to the Faith Center and provides a gathering place for fellowship; an outdoor **Plaza** extends from the Link. A fully remodeled fellowship hall, **Plymouth Hall**, is directly below the Sanctuary, includes a commercial kitchen, and connects below ground to the Faith Center. The church has a small, detached **Carriage House** that has been converted into office space for rental and a small parking lot of its own and is adjacent to city parking, which is free and not otherwise in use on Sunday mornings.

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

Yes. Sanctuary, including the chancel, Chapel, fellowship spaces, offices, and classrooms.

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

Our financial picture reflects a congregation that practices careful and generous stewardship. We maintain sound financial procedures with strong checks and balances and a financial policy requiring that the annual operating budget we approve is balanced. We carry no debt or deficit. Our endowments help us maintain our facilities and provide funds for community partnerships, social justice ministries, music and arts, a lectureship, and camp experiences for our youth. At the same time, we recognize growing stress on our financial resources, which is why we are undertaking a capital campaign – one we approach with confidence, knowing the generosity and commitment our members have shown again and again. The new endowment fund will establish an additional unrestricted income stream supporting our operating budget as well as providing more flexibility in the years to come. We are responsible stewards of all we give and receive, and we are also a congregation that wants to grow – to expand our ministries and to ensure that future generations inherit not only a sound financial foundation but room to dream and be responsive to the Spirit's calling.

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.

In **1864**, fourteen spirited souls founded our church in a cottonwood grove east of Boulder on land once serving as the summer camp of Arapaho Chief Niwot. Recognizing that Boulder was destined to become the region's civic and educational center, the growing congregation relocated and built the city's first church building in the heart of downtown – a sign of its enduring commitment to invest in the flourishing of the whole community and in generations yet to come.

That commitment has also taken the form of an ever-widening welcome. In **1987**, we became the first congregation in the Rocky Mountain Conference and the sixteenth in the United Church of Christ to adopt an Open and Affirming covenant, publicly affirming the full inclusion of LGBTQ persons. In **2014**, we became the first UCC congregation to adopt a WISE Covenant, committing ourselves to be Welcoming, Inclusive, Supportive, and Engaged in matters of mental health. Members of our congregation helped draft the UCC General Synod resolution encouraging the wider church to address mental health with compassion and advocacy. Together, these commitments continue to shape our theology, ministries, and public witness.

Beginning in **2001**, three major capital campaigns transformed our campus into a resource for both the congregation and the wider community. Today, nearly forty organizations use our building each year, including social service agencies, music ensembles, visual arts organizations, and twelve-step recovery groups. We understand our facilities not simply as church property, but as an extension of our ministry, a gift to be shared.

The most formative chapter of the past decade began in March **2020**, when the COVID-19 pandemic closed our building. We quickly found new ways to worship, care for one another, and remain connected as a community of faith. We learned to prerecord and livestream worship, creating an online ministry that continues to connect homebound members, travelers, and friends far beyond Boulder. We compiled recordings of individual choir members singing in their homes into completed anthems, set to visually engaging videos. We expanded online small groups, strengthened pastoral care through front-porch visits, delivered Grace Gifts, devotional resources, and children's materials to homes, and found creative ways to nurture community – from Facebook hymn sings and outdoor Easter worship on Pine Street, where worshipers gathered in lawn chairs, to Zoom game nights and virtual coffee hours. We acquired new skills. We learned to do familiar things in new ways.

The pandemic unfolded alongside other defining events: George Floyd's murder, the January 6 insurrection, the mass shooting at a Boulder grocery store, and the Marshall Fire. Together,

these crises demanded resilience, creativity, and flexibility in ways we never could have anticipated. They also clarified our calling. Our commitment to justice deepened, giving rise to lasting ministries for racial justice, gun violence prevention, and faith and democracy that continue to shape our prayer, our study, and our public witness.

Across more than 160 years, a consistent thread emerges. We seek to meet each generation's challenges with openness to the Spirit, trusting that faithfulness means investing in the flourishing of our community, widening the circle of welcome, sharing our gifts generously, and joining God's work of healing and transformation in the world.

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

One of the most significant changes our congregation has navigated in recent years has been a deepening and institutionalizing of our commitment to racial justice. Following the murder of George Floyd in 2020, our congregation discerned a call not only to lament and pray, but to examine our shared life with honesty and to learn together in new ways.

Within weeks, eighty-nine members enrolled in an intensive six-week study on white privilege and systemic racism. Many described the experience as transformative, opening space for deeper reflection, difficult conversations, and renewed commitment. Out of those conversations, our Racial Justice Ministry was formed.

That ministry now shapes our educational programming, advocacy, pilgrimages, community partnerships, and public witness. It has helped move our congregation from awareness to sustained practice, and from individual learning to shared, ongoing formation.

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

Our congregation is marked by a high degree of trust, goodwill, and mutual respect. Serious conflict is rare. We encourage direct communication, practice careful listening, and work to address challenges as they arise. Toward the end of the pandemic, recognizing that patience was wearing thin, our Church Council developed a Behavioral Covenant to remind ourselves how we want to treat one another. It is centered on kindness, honest and thoughtful communication, respect for differing perspectives, and accountability to one another and to our shared life in Christ. The covenant was adopted in January 2023, shared with the full congregation, and is available on the member dashboard of our website (<https://firstcong.net/member-dashboard/>). Boards and committees are encouraged to review it annually when new members join.

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

Staff member's name	Years of service	UCC Standing?
Rev. Christina Braudaway-Bauman	2016-present	Yes
Rev. Lianna Campos	2024-present	Yes
Rev. Linda Kowatch	2020-2027	Yes
Rev. Pedro Silva	2015-2022	Yes
Rev. Matthew Benz-Whittington	2018-2020	No
Rev. Deborah Voss	1998-2024	No
Rev. Martie McMane	2000-2016	Yes
Rev. Jason Hays	2009-2015	Yes
Rev. Heather McDuffy	2001-2015	Yes
Rev. Christopher Gilmore	2005-2008	Yes
Rev. David Randall-Bodman	1995-2003	Yes
Rev. Bruce MacKenzie (deceased)	1970-1997	Yes

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

We have a history of strong, collaborative, and caring relationships with our pastoral leaders and staff. We appreciate leaders who inspire us to action, call forth our gifts, and equip us for ministry and service. We are a congregation that responds to vision and thrives under leadership that is both pastoral and prophetic, ministers who know us by name, preach with depth, imagination, and insight, and help us discern more clearly who God is calling us to be. Our ministry is strongest when relationships run deep, leadership is generously shared, and clergy, staff, and lay leaders work together in partnership.

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

Yes. Two Office and Facilities Managers, one in 2018 for theft and one in 2021 for poor performance.

Has your church been involved in a Situational Support Consultation?

No.

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

Yes, an Associate Minister twenty years ago. Matters were addressed and resolved.

Who Is Our Neighbor?

Community Vision

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

Our congregation is active in direct service, community partnerships, advocacy, and global connections – expressions of the same justice commitments that shape our worship and congregational life.

Caring for Neighbors: Every Friday evening, once a month on Sundays, and on Christmas Day, we host meal programs for the unhoused community in our fellowship hall. We partner with St. Benedict's Health & Healing Ministry to provide basic medical care. Bridge House, a long-time mission partner and annual recipient of our Benevolence Fund, operated its daytime meal and social service program from our Carriage House for ten years. Through our quarterly food drive, we donated nearly two tons of food last year to local food banks of the Emergency Family Assistance Association and the Boulder County AIDS Project. Each summer, our high school youth travel to another part of the country for a week-long service and learning trip usually focused on economic justice, an experience that deepens their faith and broadens their understanding of the world.

Mental Health, Accessibility, and LGBTQ+ Inclusion: Mindful Works, located in our building, creates fabric arts products and baked goods while providing meaningful work for individuals navigating mental health challenges. The office of Faith4All, an ecumenical organization focused on accessibility and inclusion in congregational life, is also housed in our building. Every August we raise funds for RISE Against Suicide, dedicated to supporting mental health for LGBTQ+ youth, and we partner with Rocky Mountain Equality, which provides advocacy, education, and services for LGBTQ+ people and families in the Boulder area. Last year we gave a grant to support the Museum of Boulder's "Bending the Arc" exhibit, commemorating the 50th anniversary of six same-sex marriage licenses issued in Boulder County in 1975.

Racial Justice, Truth-Telling, and Creation Care: Our growing relationship with the Center for African and African American Studies at the University of Colorado Boulder has included co-sponsoring Kwanzaa and Black History Month celebrations, and we were honored to open our Sanctuary for the University's and Museum of Boulder's tribute to Dr. Charles and Mrs. Mildred Nilon as part of the Toni Morrison Society's Bench by the Road initiative. We provide financial support to the African American Cultural Events Executive Committee, enjoy a long-term relationship with Burke and Vivian Burbank – leaders of a Navajo community in Arizona – and Right Relationship Boulder – dedicated to amplifying Indigenous voices, strengthening connection to land, and fostering respectful relationships in

the Boulder Valley. We have invested in a solar farm to source our electricity from renewable energy, keep our Adopt-a-Highway site on Route 36 cleaned up, lobby state legislators on climate legislation alongside GreenFaith Boulder County and 350 Colorado, and collaborate with Colorado Faith Communities United to End Gun Violence.

Immigration and Community: Members are active in the Interfaith Immigration Network, providing advocacy and accompaniment for threatened populations. We support Casa de Paz, assembling care packages for people visiting family members in detention centers and knitting red hats to raise funds. We also engage in advocacy for immigrant communities through the Colorado Immigrant Rights Coalition and volunteer with Intercambio to support English learners in conversation.

Global Connections: We support members who have built relationships with Empakasi Primary School in Kenya and Noor El-Salam, a school in Lebanon. Every Advent, our Alternative Christmas Gift Fair, which has raised more than \$200,000 over the years, directs gifts to economic development, education, and environmental projects around the world.

As a member congregation of **Together Colorado** – a nonpartisan, multi-racial and multi-faith organization working to place human dignity at the center of public life in Colorado – we are connected to a broader coalition of congregations and communities working together for justice across the state.

What feels most transformational in this moment is the growing convergence of all our commitments – justice, worship, formation, and community partnership – into a shared sense that God is calling us not simply to serve our neighbors but to be changed by them.

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

Our clergy and delegates participate in association and conference meetings, and we take our financial obligations to OCWM, the UCC Offerings, and per capita dues seriously. Our Senior Minister developed the model for clergy communities of practice now used across the Conference, was instrumental in embedding that commitment in the national setting and served for many years on the steering committee for COMPASS (Communities of Ministerial Practice: A Sustaining Support). Our congregation is enriched by a remarkable group of retired clergy who give generously to the wider church: two serve on the Committee on Ministry, another teaches a UCC Polity course for Ministers in Discernment, and another leads the Contemplative Camp at La Foret Camp and Conference Center.

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.

- | | |
|---|---|
| ☒ Accessible to All (A2A) | ☒ Just Peace |
| ☒ Creation Justice | ☐ Global Mission Church |
| ☐ Economic Justice | ☒ Open and Affirming (ONA) |
| ☐ Faithful and Welcoming | ☒ WISE Congregation for Mental Health |
| ☐ God Is Still Speaking (GISS) | ☐ Other UCC designations: |
| ☐ Border and Immigrant Justice | ☐ Designations from other denominations |
| ☐ Inter-cultural/Multi-racial (I'M) | ☐ 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?

Our six Covenants – Inclusive Language, Just Peace, Creation Justice, Open and Affirming, Accessible to All, and WISE for Mental Health – are not aspirational statements we are working toward. They are expressions of who we already are, woven into our worship, governance, community life, and public witness. They are not destinations but a continuing journey, and we hold them with both gratitude and a sense of accountability, knowing that covenants continually call us to grow.

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

This past January, in response to ICE actions in Minneapolis, we joined faith communities from Boulder and beyond to host an Interfaith Prayer Walk for Dignity and Justice, a visible expression of our shared commitment to the protection of our neighbors. Each Palm Sunday, we join four neighboring congregations for a Blessing of the Palms and outdoor procession. We have collaborated with the Islamic Center of Boulder, Bonai Shalom and Har Hashem, two of Boulder's Jewish congregations, and we share cherished bonds with leaders and members of Second Baptist Church, a predominantly African American congregation in Boulder. Our Senior Minister serves on the newly formed Boulder Interfaith Clergy Council, and our Associate Minister participates in Together Colorado, where faith communities work together for human dignity and justice across the state.

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.

Our mission statement calls us to worship and grow in the light of God's grace, to extend ourselves in compassionate service, and to be instruments of God's transformation in the

world. We believe our life together reflects that balance. Worship and faith formation anchor our week. Small groups, fellowship activities, a Visitation Ministry and many tangible expressions of congregational care knit us together. Board and Committee meetings, while requiring time and energy, are understood as expressions of our common life rather than distractions from mission. Our Social Justice Ministries, community partnerships, and outward engagement represent a growing and increasingly central part of who we are. We do not experience tension between gathering and going. We understand them as inseparable, each feeding and strengthening the other.

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 take seriously our responsibility to support the whole ministry of our pastoral staff. We recognize that community engagement – cultivating partnerships, accompanying members in their outward engagement, and helping the whole congregation live out its calling beyond our walls – is not a distraction from ministry but central to it.

ASSOCIATION RELIGION DATA ARCHIVES

Comment on your congregation's RELIGION DATA ARCHIVES 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?

The data reveals a community in significant religious and demographic flux. Between 60% and 64% of the area population identifies as religiously unaffiliated, with the dominant cultural orientation prizing mindfulness, social justice, environmental care, and authentic community over institutional religious affiliation. Mainline Protestant Christianity represents a comparatively small share of the religious landscape, which means we occupy a distinctive and potentially vital place in the religious life of our community.

Our congregation is aging, consistent with broader regional trends, and we draw membership from Boulder and surrounding communities including Lafayette, Louisville, and Longmont. We remain predominantly white, consistent with an area that is still about 80% non-Hispanic white, and we are actively cultivating relationships beyond our congregation, including partnerships with African American cultural and academic communities in Boulder. Young families are fewer than in previous generations, reflecting a genuine regional decline driven in part by housing costs that place Boulder out of reach for many people at family-formation age.

These demographics push us toward ministry that reaches out rather than waits for the community to come in. The “spiritual but not religious” character of our neighbors invites us

to articulate what we offer from deep within our own tradition in ways that connect with what people already value and seek.

Our aging congregation shapes our current pastoral care priorities – a significant factor in our search for an Associate Minister whose responsibilities include sustaining and strengthening a visitation team and a network of congregational care.

We are eager to be more creative in supporting parents and families, meeting them where they are, developing responses that recognize the real pressures of life in a high-cost, time-pressured community, and walking alongside them as they form faith in their children and youth.

We are learning that the overlap between our congregation's commitments – to justice, to creation care, to contemplative practice, to authentic and welcoming community – and our neighbors' deepest longings is not a gap to be bridged so much as an invitation to be recognized and embraced.

The demographics of our community are shaping us toward a ministry of presence, relationship, and genuine engagement with the world outside our doors.

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

When we speak with community leaders, we often hear that our church is known for showing up. Whether addressing homelessness, standing with scientists and public researchers facing public pressure, advancing racial justice, strengthening democracy, or partnering with local nonprofit organizations, we are known as a congregation that puts faith into action.

Community leaders frequently describe us as a trusted partner, people willing to collaborate, build relationships, and contribute to the common good. They know us as a church engaged in the life of Boulder, not apart from it. We are also known for our commitment to inclusion and hospitality, for our long history of welcoming LGBTQ+ persons, our work around mental health, and our efforts to create spaces of mutual respect and understanding.

Many recognize our campus as a community asset. Throughout the week, our building hosts dozens of organizations, support groups, arts programs, and community events. Our Arts Ministry maintains an active gallery space with rotating exhibits throughout the year, bringing artists from the wider community into relationship with our congregation. Art exhibits, musical performances in our Sanctuary, MacKenzie Lectures, and Boulder Bookstore author talks regularly draw members of the wider community into our space, extending our reach and deepening relationships with neighbors who might never have otherwise crossed our threshold.

In a time marked by polarization and anxiety, community leaders tell us we bring a spirit of hope. They see a congregation willing to engage difficult issues with compassion, courage, and humility, a church that cares deeply for its neighbors and seeks, alongside others, to live as a community shaped by faithfulness, kindness, and concern for the common good.

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

When people tell us why they stayed, they rarely begin with programs. They usually begin with people. They speak of the welcome they received at the door, conversations that lingered after worship, and invitations to join a small group, sing in a choir, serve a meal, or become part of the life of the church. They speak of finding a community that is genuinely glad they are here.

Many come looking for a church. What they discover is a people trying, however imperfectly, to be faithful to God and follow the way of Jesus. They find worship that nourishes both heart and mind, music that lifts the spirit, and preaching that takes seriously both the promises of Scripture and the realities of the world. They find a community that cares deeply about its neighbors, including those experiencing homelessness, and seeks to live its faith not only in the Sanctuary but also in the streets, schools, neighborhoods, and public life of the community.

In a time when many people feel unmoored by division, uncertainty, and the anxious pace of public life, newcomers often tell us they find something steady here. Not certainty, but grounding. Not easy answers, but hope. Not a retreat from the world, but a community seeking the courage to engage it faithfully.

Perhaps what draws people most is the sense that this congregation is trying to live as a sign of God's future in the present, to practice among ourselves the compassion, hospitality, justice, and joy that we long to see in the world. We do not always get it right, but together we are learning what it means to be that kind of community.

References

REFERENCE 1, Following Pages

Dominic G. Felix / Senior Vice President / Fellowship Development
903-343-7050 / dfelix7@hotmail.com / As the Consultant for our Capital Campaign Planning Study, Dominic spent several weeks onsite with us, personally interviewing 128 members of the congregation and working closely with our Planning Team.

REFERENCE 2, Following Pages

Susan Williams / Executive Director / Mindful Works
720-466-0532 / susan@mindful-works.org / Director of a nonprofit organization that for over 8 years has been housed in our building and supported by our Mission giving.

REFERENCE 3, Following Pages

Minister Glenda S. Robinson / Associate Minister, Second Baptist Church Boulder
303-651-2464 / mingstrobinson@gmail.com / Mission partner and friend of our congregation.

Dear Friend in Ministry,

Over the past several months, I have had the privilege of getting to know the people of First Congregational Church in Boulder through the planning study my firm, Fellowship Development, conducted with the congregation. As someone who has worked with hundreds of churches over the years, I occasionally come across a congregation that leaves a lasting impression. First Congregational is one of those churches, and I wanted to personally encourage you to consider learning more about this opportunity.

What struck me almost immediately was the genuine affection people have for one another and for their church. This is not simply a congregation that gathers on Sundays, it is a community of people who are deeply invested in each other's lives and in the future of the church they love. They care about one another, they care about their mission, and they share a heartfelt desire to see First Congregational thrive and grow for generations to come. There is a quiet confidence among them that God is not finished with this church, coupled with an eagerness to discern where the Spirit is leading next.

I found the congregation to be remarkably thoughtful. People are willing to wrestle with difficult questions, engage in meaningful conversation, and respectfully share differing perspectives. At the same time, they are not content simply to talk about ministry; they believe faith should lead to action. Their generosity reflects that conviction. Members give freely of their time, talents, and financial resources because they believe deeply in the church's mission and want to see it flourish.

Another characteristic that stood out to me was the congregation's commitment to the wider Boulder community. The people of First Congregational understand that the church exists not only for itself but for the sake of others. They have a long history of partnering with organizations that serve those who are marginalized, overlooked, and in need of hope. They are passionate about justice, compassion, and extending Christ's welcome beyond their own walls, not as an obligation, but as a natural expression of their faith.

I also came away with a deep appreciation for how much this congregation values its heritage while embracing its future. Members speak with gratitude about the church's historic role in Boulder, yet they are equally energized by the opportunities before them. They understand that the Gospel remains profoundly relevant, and they want First Congregational to continue offering hope, grace, and a welcoming witness to an ever-changing community.

One of the healthiest dynamics I observed was the relationship between the congregation and its leadership. People care deeply about their pastors and church leaders because they believe those leaders genuinely care for them and faithfully seek the good of the church. There is mutual trust, respect, and an authentic desire to work together. Members are not shy about sharing their ideas or opinions, but what impressed me most was their willingness to roll up their sleeves and help bring those ideas to life. They understand that the ministry of the church belongs to everyone.

Finally, it became clear to me that the identity of the United Church of Christ is more than a denominational affiliation here. The congregation genuinely lives its commitment to extravagant welcome, thoughtful faith, courageous service, and the continuing work of God's Spirit. Those values are woven into the culture of the church and evident in the way people worship, serve, lead, and care for one another.

After spending time listening to the voices of this congregation, I am convinced that First Congregational Church is a special place. It is a church with a faithful past, a vibrant present, and every reason to believe its most meaningful ministry still lies ahead. For the right Associate Minister, I believe this is an extraordinary opportunity to serve alongside people who are deeply committed to Christ, to one another, and to God's work in the world.

I hope you will give this opportunity your prayerful consideration.

Grace and peace,

Dominic G. Felix

Senior Vice President

Fellowship Development

903-343-7050 | dfelix7@hotmail.com

MIN. GLENDA S. ROBINSON
2211 9TH AVE.
LONGMONT, CO 80501
303-651-2464

July 2, 2026

Dear Friend in Ministry,

It is both a privilege and a joy to offer this letter on behalf of Historic First Congregational Church, Boulder as you seek the person whom God is calling to serve as the next Associate Minister.

As the second woman minister at the 118-year Historic Second Baptist Church, Boulder, I have had the blessing of worshipping, serving, and standing alongside the members and leadership of First Congregational Church. Although our congregations come from different traditions, we have found common ground in our shared commitment to God's love, compassion, justice, and service to the wider community.

One of this congregation's greatest strengths is its willingness to live its faith courageously. First Congregational Church does not merely speak about welcoming others--it embodies welcome. As an open and Affirming congregation, it has demonstrated that the love of Christ extends beyond barriers that too often divide God's people. I have witnessed firsthand a church that values every person as a beloved child of God and strives to create a community where all are treated with dignity and respect.

Throughout my ministry, I have partnered with First Congregational Church on numerous community and social justice initiatives. Having participated with Dr. Martin Luther King, Jr. in the "I AM A MAN" March in Memphis on March 28, 1968, I have long believed that faith must be lived beyond the sanctuary walls. I have found in this congregation kindred spirits who understand that the Gospel calls us to work for justice, reconciliation, and peace. Whether addressing issues of racial justice, community care, or standing with those voices who are often overlooked, this congregation consistently demonstrates faith in action.

I have also come to deeply appreciate the leadership of Rev. Christina Braudaway-Bauman. She leads with wisdom, humility, compassion, and remarkable organizational gifts. Under her pastoral leadership, I have seen a congregation that is healthy, thoughtful, and deeply committed to both spiritual growth and faithful service.

I would be remiss if I did not acknowledge the faithful ministry of Rev. Linda Kowatch. Her years of dedicated service have helped shape a congregation known for its authenticity, compassion, and courageous witness. She has served with grace and integrity, and her ministry has been a blessing not only to First Congregational Church, but also to the broader Boulder Community. Her retirement marks the close of a remarkable chapter, while opening the door for God to write a new one.

To prospective candidates, I would simply say this: you will find a congregation eager to grow, willing to engage in difficult conversations with grace, committed to serving the community, and dedicated to following Christ with both conviction and compassion. This is a church that values partnership, welcomes diverse perspectives, and understands that faithful ministry is built upon relationships of mutual respect and love.

I count it a blessing to know this congregation and to call many of its members, my friends. They have shown unwavering support not only for me personally and my Sister, Madelyn, but also for the ministry of Historic Second Baptist Church. Their friendship has strengthened our community and has been a testimony to what the Body of Christ can be when we choose unity over division.

It is with gratitude and confidence that I comment Historic First Congregational Church to those discerning a call to ministry among them. I pray God's abundant blessings upon this search process and upon the person who will be called to continue this congregation's rich legacy of faith, justice, and love.

Feel free to contact me via email, (dingsrobinson@gmail.com), text (303-523-4547), or at the above address.

Grace and Peace,

Minister Glenda Strong Robinson
Associate Minister
Second Baptist Church, Boulder
5300 Baseline Road
Boulder, CO 80303
303-523-4547



Employment. Confidence. Community

July 5, 2026

To the Search Committee,

As you begin the search for First Congregational Church's next Associate Minister, following the retirement of Rev. Linda Kowatch at the end of January, we are honored to offer this letter of reference on behalf of Mindful Works.

Mindful Works is a nonprofit employment social enterprise and a proud, independent Mission Partner with First Congregational Church. We are not a faith-based organization, and we hold no religious affiliation with the congregation. Nevertheless, for over eight years, First Congregational has been our home and our landlord and we have been blessed by the warmth, generosity, friendship, and encouragement of this community.

Areas of Strength

First Congregational Church lives the Gospel in every area of its operation. In learning more about what it means to be a Welcoming and Affirming congregation, we came to understand that the principles of Imago Dei and Radical Grace guide the congregation's life together — the belief that all people are created in the image of God and should be affirmed for who they are, and the conviction that Christ's ministry was one of bringing people from the margins into the beloved community. Having been amongst this congregation firsthand, we can say without reservation: this is not just a stated value. It is a lived reality.

Our Experience of This Church's Ministry

Many of the people in our programs endeavor to make work part of their recovery from mental health challenges or are living with forms of neurodiversity that can make everyday interactions difficult, and they often carry the experience of feeling on the margins. Our program works with folks from the LGBTQ+ community, many of whom have been dismissed by their own faith traditions. At First Congregational, our apprentices and staff have never been made to feel that way; quite the opposite. In every interaction — with leadership, ministers, and congregants — we have been treated with respect, kindness, and encouragement, and always as people created in the image of God. This congregation has consistently and reliably made our apprentices and employees feel that they belong to something important. Clearly FCC takes its values seriously. There is joy and love in this congregation that fills every interaction we have with it.

What We Would Want a Candidate to Know

A prospective Associate Minister joining First Congregational Church will be joining a congregation whose welcome extends well beyond its own membership. This is a church that shares its blessings freely — one that opens its doors and its heart to community groups that don't share its faith tradition and treats those partnerships not merely as landlord and tenant, but as genuine ministry. Under its roof, you'll find soup kitchens, community education, advocacy and organizing, and countless other acts of outreach. We are always warmly invited.

As we began leasing space from FCC, we agreed on two spaces at a lease amount that was generously fair and helpful to us. Then, at the onset of the pandemic, we were encouraged to expand into more space temporarily to maintain safe distances. The congregation also allowed us to use the Board of Health-approved commercial kitchen at no additional cost, with the encouragement that if we could make some money with baking, we could afford to pay more rent. How blessedly kind! We have gratefully occupied the additional space with the understanding that we leave it clean for FCC's needs over the weekend. What a generous gift — space in Downtown Boulder at a rate we can afford.

We believe that these examples say as much about the character of this congregation as anything that happens within its sanctuary on a Sunday.

We are deeply grateful for our partnership with First Congregational Church and are glad to offer our strongest recommendation as this search moves forward. We look forward to continuing our treasured partnership.

With gratitude,

Susan Williams, MSW
Executive Director
Mindful Works
susan@mindful-works.org

Closing Thoughts

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:

We are a community that believes God is still speaking,
that there is yet more light and truth to break forth,
and that the Spirit is already at work,
preparing the way for what comes next.

We have written these pages with honesty and hope,
trusting that somewhere, someone is reading them
and feeling something stir.

To that person we say:
we have been waiting for you,
though we did not know your name.
We believe God does.

Come and see.

There is good work here, good company,
and a community that will be glad you came.

And now, Gracious God,
prepare the heart of the one you are calling,
and prepare our hearts as well.

Give us patience to trust your timing,
wisdom to recognize your gifts,
and joy when at last our paths converge.

May we recognize one another with gratitude,
serve together with courage,
and follow where your Spirit leads. Amen.

STATEMENT OF CONSENT

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

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

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

This profile reflects the contributions of many people across several years of congregational life. A strategic planning process in 2022, the development of a new website in 2024, and a capital campaign feasibility process in 2026 each engaged the whole congregation and generated significant content. Treasurer Wendy Orlando and Investment Committee Chair Jean Nelson shaped the financial sections. The Personnel Committee, chaired by Sarah Schulte, reviewed and updated the position description that informed the scope of work and the sections describing who God is calling to minister with us. Moderator-Elect Jeanne Lounsbury drafted portions of the governance section. Moderator Matt Hess contributed to the demographic analysis. Office and Facilities Manager Julie Griffiths provided membership data, and Ministers Linda Kowatch and Lianna Campos compiled group attendance figures.

The Selection Committee, co-chaired by Karen Cumbo and Sherry Leach, reviewed the profile and made significant edits throughout. The whole congregation was invited to read and respond, and a Sunday morning forum provided a formal opportunity for input, particularly on the history section and the question about congregational strengths. Senior Minister Christina Braudaway-Bauman wrote most of the first draft and eventually wove the contributions into a unified voice. Church Council reviewed and voted its final approval.

2. Additional comments for interpreting the profile.

You may access the Associate Minister job description here: <https://firstcong.net/wp-content/uploads/2026/07/job-description-associate-minister-may-2026.pdf>

Signed:

Handwritten signatures of Karen Cumbo and Sherry Leach in black ink.

Karen Cumbo and Sherry Leach
Selection Committee Co-Chairs

July 11, 2026

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: Rev. Erin Gilmore

Email: erin@rmcucc.org

Phone: 720-738-8563

Date: 07/13/2026

**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