

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Pilgrim Congregational Church, UCC
Redding, California

Settled Pastor

Northern California Nevada Conference of the United Church of Christ

August 13, 2019

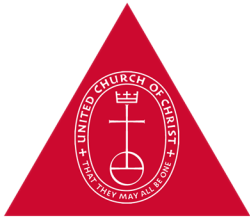
LOCAL CHURCH PROFILE CONTENTS.

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

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



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REDDING PILGRIM
Congregational Church, UCC

1. POSITION POSTING

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

1a. LISTING INFORMATION

Pilgrim Congregational United Church of Christ
2850 Foothill Blvd., Redding, CA 96001-1341
P.O.Box 993183, Redding, CA 96099-3183

Supplemental web links

- <http://pilgrimchurchredding.org/>
- <https://www.facebook.com/pg/ReddingPilgrimUCC/>
- <https://www.instagram.com/pilgrimchurchredding/>

Additional ecumenical affiliations

- Shasta County Interfaith Forum - Facebook
- United Church of Christ Palestine Israel Network
- United Church of Christ Witness at the Border
- United Church of Christ Green Church Ministry
- ACES - American Cultural Exchange Service (supportive congregation)
- Redding Homeless Day Resource Center
- Southeast Asian Christian Ministry (SEACM)
- Euphrates Institute

Conference

[Northern California Nevada Conference of the United Church of Christ](#)

16190 Foothill Blvd.

San Leandro, CA 94578-2104

(510) 426-5683

Association

[Sacramento Valley Association of the United Church of Christ](#)

Rev. Casey Tinnin, Moderator,
Loomis Basin Congregational Church
pastor@loomisucc.org

UCC Conference or Association Staff Contact Person

Rev. Davena Jones
Northern California Nevada Conference of the United Church of Christ
16190 Foothill Blvd.
San Leandro, CA 94578-2104
Davena@ncncucc.org
(510) 359-7208

How would you summarize your ministry?

Pilgrim Congregational Church is a progressive faith community seeking to retain this identity in a politically and theologically conservative area of our state. We need pastoral leadership that will support this identity and lead us forward in our efforts of social justice and community engagement. We are looking for a pastor to love us, challenge us, and walk alongside us as we care for each other, our neighbors near and far, and our Earth.

In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?

Many of us are deeply concerned that we are heading into dissolution as our congregation becomes elderly and there are too few to maintain our current ministry. This is not an immediate reality, but not far away. Like most mainline Protestant churches, we are troubled over the lack of young people (0 to 40) in our congregation. We have some ideas about reversing that trend, but we need pastoral leadership which will work with us to achieve growth or assist us in envisioning a different kind of ministry.

What do you value about living in your area?

We live in a beautiful, uncongested area with outstanding outdoor recreational opportunities, a high level of personal volunteerism, and excellent K-14 schools.

Current size of membership	156
Languages used in ministry other than English	None
Position Title	Settled Pastor
Compensation Level	Full Time
Total support package meets conference compensation guidelines	Yes

1b. SCOPE OF WORK

40-50 hours weekly/10-12 units

- Preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding lay liturgists, planning of music in coordination with musical staff, preaching, offering of prayers, etc.,
- faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them,
- leadership development by working with people in the church to create ministry and programs,
- leadership and support of laity in children's and youth ministry,
- pastoral care in collaboration with lay people,
- community engagement and leading the way for the church to be an ambassador of God's love,
- weddings and funerals for participants in the worshipping community,
- strategic planning for current and new directions in ministry,
- attending meetings and giving leadership as needed to church programs, in collaboration with lay leadership,

- participating in wider church activities such as conference and association meetings,
- administration responsibilities,
- faithful financial development and stewardship,
- supervision of staff,
- availability to wider community for funerals, weddings, special worship programs and as a representative of the church to local organizations,
- counseling and referral,
- study and prayer to increase faith and to improve skills so as to lead, teach and preach better, and
- energizing and deepening the spiritual connections and faith understandings of others in all they do.

Core Competencies:

- Caring and compassionate towards all persons
- Socially and theologically progressive
- Ability to work with others to envision our church's future

1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): **\$85,000**

Salary plus Benefits (*includes professional expenses, continuing education, annuity, health, dental and vision*): **\$115,000**

We expect our settled pastor to live nearby with a housing allowance.

The median home price in Redding is \$272,000 making this an affordable area in California. We would expect our minister to live within the greater Redding area. Commute traffic is very light in Redding. One can travel approximately 10 miles in 20 minutes at any time of the day.

No additional incentives offered aside from benefits listed above.

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

- Shasta County Interfaith Forum
- UCC Northern California Nevada Conference

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

- We look forward to working with a leader who has a vision to present programs and a message that would inspire, attract and retain young people and families.
- We envision a minister who can inspire a robust youth group that meets regularly and participates in wider community events. There are members who happily lead a youth group.
- We seek a minister who can work with us to spread a Christian message that offers an alternative to large, fundamentalist churches in the area.
- We need a leader who can direct us to make our mission relevant in the greater community, and help us to become more visible.

How does your vision of the minister you are now seeking assist the congregation in making an impact beyond its walls?

We have a long tradition of social justice at Pilgrim Church. Redding has a significant homeless population and parishioners have put many hours into helping our local homeless. We want the involvement of our church to continue.

When natural disasters such as fires, floods, or destructive snowfalls occur, we need to be able to mobilize in order to assist our neighbors. We need leadership when these disasters happen in order for us to best use our resources and be of the greatest help.

We want continued representation in the Interfaith Forum and to continue our participation in local social justice projects such as Faithworks (a transitional housing program for families), the Hope Van (a medical outreach service), and other local programs to assist others in need.

We strive to assist those seeking refuge in our country and advocate for the oppressed and the marginalized. We are especially interested in justice for immigrants on our southern border. Several of our members supply weekly information and gather donations for those coming to our southern border.

Environmental awareness and climate change are areas where we need to develop more of a vision and we need guidance. We grapple with our role in the face of these challenges, and how to deal with these issues as a faith community.

What language requirements or culturally-specific capacities do you prefer in a next ministerial leader, and why do those matter to the congregation's sense of calling?

There is a vibrant Native American culture in Northern California. It would be of value to an incoming pastor to become acquainted with the various tribes, their histories, and their current status in the local communities. The native people are important to our community and are among us.

There are no language requirements or preferences except that the language of inclusivity must be freely spoken.

(The following are four areas of excellence from The Marks of Faithful & Effective Authorized Ministry that our next minister should embrace to further equip the congregation's ministry in these areas.)

Participating in the Theological Praxis

We seek a theologian able to anchor us in the Bible, unlock the meaning of Biblical passages, encourage, and inspire us to reach the greater world with a mission of justice and mercy. We seek someone who is capable of guiding us through reflective worship, and can nurture our understanding of our faith. Our new minister should be an active representative in the interfaith community.

Working Together for Justice and Mercy

We believe that we are the hands of God and God works through us. We have always tried to confront injustice and oppression, and have provided radical hospitality to all. We need a pastor who will work with us in these endeavours and inspire us to do more.

Nurturing the UCC Identity

The covenantal nature of the UCC is the definition of what sets us apart from other local churches. By identifying as a UCC Church, we offer alternative worship and theology. A pastor who preaches from these tenets will naturally be set apart from other church leaders in our area and have a message that might speak to someone who is seeking an alternative.

Strengthening Inter- and Intra- Personal Assets

This strand relates to our covenant with God, the church and each other. As a community we seek ways to become closer and to work together. These constructs speak to strengthening our inner selves so that we may work together more effectively. We need a leader who possesses these traits and who can draw them out of us. We seek someone who has a strong true north.

This strand also speaks to ministering to all stages of human life. This is meaningful as we have several members who are housebound. We seek a minister who is able to reach out to all participants and potential participants. We need someone who is welcoming, warm, and strong. Pastoral strength translates into focus. Focus translates to a more directed mission.

2. WHO IS GOD CALLING US TO BECOME?

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

Who is God calling you to become as a congregation?



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Appropriate to our name, Pilgrim exists as a place of searching and exploration. Because people in our region lean politically conservative and often mix that polity with their theology, those with differing political views may feel ostracized from the Church.

Our body serves as a bridge into the wider Church body for people developing their faith, undergoing a reworking of their faith, or seeking acceptance from a community without having faith of their own.

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

During the previous pastor's sabbatical, the congregation took it upon ourselves to fill the pulpit during her absence. This meant not only preaching the sermon but choosing worship songs, providing children's time, and structuring the liturgy where necessary. Entering into this phase it became apparent that this process would stretch the comfort zone of the church, which had not gone without a regular pastor in many years. To help with the process, our senior pastor left us with a series of sermon themes.

While the resulting few months had their share of awkward moments, overall the time went smoothly and bolstered our confidence in handling the weekly service without the presence of a regular minister. Shortly afterward, our senior pastor announced her retirement and we realized how God had been preparing us. In the months between our Settled Pastor's retirement and our Interim Pastor's arrival, church members continued to design and perform regular services without any pastoral assistance.

Outside of the church walls, we have been stepping out into the community to serve its needs as Christ commanded us: to feed the hungry, clothe the homeless, and

care for the immigrants in our midst. Each of these three issues have found expression in our community in recent years and we wrestle with our place both as individuals and as a church in addressing them. Members of the congregation are involved in several interfaith and community ministries. These include:

- [FaithWorks](#) Francis Court transitional housing, a program to provide housing for families who are willing to follow a strict program leading to their self-sufficiency. We support one family at a time through gifts and other support.
- [The Hope Van](#), a health outreach of the community health center. Members volunteer once a month to provide food and clothing.
- [The Redding Homeless Day Resource Center](#), an initiative and planned facility to provide resources to help the homeless meet their basic needs and lower barriers to employment.
- [South East Asian Christian Ministry \(SEACM\)](#), originally begun for immigrants from Asia, it pivoted to helping immigrants from south of the border in recent years. This organization now provides legal and language aid for local immigrants from all over the world.

Pilgrim has donated proceeds from our fundraisers to these and other similar organizations for the past several years.

3. WHO ARE WE NOW?

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

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

3a. CONGREGATIONAL REFLECTIONS

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



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doesn’t have a current mission statement, we proudly display the e Church: Protect the environment. Care for the Poor. Forgive often. it for the powerless. Share the earthly and spiritual resources. Love God. Enjoy this life.” We are dedicated to being open and

affirming. We are proud to say that people of any age, gender, preference, and ability are welcome here. As a congregation, we strive to follow the The 8 Points of Progressive Christianity.

Describe several strengths or positive qualities of your congregation.

Our church is known to be environmentally conscientious, open-minded and inclusive of all members of our larger community. As a congregation we embrace diversity, and are involved with many activities in our community in order to bring awareness to other cultures as well as tackling some of the social issues present in the greater community today. We are dedicated to making a difference in our greater community. Our congregation values the thought-provoking theology which identifies with progressive Christians. They also value the high level of friendliness, openness, and

dedication to being committed to our community, as well as the true caring nature of our congregation.

Describe what worship is like when your congregation gathers

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

Our sanctuary is typically set up in a circle in order to feel inclusive in the space. When it is time to get started, our pianist plays music, our minister welcomes everyone reaffirming our belief that everyone is welcome no matter where they are on their Christ journey. Then typically our children will light the altar candles. Throughout the service we sing hymns, occasionally practice meditation, and we also reserve a time for the minister to connect with the children in the center of the worship space before they go to their Sunday School Classes. We focus on scripture readings and relevant sermons for current events. Our services typically last one hour, concluding by joining hands in a circle and singing “God Be With You,” before we continue to our Fellowship time.

We celebrate communion on the first Sunday of every month.

We have had several baptisms in the last year. Our pastor performed a simple ceremony inducting children and adults into the Church. She used a small water bowl placed at the altar.

Words that are regularly used to describe good preaching within our congregation are: inspiring, insightful, educational, thought-provoking, relevant, uplifting, inclusive, meaningful, humorous, and motivating.

Describe the educational program/faith formation vision of your church

We encourage our children to get involved in church activities including potlucks, creating baskets at holiday times, pitching in and helping our landscape team, participating in community events like the Whole Earth and Watershed Festival, and offering words of kindness to our members and their peers. We do offer Sunday School which currently uses a UCC curriculum called Seasons of the Spirit, a multi-age level curriculum, however we are adapting a new curriculum from Progressive Christianity, called A Joyful Path. We also have a small Youth Group, but are looking at more opportunities to have a bigger impact on our Pilgrim children.

Our Sunday School Program runs from September to June. Our final Sunday School this year was focused on “A Spirit-Powered Faith” and the focus was “To celebrate the gift of the Holy Spirit”. We discussed Pentecost and what it meant to be a follower of Jesus and empowering ourselves to revel in the power of the Holy Spirit. It was beneficial that day that it was very windy outside and we discussed the power of the wind and how it can reflect our faith in Jesus as a powerful thing to believe in. We had about 5 students present and had a wonderful conversation before doing a craft. For reference: <https://www.seasonsonline.ca/files/jun9-19-multiage.pdf>

Starting in September we will be utilizing A Joyful Path- Year one. For Reference: <https://progressivechristianity.org/childrens-curriculum/childrens-progressive-christian-curriculum-sample/>

We also encourage sending our youth who are of age to Camp Cazadero, a spiritual based summer camp sponsored by UCC.

For adults, we offer a Bible study, a weekly reading group which chooses and reflects on different books, and video opportunities to further our individual faith journeys. We also have a full free library housed in our church from which any community member may borrow.

Ministry and Mission

As stated in our constitution, there are 4 committees and 5 Co-Coordinator ministry areas. The committees are responsible for Pastoral Parish Relations, Personnel, Council Nominating, and Welcoming & Hospitality. The co-coordinators oversee the following ministry areas: Serving, Learning, Giving, Connecting, and Worship. The Co-Coordinators, or CoCo’s, help reduce the workload of the council while also involving more members from the congregation in actively supporting the church.

Where does your church struggle for vision?

When it comes to struggling for vision, our most difficult struggle has been a long term comprehensive plan for the recruitment and retention of new families. Many people come looking for a more progressive approach to Christianity. We know that recruiting

new families is a result of faithful outreach and not a goal itself. We wish to expand our outreach in an inclusive, Christ-centered ministry.

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

The Council and committees spend up to 8 hours per month in meetings. The CoCo's spend another 12 hours per month in meetings.

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

In 1992, a fire significantly damaged our church. A "Phoenix" committee was quickly formed to address all needs for relocation of worship and restoration of the building.

Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance?

Yes, we have a well organized leadership structure, bylaws and a comprehensive Annual Report. [View our current constitution here](#) (PDF)

3b. 11-YEAR REPORT

See appendix 1

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church

(Based on the June 2018 Directory)

Number of active members	154
Number of active non-members	12
Total of church participants (sum of the numbers above)	166

(All figures below based on the result of 105 returned surveys)

Percentage of total participants who have been in the church

More than 10 years	62%
Less than 10, more than 5 years	16%
Less than 5 years	27%

Number of total participants by age

0-11	12-17	18-24	25-34	35- 44	45-54	55-64	65-74	75+
5	2	0	4	7	5	17	20	43

Percentage of adults in various household types

Single adults under 35	0%
Households with minors	8%
Single adults age 35-65	4%
Joint households with no minors	35%
Single adults over 65	23%

Education level of adult participants by percentage

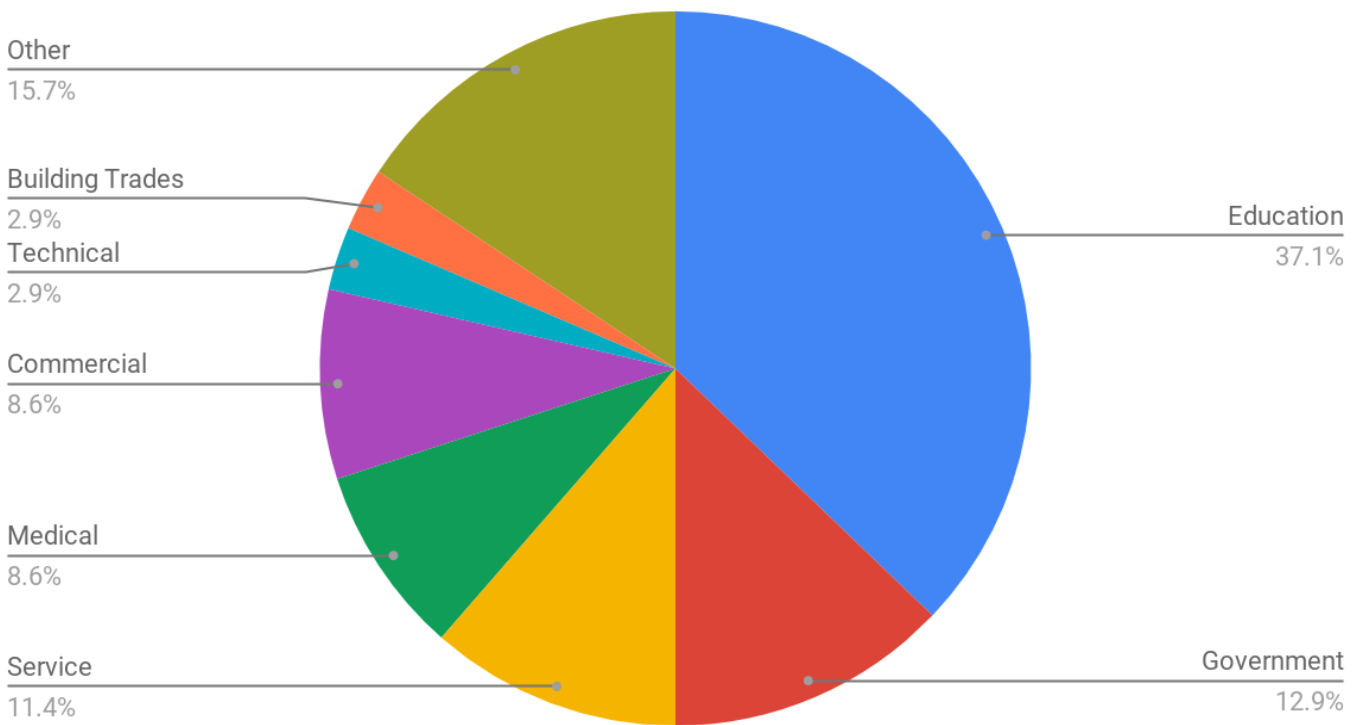
High school	12%
College	38%
Graduate School	48%

Specialty Training	23%
Other (please specify)	0%

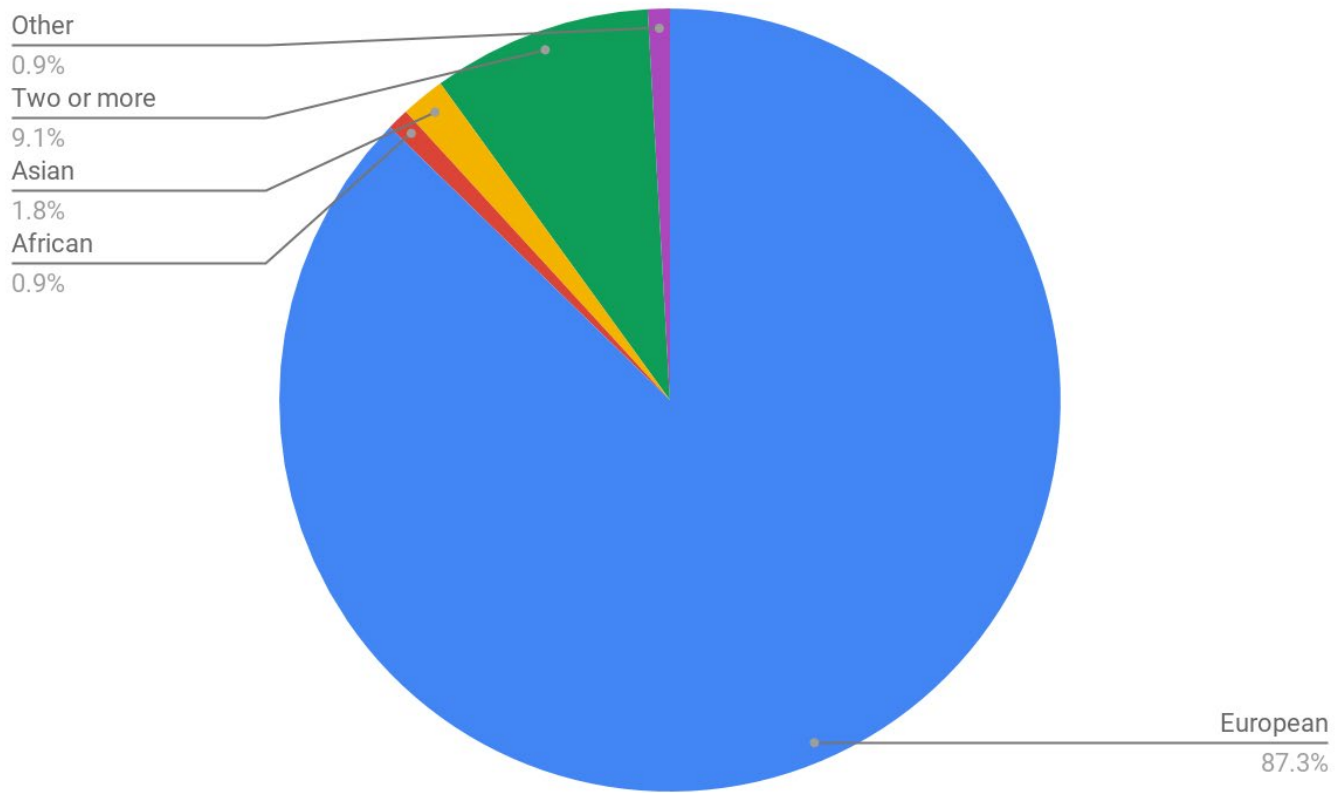
Percentage of adults in various employment types

Adults who are employed	25%
Adults who are retired	65%
Adults who are not fully employed	4%

Occupations of working adults



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?



Our neighbors comprise mostly Europeans. While we welcome diverse cultures and ethnic heritages, we realize our demographics may not represent this and we look for ways to be more welcoming.

Has your congregation recently had a conversation about welcoming diversity?

Open and Affirming adopted 2006

3d. PARTICIPATION AND STAFFING

Ways of Gathering	Estimated attendance	Who plans each of the listed gatherings?
Adult Groups or Classes	6-25	Clergy and lay leaders
Baptisms	3	Clergy
Children's Groups or Classes	6-15	Sunday School Teacher; Learning Co-Co's
Christmas Eve and Easter Worship	80+	Clergy and worship Co-Co's
Church-wide Meals	80+	Serving Co-co's
Choirs and Music Groups	15	Choir director and pianist
Church-based Bible Study	12	Clergy
Communion each first Sunday	55	Clergy and worship Co-Co's
Community Meals	50	Lay volunteers
Confirmation	0	Clergy
Drama or Dance Program	0	NA now
Funerals (5 last year)	200	Clergy
Intergenerational Groups	0	NA
Outdoor Worship	26	Clergy and worship Co-Co's
Prayer or Meditation Groups	38	Clergy and lay members
Public Advocacy Work		Connecting Co-Cos
Retreats	8-12	Clergy and moderator
Theology or Bible Programs in the Community	12	Clergy
Weddings (3 last year)	120	Clergy
Worship at 10:00 AM	60-80	Clergy, worship Co-Cos, choir director, pianist
Young Adult Groups or Classes		Learning Co-Cos, lay members
Youth Groups or Classes	5-7	Learning Co-Cos, lay members

Other		
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List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers

Name	3- or 4-Way Covenant?	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rev. Heather Hennessey	No	Active member	None	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

Heather is very active: She Leads a Bible Study, participates in choir, does pulpit supply, is a guestbook greeter, heads landscaping projects, serves on the search committee, and serves as a Worship Co-Coodinator.

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	Supervised by	Length of Tenure for current person in this position
Office Manager	No	Part time	Minister	2 years
Choir Director	No	Part time	Minister	2 years
Pianist	No	Part time	Minister	10+ years
Housekeeping	No	Part time	Minister	1 year
Sunday School Teacher	No	Volunteer	Minister	2 years
Preschool Teacher	No	Part time	Minister	Recruiting

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

Our overall congregational demographics show a community of educated and passionate individuals that strive for justice and peace. We are lovingly dedicated to working together within our greater community through the Shasta County Interfaith Forum and other faith-based organizations to have further positive and more faith-based impact to our greater community. We are dedicated to sharing our worship space with other organizations to further us in having a larger compassionate impact on our local community.

We recognize our weaknesses and strive to grow our Children and Young Adult ministries.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$143,845
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$0
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0
Fundraising Events (International Dinner)	\$1138
Gifts Designated for Specific Purposes	\$0
Grants	\$0
Rentals of Church Building	\$13,100
Rentals of Church Parsonage	\$0
Support from Related Organizations	\$0
Transfers from Special Accounts	\$27,620
Other (specify): Funds from Parking Lot Rent	\$5,100
Other (specify):	\$
TOTAL	\$190,803

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

\$193,770

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

60%

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%)

Pilgrim Church budgets 1.25% based on our projected giving

What is the church's current indebtedness?

\$0

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

Year(s)	Purpose	Goal	Result	Impact
2017	Bathroom Remodel	\$60,000	\$25,000	reduced goal of remodel

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

Roof, hymnals, and bathroom update

Does your church have an endowment?

Yes

What is the market value of the assets?

\$109,049

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

From Pilgrim Church Bylaws:

“The fund Managers shall consist of three (3) members who will maintain accurate records of the fund’s principal and income. All principal amounts will be retained and only the income expended. The interest income generated by the Endowment Fund may be transferred to a separate Reserve Account and can only be used as needed for the operating budget with the approval of the Church Council.”

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

No draws from endowment

Other Assets

Reserves (savings)	\$20,020
Investments (other than endowment)	\$27,620
Churchs owns parsonage	No
All buildings owned by church	2850 Foothill Blvd., Redding, CA 96001
Non-owned buildings used or rented by church	None

Which spaces are accessible to wheelchairs?

All spaces are accessible to wheelchairs except the stage in the sanctuary. The basement can be accessed from the main floor by going outside. The main floor which

includes the sanctuary, fellowship hall, meeting space, kitchen, nursery areas and restrooms is wheelchair accessible.

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

Raising sufficient funds has always been a challenge – from the first members who were young families donating to the church while actually spending time building the structure to current families struggling to make ends meet in our economy and still supporting this church, which is so important to us. Our efforts show a commitment to a high level of professional ministry to guide our personal spiritual growth and our ability to reach out to others.

3f. HISTORICAL INFORMATION

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

- The decision to hire Frank Lloyd Wright to design the building has had an ongoing effect on this church. One of our ministers pointed out how the form of the building both affects and reflects how the church worships and shares its faith with the community. Being a FLW building brings in visitors and tourists, but more importantly the open form of this building enhances the progressive fluid nature of our UCC congregation and opens the church to multiple uses.
- Activities the church has taken on that have enabled us to draw together have been recognized as among the most important. People see that coming together as a body to work, to celebrate, to aid each other – whether for fire victims, for fun, or to take care of our grounds and building – these events are seen as important to our church life.
- The one event people mention most often is the Country Market. A few years ago we started the Country Market, a major effort that required church members to prepare for months in advance. The day of the Market, hundreds of community members came. The effort brought our members closer together, the event brought in the community, and the proceeds were distributed among selected local non-profits. It was recognized as a lot of work, and well worth the effort.

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

- The building is open to the community for concerts and for non-profit meetings. Doing this has not only made us more visible to the community, it has made us more aware of our place in it. We have hosted Oaksong Concerts, PAS (Performing Arts Society) Concerts, allowed non-profits to meet here such as the Euphrates Institute, League of Women Voters, and various classes. We have learned to manage the continual re-arranging of the worship space and maybe become more flexible.

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

The most recent conflict our church experienced had to do with officers misunderstanding their duties per the Constitution and Bylaws. The Council and the Minister worked together with the officers in question to clarify what was supposed to be done. A couple of people did leave the church after that situation. As a result of this experience, the Council is attending more carefully to following the Constitution and Bylaws and to updating them as needed.

Our Constitution and Bylaws state who is responsible for the various areas of the church functions, and these leaders are expected to handle their areas. Our congregation asks people to deal directly with the individuals/leaders who are responsible for each area of concern. If these people cannot sort out a difficulty, a problem may go to the Pastoral Parish Relations Committee, the Personnel Committee, or the Council. At one time our church did request help from the Conference Office when all else was inadequate. The Conference office responded immediately to help resolve our issue.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
The Rev. John M. Larsen (Called)	1976-1989	Y

The Rev. Don Poisson (Interim)	1989	Y
The Rev. Ann Lougee (Interim)	1989-1990	Y
The Rev. Lee Neuhaus (Called)	1990-1997	Y
The Rev. Al Valentine (Interim)	1998-1999	Y
The Rev. Ann Lougee (Called)	1999-2008	Y
The Rev. Ann Muir Corrin (Interim & Called)	2008-2018	Y
The Rev. Gail Doering (Interim)	2018-Present	In Process

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

- We have learned that a functional church is a joint effort between the minister and the laity.
- Our congregation very much appreciates the knowledge and expertise our trained ministerial staff brings.
- With only one ministerial staff, we are aware that there are a multitude of tasks and duties to be assumed by many congregation members. It is the task of our Co-Coordinator leaders (Co-Cos) to identify tasks and people interested in doing them, and then coordinate individuals to participate in the life of the church to keep it running smoothly.

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

No

Has your church been involved in a Situational Support Consultation?

Yes. The conference was supportive. The conference minister came to a congregational meeting along with a note-taker and assisted in our process of solving the issue.

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

No.



4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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

The congregation has many interests. In response to the border immigration issue at the Mexican border this past spring, the congregation donated items for the immigrants in detention and mailed a large box to Arizona for them. Members regularly provide breakfasts for the homeless at the HOPE Van (a mobile medical unit) on third Fridays serving about 30-50 people each time. About thirty years ago, the congregation was a founding member of SEACM, Southeast Asian Christian Ministry, that helps immigrants from around the world; we continue to support this effort. Immediately following the Carr Fire last summer, the church hosted counseling sessions for the victims for many weeks, held a free dinner to support victims and celebrate their survival and give them social support.

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

Pilgrim has continued to be involved in the wider UCC community. Pilgrim has sent delegates to the annual meeting to forge relationships at that and the association level. Although participation has waxed and waned depending on individual circumstances, we have regularly sent delegates to the conference annual gathering and association meetings for decades.

Since our church is geographically isolated, that presents a barrier to involvement in some activities. However, in past years we have sent youth to Camp Cazadero, developed relationships with the churches closer to us in Weaverville, Loomis, and Elk Grove. We look forward to continuing to strengthen those relationships.

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

- | | |
|----------------------------------------------------------------------------------|------------------------------------------------------------------------------|
| <input checked="" type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Global Mission Church |
| <input checked="" type="checkbox"/> Creation Justice | <input checked="" type="checkbox"/> Open and Affirming (ONA) |
| <input checked="" type="checkbox"/> Economic Justice | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> Other UCC designations: |
| <input checked="" type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Designations from other denominations |
| <input checked="" type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> None |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | |
| <input checked="" type="checkbox"/> Just Peace | |

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

We have significant interest in working toward a number of the above statements of faith, and already embody many of them in spirit. Groups of our congregation take initiative in the areas of Creation Justice, Economic Justice, Border and Immigrant Justice, Inter-Cultural issues, Just Peace, and Mental Health, but we have yet to address them as a whole congregation.

We hope to partner with our next pastor in exploring what each of these mean for us as individuals and as a church that affirms their necessity in our community and in our world.

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

Members of Pilgrim had an integral role in forming the [Shasta County Interfaith Forum \(SCIF\)](#). This organization brings together many members of the faith community in Redding for discussion and events celebrating our common elements and provoking thought about our separate traditions. Our church hosts a number of their events and members from our congregation can always be found at SCIF events, especially Solstice and Thanksgiving celebrations.

Our building was the meeting place for our local Jewish congregation until they built their temple and we still hold each other in esteem. Pilgrim hosts the local Unitarian Universalist Fellowship; we have stood in solidarity with our Muslim brothers and sisters in times of trouble; we participate and host events with our sister churches in town, specifically [Redding United Methodist Church](#) and [First Christian Church of Redding](#).

If your congregation has a mission statement, how does that mission statement compared to the actual time spent engaging in different activities?

The last mission statement developed and proposed, but not adopted is “to explore, connect and commune – to be transformed and to transform our world.” We feel that this generally represents our congregation's goals.

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?

Officially, the scope of the minister's work covers a specific set of duties. Our ministers have grown into their role based on their own strengths. Our last minister initiated and sustained new ministries that have since become integral parts of the church. Because we see our role as so involved in the community, outreach forms a central part of the informal expectations upon the minister. Work in the wider church has not formed a large part of their activities due to the aforementioned geographical isolation.

4b. MISSION InSite

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

Our congregation is progressive and while Shasta county is known as a more conservative county compared to the large California population centers, there are many people in Shasta county who share our political views. This suggests there are many people in Shasta county who would fit well in our church. From the Religious Insite report, Shasta county ranks "God is love" as their number 1 belief about God, a view that Pilgrims strongly embrace.

Our congregation tends to be older than the surrounding community.

We are different than other large churches in the area who tend to be more fundamental. People are attracted to our progressive stance in the community and our open and affirming practice.

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

We are known as Pilgrims. Our church was designed by Frank Lloyd Wright. Pilgrim is the site of the Country Market, a venue for folk and classical music concerts, winter solstice service, and the annual Shasta High School Madrigal Dinner.

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

They often learned about the church through community outreach events, then learned more about the church's teachings. People also found us through social media and the local newspaper.

5. REFERENCES



Maggie Zlotowski

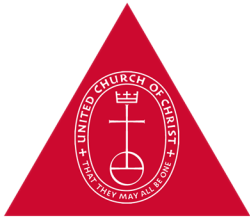
President Temple Beth Israel
(530) 243-5726
www.tbiredding.org

Reverend Lynn E. Fritz

Pastor / LA LMFT
Center for Spiritual Living
(530) 243-8862
www.lynnfritz.com
(Guest Pastor, Chair of Interfaith Forum)

Mamie Shelton

Office Manager
Faithworks
(530) 242-1121
<https://www.faith-works.cc/contact-us.html>
(Pilgrim supports a living unit for families through Faithworks)



REDDING PILGRIM
Congregational Church, UCC

6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

The following hymn, composed by O.I. Cricket Harrison, reflects our ministry and our heartfelt prayer.

Restless Weaver

Restless Weaver, ever spinning threads of justice and shalom;
dreaming patterns of creation where all creatures find a home;
gathering up life's varied fibers every texture, every hue:
grant us your creative vision.
With us weave your world anew.

Restless Weaver, still conceiving new life - now and yet to be -
binding all your vast creation in one living tapestry:
you have called us to be weavers.
Let your love guide all we do.
With your Reign of Peace our pattern, we will weave your world anew.

Lyrics by O.I. Cricket Harrison

6b. STATEMENT OF CONSENT

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

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

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.)

The Search Committee, nominated by the Nominating Committee and elected by the congregation at the Annual Meeting of January 2019, took the lead. All members of the congregation were invited to participate through questionnaires, personal interviews, an all church meeting. The Church Council reviewed and approved the profile, in draft form, just prior to its finalization.

Signed:

Name / Title / Date:

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: The Pilgrim Congregational Church UCC of Redding California is in good standing with both the Sacramento Valley Association and the Norther California Nevada Conference of the UCC.

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

Staff Comment: The provided ministerial history is complete best to my knowledge.

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

Staff Comment: Yes, best I know, the provided financial information is through.

My signature below attests to the above three items.

Signature: *Rev. Davena L. Jones*

Name / Title: Davena L. Jones/ Associate Conference Minister

Email: davena@ncncucc.org

Phone: (510) 359-7207

Date: August 13, 2019

**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

Appendix 1

UNITED CHURCH OF CHRIST
ELEVEN YEAR CHURCH PROFILE BASED ON DATA RECORDED IN UCC
YEARBOOKS



Church#: 20850

Assoc: 12 Schedule: 0 Pilgrim Congregational UCC

Redding

CA 96001

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2007	233	105	52	8	7	7	9	90	-77
2008	265	112	41	4	4	3	4	0	7
2009	233	84	40	0	0	7	11	28	-32
2010	216	72	25	0	0	7	11	13	-17
2011	216	72	25	0	0	0	0	0	0
2012	216	72	25	0	0	0	0	0	0
2013	213	85	32	0	0	7	5	5	-3
2014	208	92	45	0	13	0	8	0	5
2015	208	92	45	0	0	0	0	0	0
2016	193	100	35	0	1	8	9	15	-15
2017	193	100	35	0	0	0	0	0	0
CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPP UCC GIVING	TOT OTHER OCMW	TOTAL GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS	
2007	\$191,299	\$0	\$6,787	\$3,120	\$9,907	\$4,869	\$14,776	\$206,075	\$213,425
2008	\$184,158	\$0	\$0	\$2,728	\$2,728	\$2,700	\$5,428	\$189,586	\$135,937
2009	\$163,828	\$0	\$1,000	\$1,793	\$2,793	\$2,000	\$4,793	\$168,621	\$153,716
2010	\$163,828	\$0	\$0	\$2,644	\$2,644	\$0	\$2,644	\$166,472	\$148,326
2011	\$163,828	\$0	\$2,000	\$3,441	\$5,441	\$0	\$5,441	\$169,269	\$0
2012	\$170,837	\$0	\$2,000	\$1,297	\$3,297	\$8,576	\$11,873	\$182,710	\$144,720
2013	\$171,030	\$0	\$2,400	\$2,320	\$4,720	\$11,483	\$16,203	\$187,233	\$142,763
2014	\$174,000	\$0	\$2,400	\$1,263	\$3,663	\$11,000	\$14,663	\$188,663	\$152,000
2015	\$174,000	\$0	\$2,400	\$1,148	\$3,548	\$0	\$3,548	\$177,548	\$0
2016	\$182,883	\$0	\$1,400	\$1,052	\$2,452	\$0	\$2,452	\$185,335	\$158,250
2017	\$182,883	\$0	\$0	\$0	\$0	\$0	\$0	\$182,883	\$0
% CHANGE 2012-2017	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCMW	TOTAL EXPENDITURE	
2012-2017	-10.65	38.89	40.00	0.00	0.00	7.05	-100.00	0.09	
2007-2017	-17.17	-4.76	-32.69	-100.00	-100.00	-4.40	-100.00	-11.25	

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before

Appendix 2



Temple Beth Israel of Redding
8529 Placer Road, Redding CA 96001
Mail address: PO Box 992582 Redding CA 96099-2582
Voice mail: (530) 243-5726 WEB site: www.tbiredding.org



12 June 2019

To Whom It May Concern,

I am writing on behalf of Temple Beth Israel of Redding. We are the only Jewish congregation in the North State. We have a long history with Pilgrim Congregational Church and our relationship has always been one of mutual respect and support. For about 15 years, our congregation met for Shabbat services at Pilgrim Congregational Church. Since that time members have rented space for special occasions, such as weddings and Bar or Bat mitzvahs. I have been involved with Pilgrim Church as a member of the Shasta County Interfaith Forum and we have supported this community through many challenges over the past 20 years. Additionally, we have participated in several interfaith

Book Club gatherings over the year including one with the local Muslim community to promote fellowship and deeper understanding. Temple Beth Israel is proud to consider itself part of the broader community of progressive faith communities here in Redding. Amongst them, Pilgrim Congregational Church is one of the leaders. Feel free to contact me if any further information would be helpful.

Thank you,
Maggie Zlotowski
President, Temple Beth Israel

Appendix 3

Lynn E. Fritz

Licensed Marriage & Family Therapist, LMFT #45877

*1452 Oregon Street * Redding, CA 96001*

*530 243-8862 * Email: Lynnfriz.lmft@gmail.com * www.lynnfritz.com*

NPI 1275794117, EIN 32-0250904

Reference:

Pilgrim Church
2850 Foothill Blvd, Redding, CA 96001
530 243-3121

Name: Lynn E. Fritz

Position:

Licensed Marriage Family Therapist in Private Practice
Ordained Minister for Centers for Spiritual Living
Chair-Shasta County Interfaith Forum
Community Organizer

Setting:

Since 2013 I have presented an interfaith holiday candle lighting service at the church in collaboration with the minister. One year the minister was not available but we still held the service. Usually at least once a year I also serve as a guest speaker at the church when the minister is away.

I have worked with the minister as chair of the local interfaith forum which the pastor has been a very active participant in until June 2018 when the Rev Ann Muir Corrin retired.

I interfaced with the church July - December 2018 as the psychotherapist who organized community support groups for those impacted by the Carr Fire. The church donated to the community use of their space for the groups.

Telephone: 530 243-8862 (Text or Call)

Email: lynnprod@sbcglobal.net

Relationship to the Congregation: I am not a member of the church but have worked collaboratively on community projects, interfaith projects and have also served members and nonmembers of the church in officiating at memorial services.

Reference, Pilgrim Church, July 17, 2019, Lynn E. Fritz, Page 2 of 2

Describe some areas of strength in this church's ministry: This church has developed a respected reputation in the larger community, is known for its service and openness to and with the larger community, is valued as a leader in social justice and interfaith. Additionally, the most recent office manager was highly skilled in technology creating outreach opportunities not only for the church but the interfaith group.

Describe some areas for improvement in this church's ministry: There is a vast need to draw in young people. This is not a unique challenge for Pilgrim Church. Most of the member organizations of the interfaith group face this same challenge.

Describe a significant experience you have had of this church's ministry: The past 2 ministers have been actively engaged in interfaith issues, at times helping to address issues and shape relationships, encouraging the development of relationships within the interfaith group as well as with the larger community.

Anything else you wish to share:

Pilgrim Church has been the site for the Madrigal Dinner for many, many years which is a theatrical presentation by one of the local high schools. Despite that very active involvement not many youth attend the church. Perhaps if there was a younger minister more young people would participate. Note: This is not a unique problem to this church only.

Appendix 4



June 21, 2019

Sara Hoxie
sara@chrysalischarter.org

Dear Sara,

In reference to your email requesting information of the relationship between Faithworks Community Coalition, Inc./Francis Court transitional housing for homeless families/House of Cornelius, home for veterans and Pilgrim Congregational Church.

We have been in relationship since 2003 when Pilgrim signed up as a sponsor for an apartment to be furnished with kitchen, furniture and bathroom supplies when a new resident comes to live at one of housing complexes. We have had several different individuals as a contact over the years but currently we are working with Paula Kahler. All the contacts have been most gracious and comfortable to work with.

A significant experience and one that is very positive would be Paula meeting the resident of their sponsored apartment. She was most gracious, gave books for the children and always offers thanksgiving baskets for the family. The family spoke very favorably in their meeting with Paula.

We feel so thankful to be in relationship with Pilgrim Congregational Church and the many people we now consider as friends.

Sincerely,
Mamie Shelton
mamie@faith-works.cc
Office Manager

Francis Court Transitional Housing
House of Cornelius – Home for Veterans
2825 West St. # 1 Redding, CA 96001
Phone # 530-242-1121 & 242-1492,
www.faith-works.cc