UNITED CHURCH OF CHRIST

Pastor
First Congregational UCC
Mountain Home, ID

Name of Church

First Congregational UCC

Address

515 E 15th N St
Mountain Home, ID 83647-1704

Conference:

Central Pacific

Association:

Idaho

Title

Pastor

Start Date

n/a

Description

First Congregational of Mountain Home is seeking a Settled Pastor.

Church Contact Information

(208) 587-4969 (Business)

mhfccucc@gmail.com (Church Email)

Listing Information

Web Presences

https://mhfirstcongregational.org/ — *Type:* Professional

https://www.youtube.com/@mhfirstcongregational9572/videos?view=0&sort=dd&shelf_id=2 — *Type:* Other

https://www.facebook.com/profile.php?id=61590406381502 — *Type:* Other

Additional Formal Ecumenical Affiliations

None

UCC Conference or Association Staff Contact Person

Name:

Melanie Oommen

Title:

Central Pacific Conference of the United Church of Christ

Phone:

503-343-0702

Email:

melanie@cpcucc.org

Summary Ministry Description

We arrived individually in Idaho's beautiful high desert through duty, by chance, by purposeful choice, or were born here. However, we all have one similarity:
We have all intentionally chosen our UCC Church as our spiritual home and we have thrived! We are grateful! For 134 years we worshipped, wept, laughed, worked, and ate together. More importantly, we encouraged, ministered, and lent a hand to each other, the Mountain Home area, and the UCC's wider ministry. Our congregation is comprised of empty nesters, single adults, young families, and grandparents who bring grandchildren. Our church is run by the congregation for the overall operation of church life. We rotate responsibilities; communicate between boards, trustees, the minister, and congregation; initiate repairs and additions/updates for our physical structure; have sound financials; and care about each other and our community and the world. We want others to join us! We want to amplify our impact!

We need a pastor who will work with us individually, as well as collectively, to guide, teach, comfort, and broaden us in our lifelong spiritual journey. We seek a pastor who: 1) nourishes us spiritually and deepens our understanding of what it means to follow Jesus; 2) energetically seeks to minister to members' concerns; 3) actively works, and interacts, with the congregation; 4) considers and addresses the community's wider needs; and 5) is passionate about ministry and loves people.
We are members of the UCC, but we are absolute believers in congregational independence and self-governance.

Church pictures







What we value about living in our area.

Mountain Home enjoys a small-town atmosphere of parades, festivals, rodeos, races, downtown art, free outdoor concerts and movies, superb healthcare and fitness amenities, and restaurants serving local and international foods. It also boasts the most city park acreage per capita in Idaho and is within easy driving distance of a wide range of outdoor activity spots and sporting events, all-year round. Nearby Boise hosts three major sports teams, including the BSU Broncos (Division I) football, minor league hockey team Idaho Steelheads, the Athletic Club Boise soccer tem, and the independent professional baseball team Boise Hawks.
Employment in diverse occupations is expanding and community activities welcome volunteers. The Mountain Home Airforce Base (MHAFB) is ten miles away, supporting the USAF, Singaporean Air Force, and soon Qatari pilots. The area is also home to a range of agricultural businesses, from farm to table, and a number of commuters working in Boise, looking for a quieter, less expensive locale to live in and raise a family.
Mountain Home offers a wide variety of cultural activities for the whole family. The Mountain Home Arts Council produces live performances of music and drama. The visual arts guild showcases local artists and the literary arts guild publishes a yearly compendium of local writers. Other groups sponsor Juneteenth, Black History Banquet, Cinco de Mayo celebrations, the annual Basque picnic, and the town's partnership with MHAFB

Current size of membership

90

Average in person attendance

65

Does your church hold virtual worship services?

Yes

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

Video Hosting Platform

On average, how many views are received per service?
22

Languages used in ministry

English

Position Title

Pastor

Position Duration

Settled

Compensation Level

Full Time

Does the total support package meet conference compensation guidelines?

No

Scope of Work

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

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

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

Download MHUCC SOW.pdf

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

First:

Good team player.

Second:

Effective communicator with a good sense of humor, kind, and sociable, with all ages.

Third:

Competent with the care and responsibility of the entire congregation.

Compensation and Support

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

SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED	AMOUNT OR PECENTAGE(IF DETERMINED)	IS THIS NEGOTIABLE	PASTORAL CANDIDATE DETERMINES
Salary (Cash basis determined from Conference/ Association Guidelines)	36000	☐	☐
Housing Allowance	36000	☐	☐
Any Experiential Difference (Related to years of experience)	0	☐	☐
Salary Basis: 72000			
Pension/Annuity	7200	☐	☐
Social Security and Medicare Offset	5508	☐	☐
Medical/Dental Insurance	35000	☐	☐
Life Insurance	0	☑	☐
Disability Insurance	0	☑	☐
Worker's Compensation	0	☐	☐

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

- The Church may provide low-interest loans for a down payment on a house, with approval of the church trustees.
- The Church pays for continued learning seminars (in coordination with the Church Council).
- The Church provides transportation/lodging costs for education, conference meetings.
- The Church pays Chamber of Commerce membership dues.
- The Church provides assistance in navigating community activities.
- Health insurance.
- Minister's Annuity.
- Sabbatical after 5 years of service.
- Two weeks' vacation in the first year, four weeks' vacation each year after the first.
- Moving expenses.
- 3/4 time work may be negotiated (pay and benefits will adjust commensurately)

The expected living situation for our next minister.

Residing locally with a housing allowance.

If a parsonage is provided, will the church offer a home equity allowance to the pastor? (The recommended guidelines for a home equity allowance is equal to 1.5% of the average home value in the community; this is considered taxable to the minister. The Housing Equity Offset should not be calculated into the Salary Basis upon which other Benefits are determined. Churches should consult a tax advisor prior to establishing any account for an equity allowance to ensure compliance with IRS rules on nonqualified deferred compensation plans.)
No
Not Applicable

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

The position may considered for 3/4 time

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

- Idaho Association of Churches meets annually.
- Pastors in the Boise and Mountain Home UCC churches periodically check in with each other to discuss mutual interests and issues.
- Local Ministerial Association meets monthly.
- Several retired ministers willingly offer support

Who Is God Calling to Minister with Us?

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

Our Church needs a minister who:
- Communicates well as a listener, teacher, writer, and presenter
- Enjoys conversing with church attendees, becoming familiar with the strengths of each
- Supports committee chairpersons to lead, and is a non-voting committee member
- Extends compassionate and consistent pastoral care
- Coordinates additional regular pastoral care with congregation volunteers
- Eagerly teaches Sunday School/Bible Studies (can be women's/men's/mixed)
- Participates in the Ministerial Association and other inter-faith opportunities
- Team Work/Collaborates with Trustees, committee chairs, and others about ideas, proactive approaches, goal setting, priorities, success measures, evaluation methods, and problem-solving
- Leads primarily through example, i.e.: communicates clearly, accounts forthrightly, addresses issues promptly and privately whenever possible (includes others as necessary)
- Networks with the church's leadership, committees, and congregation to healthily address/discuss/resolve broader issues/problems that may affect the church, our members
- identifies and promotes church-community mission
- Recognizes and utilizes the compatible strengths of tradition and vision
- Encourages both new and seasoned members to participate
- Appreciates the value of differing political viewpoints
- Preaches to the commonality of man, despite world division of religious and political views
- Maintains consistent self-care routines

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

Our new minister will network with groups and individuals within the community, bringing our church into partnerships that help others.
Examples:
- Be a member of the Mountain Home Ministerial Association
- Participate in, and occasionally lead, community interfaith ecumenical services
- Represent/Co-represent the Chamber of Commerce church's membership
- Appreciate the vitality of our community and actively network with churches, organizations, volunteers, auxiliaries, foundations, advisory boards, individuals, etc. (Church members will gladly introduce you.)
- Interact periodically with community groups using the church facility
- Help identify local needs and how the church can cooperatively work with others to help meet those needs
- Inform the congregation of regional, national, and international UCC projects.

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

The Mountain Home area is a mixture of individuals from across the country, with international experiences strongly influenced by agriculture and active-duty and retired military personnel. Our congregation includes many active duty and retired military personnel and their families. Thus, we have a variety of cultural and Christian faith backgrounds, but even with our differences, we work together as a dynamic, cohesive community of faith. The military dynamic adds unique areas to our pastor's duties: the influx/outflux of members and the needs of families of deployed family members.

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

1. Exhibiting a spiritual foundation and ongoing spiritual practice
2. Engaging sacred stories and traditions
   - Bringing life to sacred stories/traditions in worship, proclamation, and witness
3. Strengthening interpersonal and intrapersonal assets
   - Demonstrating excellent communication and teamwork
   - Affirming strengths and encouraging members to share their skills
4. Building transformational leadership skills
   - Encouraging leadership development of self and others via continuing education/lifelong learning

Who Is God Calling Us to Become?

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

Who God is calling us to become as a congregation.

God is calling this church to be a haven in the community for inspiration, peace, caring, nurturing, outreach, and faith education.

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

Mountain Home UCC is a place of worship, fellowship, and community impact. Together we live our Mission and Vision.
Our Mission and Vision statements were reviewed and rewritten in 2018.
- Mission:
"To bring the word of God to all people through the empowerment of the Holy Spirit"
- Vision:
"To work together to worship God, share our faith in Christ, and enrich our community through service and Christian education"

Congregation Reflections

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

Our beliefs and commitments are stated in our Constitution and Covenant:
- Constitution: The object of this church shall be to provide for: the worship of God; the Christian training of children, youth, and adults; and the extension of the Kingdom of God.
- Covenant: Looking for help to God the Father, Son, and Holy Spirit, by whose love we are gathered here, and acknowledging Jesus Christ as the only head of the Church universal, and all who confess His name as our brothers and sisters; we now promise and covenant to lead a Christian life, heeding the command of God, and turning to God for forgiveness of sins and renewal of hope; and to support this Church by attending its worship, sharing in its service, giving to its treasury, voting in its business, and sustaining its fellowship
- We believe "God is still speaking."

Strengths or positive qualities of our congregation.

Members:
- Welcoming, inclusive and friendly;
- Open-minded;
- Supportive;

- Eager to learn and participate;
- Passionate about our church & community.

Services:
- Traditional services;
- Frequent special music/youth performances;
- Active in ecumenical programs.

Facility:
- Beautiful building with updated, energy-efficient exterior, interior heating/cooling, new windows, updated chancel area, and handicapped-accessible restrooms;
- Provides space for youth/family events, Scouts BSA, elections, small graduations, etc.;
- Participant and/or host of joint community events

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

The congregation has fewer children and younger adults than in past years. Some of this is due to military members and their families moving for military orders and some due to young members growing up and finding their lives elsewhere. Our congregation needs an influx of youth to continue our worship and outreach for the long term.

What worship is like when our congregation gathers.

Worship is held in our beautiful floor-ceiling rock wall and window sanctuary
- elevated choir and baby-grand piano face the congregation
- natural light streams through a 121-year-old-stained glass rear window bathing the congregation.

Worship is based on the liturgical cycle and includes:
- Children's Moment (may be a children's performance)
- Music (may include special performance)
- Scripture & Sermon (may be Confirmand sermon)
- Offering
- Passing the Peace
- Concerns & Celebrations

Attributes of good sermons:
- Scripture-based content to strengthen our faith
- Thought-provoking
- Includes historical context of scripture/historical events
- Provides insight into UCC and different faiths' strengths
- Offers secular/non-secular quotes, stories, and information broadening the scripture's message
- A sense of humor
- Relates scripture to everyday life
- Nonpartisan - balanced point of view
- Respect for all and respectful of other religions
- Accommodates educational differences of audience

The educational program/faith formation vision of our church.

- Our faith is supported and deepened by participating in various church programs: Sunday School for all ages, Women's Bible study, Women's Fellowship, Vacation Bible School (VBS) as well as other faith studies and discussions.
- Young people are encouraged to assist with services, as age permits: be liturgist, light candles, ring church bell, join the choir, serve fellowship hour.
- Some books that have been discussed for Lenten reflections and Women's Bible Study were: *Who is this Man?* by John Ortberg, *Battlefield of the Mind* by Joyce Meyer, *Falling Upward* by Richard Rohr, *Practicing Our Faith* edited by Dorothy C. Bass, *Unrevealed Until Its Season* by James C. Howell, *The Five People You Meet in Heaven* by Mitch Albom, *Screwtape Letters* by C.S. Lewis, and *Breakfast With Buddha* by Roland Merullo. This assortment of authors with their differing faith backgrounds, specific religious messages, and personal journeys are examples of our openness. Our discussions questioned or related to and led to deeper thought. Reading spurred further research by some and was shared. Hopefully, these readings/discussions linger with us helping us move toward God.

How our congregation is organized for ministry and mission.

- The majority of our communication comes in written form: the weekly bulletin, the weekly “In the Loop” and our monthly Proclamation publication (sent by email and/or USPS as needed). We also share announcements and joys and concerns during church services.
- Our church structure is based on different boards elected to cover specific areas: Trustees, Diaconate, Christian Education; as well as committees: social, music and pastoral relations are all detailed in our constitution and by-laws.
- We know that at times changes are needed to promote harmony, reverence, practicality, or spiritual growth. We appreciate a paced process based on communication with appropriate boards/committees and ultimately the congregation.
- Given our military community and the movement of people inherent in the profession, new people and ideas are expected. We embrace the varying skill-sets and ideas this offers our church.

When it comes to decision-making, 3 hours are spent in meetings per month.

Is the pastor expected to attend all church meetings?

Yes

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

When issues occur that need immediate attention, the specific board responsible is contacted to resolve them. We take ownership of our church.
During Covid-19 we established Covid Protocol: wearing masks, physical distancing, canceling fellowship and summer services, and Zooming/YouTube services live for several months.
A pleasant, important, and urgent opportunity occurred during our lockdown. One of our members, after a long deployment to Afghanistan, returned home. Spontaneously two members of the congregation organized a Surprise Drive-by WELCOME HOME. In less than 24 hours, dozens of parishioners assembled in the church parking lot and drove by his house waving flags, blasting Wild Blue Yonder from the back of a pick-up, clanging cowbells, waving signs and balloons, tooting horns, and yelling welcome back where he, his wife and their 3 young children stood smiling returning greetings.
Similarly, one long-time parishioner and recent widow turned 85 during our Covid 19 isolation. To lift her spirits, the church organized a Happy Birthday drive-by, which included many others unaffiliated with our church.

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

Download MHFCC Constitution and By-Laws November 12, 2023.pdf

11-Year Report

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

Download 11 Year Report.pdf

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	85
NUMBER OF ACTIVE NON-MEMBERS:	15
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	100

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	84%
LESS THAN 10, MORE THAN 5 YEARS:	10%
LESS THAN 5 YEARS:	6%

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	6
12-17	3
18-24	0
25-34	5
35-44	6
45-54	6
55-64	15
65-74	30
75+	28

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	2%
HOUSEHOLDS WITH MINORS:	10%
SINGLE ADULTS AGE 35-65:	18%
JOINT HOUSEHOLDS WITH NO MINORS:	50%
SINGLE ADULTS OVER 65:	20%

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	20%
COLLEGE:	64%
GRADUATE SCHOOL:	12%
SPECIALTY TRAINING:	4%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	35%
ADULTS WHO ARE RETIRED:	60%
ADULTS WHO ARE NOT FULLY EMPLOYED:	5%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

Education, military, government, agriculture, legal, medical, small business owners, warehouse.

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

The ethnic makeup broadly follows that of the town (https://www.census.gov/quickfacts/fact/table/mountainhomecityidaho/PST045225)

What diversity means in our context?

We are an intellectually and experientially rich smorgasbord of people: differing in religious backgrounds, hailing from many regions of the nation, and having widely varying national and international experiences. We work locally, at MHAFB, in Boise, and elsewhere. Racially we are similar, with some diversity, but in the end, we all seek God's message of love.

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

No

Participation and Staffing

Participation and Planning of Gatherings

WAYS OF CHURCH GATHERING	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
Adult Groups or Classes (in person or online)	15	Women's Fellowship
Baptisms (number last year)	0	Pastor
Children's Groups or Classes	6	Christian education Committee
Christmas Eve and Easter Worship	100	Pastor, Diaconate, Music Dept.
Church-wide Meals	55	Monthly potluck, Social Committee
Choirs and Music Groups	19	Choir and Bell directors
Church-based Bible Study	7	Pastor (Adult Sunday School)
Communion (served how often?)	55	Diaconate (Monthly)
Community Meals	5	Ministerial Association
Confirmation (number confirmed last year)	0	Pastor, with adult mentors
Drama or Dance Program	12	Christmas Play, Christian Ed Committee
Funerals (number last year)	4	Pastor, Women's Fellowship for meals
Outdoor Worship	60	Pastor
Prayer or Meditation Groups	8	Women's Bible Study/Lay Leader
Worship (digital / online / livestream)	55	Pastor, Diaconate

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
1100-1200	65	Pastor, Diaconate

Additional comments:

Above numbers for participation and staffing are approximations

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

NAME	THREE-WAY OR FOUR-WAY COVENANT	MINISTRY SETTING	TYPE OF MINISTRY ROLE	RETIRED
Truman Parker	none			☑

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

Truman Parker is retired from our church and is a member.

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Interim Minister	No	part	Trustees	1 month
Secretary	No	part	Church Council	13 years
Assistance Secretary	No	part	Church Council	3 Years
Custodian	No	part	Trustees	6 months

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

- We are vibrant, energetic, adaptable, and stable.
- Our 134-year history reflects continual change, preparing financially for the future, and moving forward with God's help. We welcome a new pastor who embraces our possibilities with faith and enthusiasm.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	126892
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	30000
Gifts Designated for a Specific Purpose	3620
Rentals of Church Building	1700
Transfers from Special Accounts and Building Fund	37135
Total	199347

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

163983

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

Download 2025 Revenue and Spending.pdf

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

54

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?

OCWM is a budgeted, designated amount.

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

0

Total amount of loan debt:

No response

Reason for debt:

Not Applicable

Are capital and other payments current?

Yes

Capital Campaigns

Description of any building programs projected or underway.

- 2026: Sanctuary roof recovered. Cost - $61,164
- 2022: New blinds on the new windows
- 2021: New windows on the south and west side of the building.
- 2020: major project is complete; stuccoed the east side of the church building to match the rest of the building. Cost - $26.000.
- 2019: we spent $6,621 on sanctuary upgrades: new chancel carpet, new baseboards replacing no longer used baseboard heaters.
- 2018: we upgraded the office carpet and windows on the west side of the building. Cost - $6,280. (Women's Fellowship purchased new office furniture.)

Pictures

Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
2026	Recover roof	30000	13815	Remainder taken from Endowment
2020	Restucco east side of church	26000	4985	Remainder taken from Endowment

Description of any capital campaigns underway or anticipated:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

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

Update the roof and prevent water leakage/damage

Does your church have an endowment?

Yes

What is the market value of the assets?

1352438

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

As needed

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

Funds are drawn only from earned dividends as needed

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

2025-$6,365, 2024-$35,000, 2023-$0, 2022-$0, 2021-$0, 2020-$0, 2019-$0

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

Our funds' rules prohibit drawing any of the original principal, plus annual cost of living changes. We intend to always have funds available.

Please comment on the above calculations or estimates:

Our funds' rules prohibit drawing any of the original principal, plus annual cost of living changes. We intend to always have funds available. Our use of endowment funds is very conservative by design. Our main goal is to be able to maintain our church building well into the future without putting a significant burden on future church members. This also allows us to meet shortfalls of the operating budget on occasion.

Other Assets

None

Reserves (savings):

No response

Investments (other than endowment):

No response

Does the church have a parsonage?

No

Description of all buildings owned by the church:

Our Church building and paved parking area are located on a one-acre lot in a largely residential area on the North side of town. The church was built in 1962 and consisted of a 4000 sq. ft. sanctuary and attached 4000 sq. ft. Fellowship/Sunday School area. An 1,800 sq. ft. section for the Pastor's Office, Church Office, and Choir Room was added to the main building in 1987. A section of the Fellowship area was converted to handicapped-accessible restrooms in 2010.

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

None

Accessibility features of our building(s):

Accessible parking spaces
Access to child care spaces for wheelchair users and people with other mobility aids
Large print bulletins
Wheelchair access in bathrooms
Handrails on all stairs
Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)
Curb cuts
Accessible bathroom on each floor

Which spaces are accessible to wheelchairs:

All spaces except the pulpit and choir area are wheelchair accessible.

Policies regarding financial practices of the church:

- All incoming funds are collected and double checked by the treasurer and recording secretary.
- Annual budget is built by the treasurer, then presented to the congregation for approval and execution.
- The church's endowment fund is drawn upon for use for specific purposes (generally church infrastructure), but the principle money is not to be spent.

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

We believe our 134-year congregation is responsible and forward-thinking. We are frugal and we plan prudently. We are blessed and fortunate to have financial stability.

Our annual operating budget is developed by the Trustees and voted on by the congregation, initially in November, with final approval at our annual meeting in January. When a large capital expenditure is required, our members step up and give additional dollars to help fund the needed project(s), such as our new roof, installed in 2026.

Historical Information

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

It is difficult to choose the most significant events in the life of a 134-year-old church. But, one can see an evolution in the identity and makeup of the congregation. When our church was founded in 1892, Mountain Home was a railroad stop in a community of small farms, ranches, and the businesses serving them. After World War II, the community and church changed with large-scale, irrigated commodity agriculture becoming dominant and the establishment of an Air Force base caused a major demographic shift. Today, a large percentage of the town's population and the congregation are current Air Force members and their families or military retirees.

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

Around the time of COVID, the church discussed updating the pews in the sanctuary and replacing them with chairs. When broaching the subject with the congregation, it resulted in prolonged debate with one group favoring the tradition or nostalgia of the pews and another group for the chairs' greater comfort and adaptability (additional options for seating). After much debate, a compromise was reached and the chairs replaced only some of the pews.
The church congregation is not a monolith in terms of ideas, beliefs, traditions, or even comfort preferences. We can and will communicate and cooperate to follow God, support each other and the church, and make the church a spiritual home for all of us.

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

We have been a very fortunate Church and have experienced minimal conflict among our parishioners. Our church has tried to resolve issues through face-to-face conversations or by addressing the appropriate board and or committee. We are, by no means, perfect and some members have participated in triangulation instead of direct contact, but those are the exceptions - not the norm.

As we move forward in our search for a Settled Pastor, we have faith that God is working and moving in the heart of one He is calling to Mountain Home, ID. The one who will come minister to our congregation and be our inspiration for the next milestone of our church.

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

After 2 years of searching, hampered by the COVID lockdown, we found a Pastor, who appeared promising. A few months after being hired, members noticed changes in his behavior and attitude towards the Church's Leadership and members. We sought to work with our Pastor, and sought consultation from the conference. However, we found ourselves at an impasse with the Pastor. A couple of months after that he offered his resignation it was promptly accepted.

Ministerial History:

Name: Rev. Deral Schrom	*Years of service:* 0	
Name: Rev. Gary Smith	*Years of service:* 0	
Name: Rev. Derrick Wilcox	*Years of service:* 1	
Name: Rev. Deral Schrom (Interim)	*Years of service:* 3	
Name: Rev. Paul Van Antwerp	*Years of service:* 1	**UCC Standing**
Name: Rev. Gary Smith	*Years of service:* 2	
Name: Rev. George Andrew Terry (Designated Term)	*Years of service:* 1	**UCC Standing**
Name: Rev. Truman Parker	*Years of service:* 23	**UCC Standing**
Name: Rev. Harold Henderson	*Years of service:* 10	**UCC Standing**

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

We, as a congregation, try to form very supportive relationships with our leadership. We work alongside our pastors and lay leadership. Mutual respect and regard for points of view, honesty, and timely follow-through are touchstones of our working relationships.

In the last 40 years, we have a experienced a number of pastors with a wide range of perspectives, experience, and abilities. In all but one extreme case, the congregation and pastor have been able to form an effective and respectful relationship, devoted to community, each other, and God.

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

Yes

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?

No

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

No

Community Vision

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

- We are welcoming to all, although we have not gone through an official process.
- We address economic justice and social injustice through our local collaborations.
- Our congregants have passions that drive their volunteer work transforming lives: protecting our environment; supporting the hurting, disabled, and ill; facilitating voter awareness; stimulating Black History awareness; improving personal and community health; assisting veterans and active duty members/families; protecting and educating children; advocating for the marginalized; supporting visual, literary, theatrical, and musical arts in the community; promoting safety; advocating for agriculture; supporting youth opportunities.
- We live our love story, “Preaching the Gospel at all times and when necessary, using words,” to paraphrase St. Francis of Assisi.
- We accept as true “God, you may inhabit eternity, but I can only manage one moment at a time. Let that moment be the one I'm in. Amen.”

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

Our ministers attend CPC annual meetings. They have participated on the Committee on Ministry. We send delegates to the association’s annual meetings. We have had congregation members on the Committee on Ministry. One member was president of the Pilgrim Cove Board for three years and then a board member for another seven and other members have been camp counselors. In 2018 we sent three confirmand youths and the pastor to the UCC Western Regional Youth event in Hawaii.

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

Our congregation frequently and enthusiastically joins forces to financially support several community activities:• Monthly: local food bank• Annually: Christmas Giving Tree, Relay for Life, and Make a Wish Foundation, Sleep in Heavenly Peace, Townsend Underwear Drive (new underwear given to El-Ada Community Action to disperse), Blankets for Cops (to give victims in distress)• Periodic: luggage for foster children, school supplies, toiletries/household supplies to Harmony House (domestic violence shelter), burn-out funds, and many other needs• Ronald McDonald House with pop tabs.
We open our sanctuary, fellowship hall, and classrooms for:
• Voting in the county, state, and federal elections• AA Meetings• First Friday Quilter Group• Boy Scouts of America, Scouting BSA Boys and Girls Troop• Community Concerts, Ecumenical Services, and more

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations, through Just World Covenants **or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.**

None.

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

- We are Accessible to All, although we have not gone through an official process.- We address economic justice and social injustice through our local collaborations.- Our congregants have passions that drive their volunteer work transforming lives: protecting our environment - supporting the hurting, disabled, and ill – facilitating voter awareness - stimulating Black History awareness - improving personal/community health - assisting veterans & active duty members/families - protecting/educating children - advocating for the marginalized - supporting visual, literary, theatrical & musical community arts - promoting safety - advocating for agriculture - supporting youth opportunities.- We live our love story, “Preaching the Gospel at all times and when necessary, using words,” to paraphrase St. Francis of Assisi.- We accept as true: “God, you may inhabit eternity, but I can only manage one moment at a time. Let that moment be the one I'm in. Amen.”

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

- MHUCC annual joint ecumenical events/participation: Thanksgiving, Ash Wednesday, Good Friday, Summer Service in Legacy Park, Vacation Bible School, Christmas Concert, Ministerial Asspciation, and Community Choir.
- Individually, MHUCC members take part with other congregations as co-facilitators, helpers, promoters, and participants: Mountain Bible Share, All In Church - Human Trafficking Awareness; Nazarene – Cub Scouts BSA; Catholic - Community Dinner; Grace Lutheran food bank - various bible studies.
- Traditionally, on a few Sundays each year, our service highlights a specific community service group. Members of the local organization attend worship and serve as liturgists: Black History, Boy Scouts of America, and Masonic organizations.

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

Mission: To bring the word of God to all people through the empowerment of the Holy Spirit.
Vision: Work together to worship God, share our faith in Christ, and enrich our community through service and Christian education.
- One of our strong traits is efficiency. Meetings are about Church business. Duties and goals are assigned and fulfilled. Cost parameters are set. Members report back to their respective committees. Annual meetings are similar. We are doers.- Our endowments, established through vision-focused elders, are invested and protected for MHUCC worship long-term.- We are service-focused. As we have presented here in the Profile, MHUCC has a significant healing impact within the Mountain Home area and beyond. We can improve by prayerful reflection upon, appreciation of, and celebration of our impacts. If we live by Jesus' example, we will pause and pray, listening closely for the still speaking voice of God.

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

- The Pastor's ministry on behalf of the wider church is important; we would expect it to represent less than 10% of the total of his/her working hours.
- We do feel community involvement is extremely important and expect our Pastor to hold a meaningful presence in the community. Thus, the majority of their hours spent in the community will be considered a part of their normal work week hours.

The ARDA or MissionInsite Reflection

ARDA/MI File
Download ARDA Report MHFCC.pdf

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

We appreciate the Conference's need and use of a statistical snapshot of varying communities within its area. MissionInsite, being a static document, reflects past numbers and past projected analysis. Therefore, it is limited in its ability to reflect recent changes to any community, county, or state; especially when the growth is exceptional enough to warrant national attention. This is exactly the case now with Mountain Home, Elmore County, and Idaho.

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

The internal demographics are very similar to those of the town and area as a whole, although the immediately adjacent area includes a higher percentage of young families.

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

- MHUCC has a professional presence on the web. Our website provides information to those who might be searching for a church. News and reminders are sent by email.- Opportunities exist for MHUCC to expand to reflect the area's demographics.

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

"Thank you for the opportunity to share with your congregation what it means for us to be offered the use of your facility for our First Friday Quilters Meeting. The First Congregational Church has welcomed us and provided us with a large and comfortable space with all the amenities of tables, chairs, and the occasional use of your multimedia equipment to have our meetings for the last several years and we hope that we have been good stewards of your generosity."
V/R
Susan Rueger
First Friday Quilters

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

"Safe to be me here".
"Friendly and accepting".
"When I was asked for my thoughts/ideas".

"I feel welcome."

References

[redacted] William Heitman

Contacted:yesterday

Primary Email Address: bheitman21@yahoo.com

Reference Response

No response

[redacted] Chris DeVore

Contacted:yesterday

Primary Email Address: Devore03@msn.com

Reference Response

No response

[redacted] Jeanna Still

Contacted:today

Primary Email Address: jeanna_still@yahoo.com

Reference Response

No response

Closing Prayer

Heavenly Father, we praise you. Each and every day we strive to listen to do your will. Our church is at a critical junction and we need your guidance. Lord, please guide us to the Shepherd you have chosen for our church. Guide us to do your work more fully, so that this church may faithfully appeal to a broader congregation. Make this Shepherd an instrument of your kindness, peace, love, and hope. In Christ's name, Amen.
"And I will give you shepherds after my own heart, who will feed you with knowledge and understanding." Jeremiah 3:15

Statement of Consent

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile?

For example, church council or consistory, transition team, etc.

The Search Committee is made up of members from the Pastoral Relations Committee from the Church Council, Chair of the Trustees, Finance Committee, Diaconate, and other Senior Leadership personnel.

2. Additional comments for interpreting the profile:

We seek a settled pastor who 1) wants to lead us in our spiritual growth, 2) will inspire us to see Christ in everyone, and 3) will join us, shovel in hand, in planting more shade trees of Christ's love under which others may rest.
We and each prospective pastor are at mutually crucial points in our growth discernment. May God be our guide.