

## Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

# INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who  
are  
we

Who  
is our  
neighbor

Who is  
God  
calling us  
to become

?

The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!

MINISTERIAL EXCELLENCE,  
SUPPORT & AUTHORIZATION

**UNITED CHURCH  
OF CHRIST**



# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

Brea Congregational United Church of Christ  
Brea, California

Pastor

Southern California Nevada Conference, Eastern Association

[Validation Date]

### LOCAL CHURCH PROFILE CONTENTS

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

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

## INSTRUCTIONS

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

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

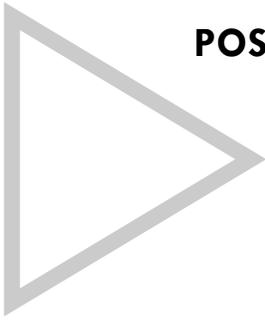
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years.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

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and storytellings and many prayers, and as the Spirit moves throughout the process, congregations will shape a collective articulation of Christ's leading (**WHO IS GOD CALLING US TO BECOME**). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11-Year Report containing data as reported by your congregation annually to the UCC Data Hub and MissionInsite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook's Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (<http://oppsearch.ucc.org>).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



## POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

### LISTING INFORMATION

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Church name: Brea Congregational United Church of Christ

Street address: 300 E. Imperial Highway, Brea CA 92821

Supplemental web links: [breaucc.org](http://breaucc.org),

Facebook: [Brea Congregational United Church of Christ](https://www.facebook.com/BreaCongregationalUnitedChurchofChrist)

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

(None)

Conference: Southern California Nevada Conference

Association: Eastern Association

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

Rev. Felix Villanueva, Conference Minister

626-798-8082

[villanueva@scncucc.org](mailto:villanueva@scncucc.org)

Summary Ministry Description:

*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?*

We want our message and mission shared so widely that we are able to welcome all who thought church wasn't for them. We want to continue to provide an alternative Christian voice for our community, continue to offer spiritual and intellectual stimulation in a safe and nonjudgmental space, and continue to support each others' creativity. In the last few years we have decreased in numbers from a pastoral-size congregation to a family-size congregation, and we want to return to pastoral size to have more ministries, and welcome more people inspired by our mission.

*\*\*\* Items marked by three asterisks are not yet complete.*

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

Brea has a “small town” atmosphere in a major metropolitan area. It has great climate and is close to desert, ocean, and mountains. Orange County and the greater L.A. area offer cultural diversity and many cultural resources including performing arts, sports, and a variety of restaurants.

Current size of membership:

59 active members, 8 inactive members, 67 total members

(21 active nonmembers including children, 80 total active participants)

Languages used in ministry (*other than English*): None

Position Title: Pastor

Position Duration (*choose one, delete the other options listed*):

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

Compensation Level (*choose one, delete the other options listed*): Full Time

Does the total support package meet conference compensation guidelines?

Yes.

## SCOPE OF WORK

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

- Lead Sunday worship, including crafting liturgy and choosing of congregational prayers. Preach engaging and practical sermons with progressive, social justice theology fulfilling the church’s statement of faith. Plan worship with support of Music Director and Worship Committee.
- Value and promote shared leadership in worship and administration, and creative contributions of participants.
- Prepare bulletin and weekly E-news in collaboration with Assistant to the Pastor.

- Administer church's two sacraments of baptism and communion as well as weddings, funerals and confirmation/new member classes for participants in the worshipping community.
- Demonstrate depth of Biblical knowledge. Lead and participate in Bible study, book studies, theological based educational series, and offer lay people resources, as needed.
- Support and encourage lay people in creating and carrying out ministry and missions of the church such as: hosting Interfaith Shelter Network guest several weeks each year, Taizé worship services, social action activities fitting our statement of faith, and joint interfaith activities with other churches, synagogues, and mosques.
- Provide support for Christian education, faith formation, and children's/youth programs.
- Administer church business and oversee the church staff, performing necessary and appropriate administrative tasks.
- Support faithful financial development and stewardship.
- Attend meetings and provide leadership development in working with the congregation's governing body and its program committees.
- Provide counseling, listening and make appropriate referrals, as well as visit members in need.
- Be an ambassador of the church's values in the community. Participate in wider church UCC activities such as conferences. Maintain a collegial relationship with area clergy association.

#### Core Competencies:

*(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)*

- *Present and involved*
- *Social justice*
- *Biblically grounded process theology*

## COMPENSATION AND SUPPORT

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

Benefits *(choose one)*:

## Salary plus Benefits

What is the expected living situation for your next minister (*e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)?

We have a parsonage available. It is adjacent to the church. The previous minister opted to take a housing allowance. Either option is available.

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

We want the minister to be present a good portion of the week to participate in congregational life.

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

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

Free clergy coaching is offered by our Conference.

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

## WHO IS GOD CALLING TO MINISTER WITH US?

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

(See Mission Statement and Summary Ministry Description.)

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

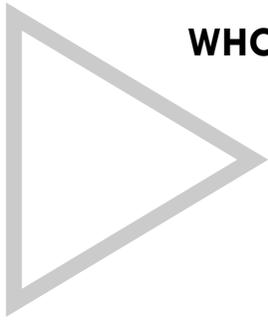
A minister who is Biblically and process theologically grounded and involved is going to connect our faith to action. They will empower/guide/train leaders, make connections with the community, inspire congregants through sermons, be a voice of the church in the community.

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

Brea has a significant Asian and Hispanic population, and sensitivity and welcome to English speaking members of those groups is important. We expect our minister to be respectful to other religious and cultural traditions, and to gender and sexually diverse people.

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

- Engaging Sacred Stories and Traditions
- Participating in Theological Praxis
- Working Together for Justice and Mercy
- Caring for All Creation (especially ecological component)



## 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?

We want to reach toward being a pastoral size church. We want to strengthen our alternative Christian voice for God’s love, and for social and creation justice in the community. We already are, and want to continue to be, a refuge for committed Christians needing a more open-minded, gender and sexual diversities friendly, fellowship. We want to be an action church.

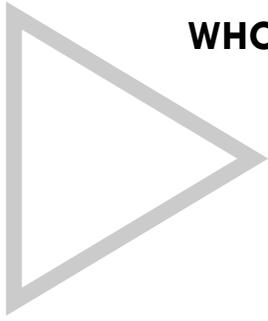
Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

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

Muslim interfaith connection: responding to increased societal tensions by forging a connection with our local Muslim community. We were delighted by their hospitality, and look forward to further collaborations.

Experimenting with weeknight offerings that invite the community and use the talents of our church members. Taizé, May the 4<sup>th</sup> (Star Wars YAYA’s party), Queer Vietnamese-ness (movie screening on a social justice issue), and Tai Chi are the offerings to date.

Making partnerships with homeless aid and advocacy people and groups.



## WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

## CONGREGATIONAL REFLECTIONS

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Describe your congregation’s life of faith.

*For example, what beliefs and commitments are stated in your congregation’s purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?*

The following mission statement describes our values, and it was crafted and affirmed by vote by the congregation about ten years ago.

*We are an open and affirming hospitality-based community of faith. We welcome in worship and service all of God’s children of any race, origin, gender identity, sexual orientation, age, or ability. We celebrate and trust the transforming power of God, which was manifested through the life, death and resurrection of Jesus Christ. We work to provide an environment of peace, social justice, personal empowerment, and spiritual growth, and to dedicate ourselves to the care of God’s Creation. Our ethical guidelines are to honor Christian openness to share our beliefs, doubts, struggles, and growth within the context of mutual respect. Therefore, our purpose is to reach out, taking the risk of opening ourselves to the possibility of making the stranger a friend.*

In our view God wants for us what any parent would want for their child: to grow, to thrive, to experience beauty, and to lead a meaningful life. We believe God underlies everything in the world and infuses each event with opportunities for choice. God lures us and invites us into our own best future with possibilities for transformation that emerge in each moment.

Our church values the passions and creativity of our congregation. Missions, worship, opportunities for fellowship, plans for advocacy, and learning events often originate in ideas from church members. Spiritually uplifting songs, poems, Taizé meditations, childrens’

sermons, banners, poetic prayers, community events, and study groups have originated from the ideas that have come from people in the pews. A member has a passion or creative vision and gets excited about organizing an event. They run it by the Pastor and Moderator, and as appropriate the Church Council or Worship Committee. Staff, leaders, and members support that person in carrying out their vision, and we all enjoy it.

Describe several strengths or positive qualities of your congregation.

- Because BCUCC is a congregational church, leadership is shared widely among church members. Decision-making is led by moderators or co-moderators at regularly held congregational meetings in the sanctuary.
- This congregation enjoys a spirit of resilience, resourcefulness, and unity that comes from sharing responsibilities and cooperating to make things happen.
- We are spiritually-based advocates for preserving the natural environment against threats from industry, development, and exploitation.
- We partner with other churches to house and feed the homeless.
- We welcome gender and sexually diverse people into our church family. It feels like we are all family here, but it is a family always open to newcomers. There is no sense of insiders and outsiders because all are welcome and respected.
- We are a permission-giving church that values peoples' passions and creativity.

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?*

Worship usually takes place in the sanctuary, but we occasionally hold service in the fellowship hall, which was the original sanctuary. Our worship service ordinarily follows an order of events that we find comfortably familiar:

Organ prelude, Choir procession, Passing of the Peace, Joys and Concerns, Gathering Song (often less formal), Scripture Reading, Choir Anthem, Pastor and Children, Hymn or song, Sermon, Prayer, Offering, Doxology, Prayer of Dedication, Commission and Blessing, Hymn or song, Benediction, and Organ Postlude. Communion is included monthly.

We sing hymns from the New Century Hymnal and from a house-made song book, and we are accompanied by piano or organ, and choir. We break out of our familiar routine from time to time with special events. These include Taizé services, which are services centered around scripture, short songs and silent meditation. We hold an annual blessing of the animals

in which people bring in their pets to be blessed by the pastor. We have held a series of Sundays dedicated to preservation of the ecological health of the environment. In the summer when the choir goes on hiatus, we encourage members to supplement the service with songs, instrumental music, poetry, photos, or anything they may want to share that promotes the Holy Spirit.

Sermons always derive from a biblical passage read by the liturgist. The significance of the passage will be illuminated by explanation and further illuminated by application to our present day world.

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

*For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?*

Recent adult bible studies have been conducted on the books of Mark, Genesis and Exodus, and I Samuel and II Samuel. These studies were conducted with a focus on historical and metaphorical interpretation of scripture and present day implications. A seminar was conducted on early Christian history, featuring videos of Prof. Bart D. Ehrman. Additional seminars were presented on the Apostle Paul and on process theology, included a meeting with C. Robert Mesle, author of **Process Relational Philosophy** and **Process Theology**.

To date, the Theological Book Club has read and discussed nearly two dozen books, reading authors such as Marjorie Suchocki, Walter Wink, Joan Chittister, Marcus J. Borg, John Dominic Crossan, and John Cobb.

Describe how your congregation is organized for ministry and mission.

*For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?*

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

The church sends a weekly e-mail to members and friends of the congregation. The e-mail gives information about upcoming events, church happenings, etc. The message is composed by the Pastor and the Assistant to the Pastor, and church leaders can contribute useful information as well. Currently the church moderator sends out a monthly newsletter that also contains timely information, including decisions coming out of Church Council meetings.

There is time set aside in every church service on Sunday mornings (Sharing of Joys and Concerns) where the minister or church leaders can give information directly to the congregation as well.

Decisions that affect the congregation are shared in all these ways.

In addition to the Church Council, Trustees, and Worship Committee, informal and appointed groups handle church projects as needed.

After a 32-year pastorate we are reflecting on our identity. Our mission statement fits us, and many of us are passionate about it. We are figuring out how to implement it.

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

The Church Council meets once a month, typically for one to two hours. The Worship Committee also meets once a month, for about an hour. Trustees meet as needed.

Important decisions may warrant extra time and a specially appointed group or congregational study and/or discussion.

In 2005 a serious issue warranted an all-church informational meeting where the plan of action was discussed, and everyone had a voice.

- 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 written church constitution/by-laws last updated 2007/8. We have annual budget/financial reports.

## 11-YEAR REPORT

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

It appears yearbook data were not submitted during some years. The church office has kept Sunday worship attendance records:

2017	50	2010	70
2016	55	2009	NR
2015	58	2008	NR
2014	62	2007	NR
2013	72	2006	80
2012	66	2005	80
2011	65		

Church#: 40130

Assoc: 30 Schedule: 0 Congregational UCC Brea CA 92821

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2006	118	0	12	0	0	0	0	0	0
2007	124	85	18	6	0	7	0	8	5
2008	123	85	18	0	0	0	0	0	0
2009	124	87	17	0	0	4	3	0	1
2010	129	87	14	0	0	9	4	0	5
2011	129	87	14	0	0	0	0	0	0
2012	129	87	14	0	0	0	0	0	0
2013	130	71	14	0	0	2	1	0	1
2014	130	71	14	0	0	0	0	0	0
2015	130	71	14	0	0	0	0	0	0
2016	130	71	14	0	0	0	0	0	0

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	SPECIAL SUPPORT	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES ANI OFFERING
2006	\$179,306	\$0	\$0	\$0	\$0	\$0	\$0	0.00	\$179,306	\$
2007	\$265,671	\$0	\$0	\$1,500	\$1,500	\$5,000	\$6,500	0.00	\$272,171	\$114.00
2008	\$265,671	\$0	\$0	\$0	\$0	\$0	\$0	0.00	\$265,671	\$
2009	\$245,520	\$0	\$0	\$4,258	\$4,258	\$3,300	\$7,558	0.00	\$253,078	\$116.44
2010	\$233,563	\$0	\$532	\$1,476	\$2,008	\$2,770	\$4,778	0.23	\$238,341	\$104.87
2011	\$233,563	\$0	\$0	\$1,476	\$1,476	\$0	\$1,476	0.00	\$235,039	\$
2012	\$233,563	\$0	\$200	\$1,548	\$1,748	\$0	\$1,748	0.09	\$235,311	\$
2013	\$236,898	\$22,044	\$4,375	\$1,548	\$5,923	\$168	\$6,091	1.85	\$265,033	\$105.20
2014	\$236,898	\$0	\$4,480	\$0	\$4,480	\$0	\$4,480	1.89	\$241,378	\$
2015	\$236,898	\$0	\$2,980	\$75	\$3,055	\$0	\$3,055	1.26	\$239,953	\$
2016	\$236,898	\$0	\$0	\$1,500	\$1,500	\$0	\$1,500	0.00	\$238,398	\$

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2011-2016	0.78	-18.39	0.00	0.00	0.00	1.43	1.63	1.43
2006-2016	10.17	0.00	16.67	0.00	0.00	32.12	0.00	32.96

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 2007.

## CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	59	
Number of active non-members:	21	
Total of church participants (sum of the numbers above):	80	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	60	
Less than 10, more than 5 years:	12.5	
Less than 5 years:	27.5	

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
3	3	3	5	4	14	21	13	14	yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	6.8	yes
Joint household with minors:	13.5	yes
Single adults age 35-65:	5.4	yes
Joint household with no minors:	56.8	yes
Single adults over 65:	17.6	yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	24.3	yes
College:	51.4	yes
Graduate School:	21.6	yes
Specialty Training:	2.7	yes
Other (please specify):	0	yes

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	43.2	yes
Adults who are retired:	43.2	yes
Adults who are not fully employed:	13.5	yes

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

Many teachers (some retired), three lawyers, two nurses, two doctors, several in the entertainment/hospitality industry, businesspeople.

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?

Mostly European-American. We have one African-American, four Asian, and several mixed-race members.

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

We are currently working on this.

## PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	8	Theological Book Group: lay leader
Baptisms <i>(number last year)</i>	0	Pastor, Worship Committee
Children’s Groups or Classes	0-6	Sunday School teacher(s)

Christmas Eve and Easter Worship	100 each	Pastor, Worship Committee, Music Director
Church-wide Meals	25-40	First Sunday of the month: informal potluck after worship. Occasional other meals.
Choirs and Music Groups	12	Music Director
Church-based Bible Study	6	Weekly Bible Study: Pastor or designated substitute.
Communion ( <i>served how often?</i> )	35-55	Monthly. Worship committee and lay leaders set up.
Community Meals		None hosted recently
Confirmation ( <i>number confirmed last year</i> )	0	Pastor
Drama or Dance Program	2	Pastor – we hope to establish occasional drama in worship
Funerals ( <i>number last year</i> )	3	Pastor, lay leaders
Intergenerational Groups		(Yayas invite older adults too)
Outdoor Worship		
Prayer or Meditation Groups		
Public Advocacy Work	16	Informal and usually lay led. We host (and members are active in leadership of) two advocacy groups.
Retreats		We hope to attend Pilgrim Pines Fall Family Camp
Theology or Bible Programs in the Community		We have hosted authors in the past.
Weddings ( <i>number last year</i> )	2	Pastor, lay leaders
Worship (time slot: 10 am)	35-55	Pastor, Music Director, Worship Committee

Special Worship	20-25	Occasional Taizé evening worship planned by lay leader, worship committee, music director
Young Adult Groups or Classes	8	YAYA's (youth and young adults group, which welcomes families) monthly meetings with lay leadership.
Youth Groups or Classes	See above	
Other: Transition Events	25-40	Transitional Pastor and transition Team
Other: 12-step groups	hundreds	9 active 12-step groups meet here weekly; they are autonomous.
Other: Tai Chi	5-8	Lay leader

Additional comments:

We have an active worship committee that helps guide services, a children's Sunday School which uses lectionary-based curriculum such as Seasons of the Spirit (but children are not present every week), a Bible Study that meets every Tuesday, and a Theological Book Club that meets every other Wednesday evening. We have a choir, an organist, revolving liturgists, and signups to provide food for the fellowship hall and for the homeless when they stay with us.

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rick Marshall (member)	No	Active in community memorials	Participating in theological book club	Y
Michael Lewis (member)	No	Our church	Participates in leading worship when in town on a volunteer basis	N

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:

Rev. Rick Marshall lives nearby and his wife Ann is active in the congregation. While done with pastoral roles in the church (aside from one promised memorial), and not currently attending church, he lives in the area and is connected by friendship to many members.

Rev. Michael Lewis, Associate Pastor for Worship, is a church member and an ordained minister in the Community of Christ who has sought standing in the United Church of Christ. He has a full-time career and helps lead worship when he is in town.

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Assistant to the Pastor		Part time	Pastor	2016
Music Director		Part time	Music committee (Informally, Pastor)	2017
Organist		Part time	Music Director	2002
Associate Pastor for Worship		Volunteer	Pastor	2012

## REFLECTION

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

We have been a pastoral size church not long ago and could be again.

Our demographics are skewed toward older members.

These demographics do not reflect that gender and sexually diverse people are an integral and beloved part of our church.

## CHURCH FINANCES

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Current annual income (dollars used during most recent fiscal year) – (2016-2017)

Source	Amount
Annual Offerings and Pledged Giving	\$ 70,938
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$ NA
Endowment Draw ( <i>beyond what is permitted by spending policy, “drawing down the principal”</i> )	\$ NA
Fundraising Events	\$ 2,680
Gifts Designated for a Specific Purpose	\$ 91
Grants	\$ 0
Rentals of Church Building	\$ 62,535
Rentals of Church Parsonage	\$ 29,700
Support from Related Organizations ( <i>e.g. Women’s Group</i> )	\$ 0
Transfers from Special Accounts	\$ 12,786
Other (specify): Cell Tower Lease	\$ 16,269
Other (specify):	\$
<b>TOTAL</b>	<b>\$ 194,999</b>

Current annual expenses (dollars budgeted for most recent fiscal year): \$ 189,325

*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.*

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 42.2%

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

We also give Per Capita to the Southern California Nevada Conference.

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

What is the church’s current indebtedness?

Total amount of loan debt: 0

Reason for debt:

Are capital and other payments current? Yes.

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

None at this time.

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

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

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

Does your church have an endowment? No.

What is the market value of the assets?

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

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

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

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

Please comment on the above calculations or estimates:

### Other Assets

Reserves (savings): \$44,000

Investments (other than endowment): \$81,400

Does your church have a parsonage? Yes

Fair market rental value of the parsonage: \$2,800/mo

How is the parsonage used?: As a single family rental

Street / City / State / Zip: 321 S. Magnolia St., Brea, CA 92821

Finished square footage: 2,100 sq ft

Number of Bedrooms, Number of Bathrooms: 3 bed, 2 bath

Assessed real estate value: \$550,000

Available for minister residence: Y/N: If necessary

Expected minister residence: Y/N No

Condition of structure, systems and appliances: Excellent

Entity in the church responsible for review and needed repairs: Trustees

Describe all buildings owned by the church:

Sanctuary: Built in 1961. Pews and balcony, seats 300 (200 comfortably.)

Fellowship Hall: Built in 1913 (formerly the sanctuary). Full kitchen, large and small halls, three other smaller rooms used for Sunday school and misc.

Education Building/Office: Built in mid 1960's. Large two-part office, remainder rented to Preschool.

Describe non-owned buildings or space used or rented by the church: N/A

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) All meeting rooms, except choir loft and chancel. One bathroom in Fellowship Hall.

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

*For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?*

The church has maintained a stable giving/offering income over the last several years. Rental income from a third party preschool, parsonage and cell phone tower has been an integral part of total church income totals, accounting for half of the total budget.

Budgeting is performed annually, formulated by the budget committee, voted on by the church council and ratified by a general congregational vote. Annual budgets are typically designed to end up with a zero balance (income v. expenses).

We find funds to start modest new ministries.

We give significant in-kind donations to the Interfaith Shelter and to A.C.T. food shelf, and we have occasional special offerings for missions outside the UCC. A portion of a significant legacy is reserved for mission.

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

## HISTORICAL INFORMATION

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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.

1. Over 100 years ago our church started with a donation from an oil company and became known as the “Oil Man’s Church”. The church has transformed through the years with environmental justice as one of our highest held values.
2. Since 1988, our church has been involved in an interfaith homeless shelter. For up to six weeks a year nearly every member of our congregation contributes to offering our church as a home to up to 12 guests, providing meals, clothing, haircuts, and a warm environment.
3. In 2008, our church became an Open and Affirming community of faith. We believe that this is the most important event to our church in the last 10 years. We have been blessed with many wonderful members who have found a home of mutual acceptance and love.

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

In responding to environmental needs, our congregation replaced our corner lot from grass to a California drought tolerant landscape.

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.

*For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)*

Our congregation values respect for others as a high value. We try to deal with conflict with an open transparency and dialog. For example, our church unanimously decided to install solar panels for the sanctuary and fellowship hall. Disagreement arose about which company and how to finance the project. The discussion of differences took over a year to resolve and resulted in an experience of dealing in compromise and allowing a slight majority decision to proceed.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev Rick Marshall	32	Y
Dr Rev Jeanyne Slettom	5	Y

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

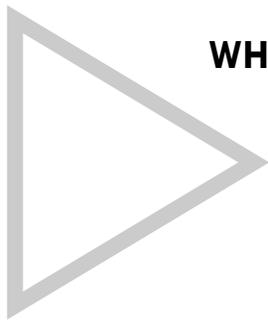
Our church has had a long term pastor, and has also enjoyed various unpaid pastors and 5 years of a female co-pastor who have enriched our spiritual journey with their unique talents. These experiences have opened our respect and willingness to engage with pastors from all walks of life and differing leadership qualities.

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

Yes, our pastor during, 1980-1984, was a charismatic minister under whom the church was growing. He was involuntarily terminated by church membership after he was arrested for public indecency. The feeling of betrayal felt by many, and his unwillingness to accept responsibility for his behavior, divided the church and the membership dropped drastically. An experienced interim pastor, Bee Neufield, led us to begin the healing process which took many years.

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



## WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

MISSION InSite

## COMMUNITY VISION

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

*For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church's engagement with neighbors near or far?*

### Service

The Interfaith Shelter Network (ISN) - Mercy House: The ISN churches of many denominations shelter guests on a rotating basis. Temporary housing is provided for employed and employable single adults who remain clean & sober. BCUCC has over twenty-three year association with the ISN and our church is instrumental in keeping the program running.

Youth: Each Sunday during the Pastor's Time with the children, a collection is made by the children towards worthy causes that they choose throughout the year.

Recycling: Brea Congregational UCC regularly participates in a Recycling Program that is run by our youth and young adults. The proceeds go back to those programs in the church.

## **Community**

12 Step Programs: 12-step meetings for recovery from alcoholism or drug addiction are held throughout the week in the Hall. With Alcoholics Anonymous's emphasis on the creative transforming power of God, congregation members who struggle with addictive behavior, or who have found recovery through the 12 Step program have found that our Process Theology concepts support their recovery from addiction.

First Food Sunday: On the first Sunday of each month during worship, we collect non-perishable food items for those in need in our community. Food goes to Active Christians Today, a food pantry that serves Brea residents.

## **Advocacy**

Community Conversation: Another outreach to the community is our signboard located at 300 East Imperial Highway, which has generated a lot of community response over the years. Imperial Highway is a major traffic corridor with tens of thousands of daily travelers. The sign includes thought provoking and soul replenishing messages.

Creation Justice At BCUCC we are committed to green practices and sustainable stewardship of God's creation, for the good of all. We have installed solar panels on the sanctuary and low-water, wildlife friendly native gardens. Cultivating and caring for the land is central to God's first job description for humans. (Genesis 2:15)

Citizens Climate Lobby (CCL) CCL is a non-profit, non-partisan grassroots advocacy organization focused on national policies to address climate change. Church leaders are on the Board and church facilities host this worthwhile organization. CCL promotes our values of mutual respect and constructive dialog in an era of mean politics.

Supporting Gender and Sexual Diversity: Every week we walk the talk of being ONA. We have done the AIDS walk, and supported local groups. In 2015, when marriage equality finally

became legal nationwide, we celebrated by offering, for a limited time, free wedding services to same gender loving people.

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

Recently we have not been very active in the wider UCC. We are beginning to connect through the efforts of one member to Pilgrim Pines Camp and the Conference. We are working with our Conference Minister Felix Villanueva for guidance with our search.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at [ucc.org](http://ucc.org).) Check any statements below that apply to your UCC faith community.

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

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

Accessible to All (A2A) – With our older facility, we face significant challenges to full qualification. However several members with mobility issues and special needs are active and we are working to support their full participation.

Creation Justice – Brea Congregational UCC has begun to work towards our certification as a Creation Justice UCC.

God Is Still Speaking – We participated in this campaign and still enjoy this way of naming the UCC's message.

Multiracial and Multicultural – We are learning from our newer members who reflect our neighborhood's diversity.

ONA – We went through a lengthy study process and became congregation 777 to adopt an Open and Affirming policy, welcoming Gender and Sexually Diverse (GSD) members and guests into full participation in the life of the church. We speak about this regularly in worship and treasure our GSD members and friends.

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

The Interfaith Shelter Network (ISN) - Mercy House (see above)

MUSLIM 101 - BCUCC has reached out to the Muslim communities and offered support and mutual respect. Members of the Islamic Institute of Orange County came to BCUCC and shared some of their stories and broke bread for a better mutual understanding. Members of our church have likewise joined them in their mosque for services, classes, and meals.

We are currently seeking connection with interfaith justice organizations in Orange County.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

#### OUR MISSION

Brea Congregational United Church of Christ is an Open and Affirming hospitality-based community of faith. We welcome in worship and service all of God's children of any race, origin, gender identity, sexual orientation, age, or ability. We celebrate and trust the transforming power of God, which was manifested through the life, death, and resurrection of Jesus Christ. We work to provide an environment of peace, social justice, personal empowerment, and spiritual growth, and to dedicate ourselves to the care of God's Creation. Our ethical guides are to honor Christian openness to share our beliefs, doubts, struggles, and growth within the context of mutual respect. Therefore, our purpose is to reach out, taking the risk of opening ourselves to the possibility of making the stranger a friend.

"I was a stranger, and you welcomed me." Matthew 25:35

BCUCC strives to speak our truth. Our mission statement is fundamental to our practice as a church. Activities related to the interfaith shelter, the solar project, the interfaith visits are related to our statement of faith and our duties as a community of believers. There is always room for growth and opportunity for improvement.

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?

Our transitional pastor has joined us in several community events such as supporting the children of DACA and city council hearings reflecting a perceived racially charged issue. We would want our pastor to continue supporting us in our global vision of peace and inclusion for all. The local Ministerial Association does not fall in line theologically with our statement of faith and our pastoral staff has not found it productive to devote substantial efforts to this group.

## MISSION InSite

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

Some background on church history is relevant:

Over 100 years ago, the Brea Oilman's Church (which later became Brea Congregational UCC) started a Sunday School in a local Brea pool hall to improve the lives of the roughneck oil workers who filled the town. Several members of the church also served as members of the City Council.

In the 1980s, the Church began to develop the reputation as a progressive church with a focus on process relational theology. In 2008, the Church became Open and Affirming.

The town of Brea includes a major mall, numerous insurers, banks, and financial institutions, and a major medical instrument manufacturer. The City of Brea has a daytime working population of over 100,000. In 2017, Brea had:

43,710 residents . Non-Hispanic White: 46.4%, Hispanic: 27.2%, Asian: 21.6%, Black: 1.5%, Other: 3.3%

The Church is about 3 miles away from CSU Fullerton, with 40,400 college students, and also Fullerton Community College, with another 25,000 students. Western State College of Law, the Southern California College of Optometry, the Golden Gate Baptist Seminary, Hope International University and other colleges and universities are within four miles of the Church.

There is a thriving Asian community to the North and West. We shared our Sanctuary with a Korean Church for several years.

The 20-page Mission InSite documents that fewer community members are looking to churches to meet their spiritual needs. Our visitors and newer members are often "refugees" from churches too narrow in their beliefs or exclusive in their practice.

Our campus includes an independent Preschool.

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

We have a higher proportion of professionals than the general community, including college instructors and staff and school administrators, doctors and lawyers. We also have a local business owner who is a long time member of the congregation. We have several newer members who are Asian. This area has a small African-American population, and our church has one African-American member. This area has a larger Spanish-speaking population, but the Church has not had very many Spanish-speaking attendees.

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

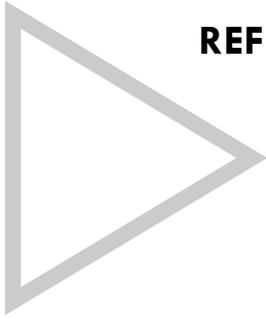
Issues of belonging and inclusion have become important in our worship and action because of our gender and sexual diversity. We are growing hearts for the plight of immigrants as we are welcoming immigrants and children of immigrants into our congregation.

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

Our challenging street sign messages and our progressive theology.

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

The website or the street sign brought them in the door. They stayed because we walk the talk and are friendly and welcoming. In the past few years we have lost some great souls who loved all they met. We are figuring out how to do what they did, to continue to love and nurture all who want to join us.



## REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

### REFERENCE 1

Barbara Johnson/ Member of UCC Church in Fullerton, California  
714-529-5166  
[Barbwj2@aol.com](mailto:Barbwj2@aol.com)  
Coordinator in the interfaith shelter program, friend

### REFERENCE 2

Jack Lehman, retired Brea firefighter  
406-388-3121  
[mtpapajackl@gmail.com](mailto:mtpapajackl@gmail.com)  
Former member

### REFERENCE 3

John Slettom  
651-303-0267  
[johnslettom@aol.com](mailto:johnslettom@aol.com)  
Former member

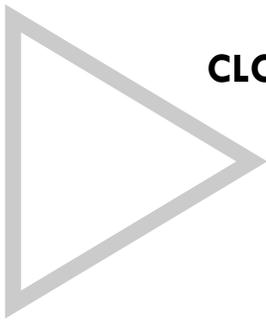
### PROMPTS FOR REFERENCES

Describe some areas of strength in this church’s ministry.

Describe some areas for improvement in this church’s ministry.

Describe a significant experience you have had of this church’s ministry.

Anything else you wish to share.



## CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

### CLOSING PRAYER

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*Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:*

God is a process of becoming: not changeless but faithful in change.

– Catherine Keller

Not knowing when Herself may come I open every door

Or has she Feathers, like a Bird

or billows, like a shore

–Emily Dickinson

Dear God of Truth, Trust, and Compassion,

Those who know your name trust in you, for you have never forsaken those who seek you. We are trusting in you now to help us call forth a pastor who will reflect on theological teachings that reveal Jesus' passion and God's character and prayerfully consider how to live by them. Send a pastor who can help us confront injustice and oppression and be open to all in hospitality and who can be aware of the needs of our congregation and the surrounding community.

We hope for a pastor who understands that the kin-dom of God is a commonwealth to be sought here and now. It is our desire as a congregation to seek ways of building trust through interconnecting activities and nurturing care for God's creation.

So dear God, we ask that you open our hearts and minds to your creative spirit in order that we may collaborate with you for your good purpose. Come work with us to create a future for our collective well-being.

Amen

## STATEMENT OF CONSENT

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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.

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 Transition Team authored the profile: Shannon Clay, Jim and Karen Hill, Georlyn Igma, Kathryn Kadletz, Ann Marshall, Russell Nowell, chaired by Transitional Pastor Terry LePage.

The Team gathered input from church participants at three all-church events.

\*\*\*The Church Council will review and voted to approve the Profile, and it will be offered to the church to review and vote to approve at a regular congregational meeting.

2. Additional comments for interpreting the profile:

\*\*\*Signed:

Name / Title / Date:

## VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:

Name / Title:

Email:

Phone:

Date:

**UNITED CHURCH  
OF CHRIST**



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

***"Jesus answered them, 'Have faith in God!'" – Mark 11:22***