# UNITED CHURCH OF CHRIST

# LOCAL CHURCH PROFILE

**Columbine United Church**

Littleton, Colorado

**Associate Pastor**

Rocky Mountain Conference, Metropolitan Denver Association

Validation Date: [to be completed upon UCC approval]

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# SECTION ONE

## POSITION POSTING

### 1a. LISTING INFORMATION

| Item | Information |
|---|---|
| Church name | Columbine United Church |
| Street address | 6375 S. Platte Canyon Road, Littleton, Colorado 80123 |
| Website | https://www.columbineunited.church/ |
| Conference | Rocky Mountain Conference |
| Association | Metropolitan Denver Association |
| Conference/Association contact | Erin Hackfort, Office and Event Coordinator \| 303-798-1845 \| erin@columbineunitedchurch.org |
| Position title | Associate Pastor, Community Life and Engagement |
| Position duration | Settled |
| Compensation level | Full time |
| Conference guidelines met | Yes |

*Additional ecumenical affiliations*

Columbine United Church (CUC) was founded as an ecumenical congregation in joint communion with the Presbyterian Church (USA), the United Church of Christ, and The United Methodist Church.

*Summary ministry description*

Columbine United Church is a welcoming, Open and Affirming Christian community where people explore faith with curiosity and build lasting relationships. Our October 2025 Holy Cow congregational assessment identified three priorities: helping newcomers become part of church life, connecting with families with children and youth, and creating more opportunities for meaningful relationships. We are building on these priorities as we enter a new chapter of pastoral leadership.

We seek a full-time Associate Pastor who will help people connect more deeply with one another and the wider community. In partnership with the Senior Pastor, staff, church leaders, and volunteers, the Associate Pastor will lead across worship and preaching, community building, pastoral care, mission, and ministry. This role is well suited to a relational and program-minded pastor who can turn ideas into action, develop leaders, shape ministries, and contribute to the church's direction.

*What we value about living in our area*

Littleton is a family-friendly community in the Denver metropolitan area, about 10 miles south of downtown Denver and 14 miles from the foothills. It offers a historic downtown, locally owned shops and restaurants, community events, outdoor recreation, and an extensive trail system. Littleton Public Schools is a high-performing district and received Colorado's Accredited with Distinction rating in 2026.

| Item | Response |
|---|---|
| Active membership | Approximately 500 |
| Average Sunday worship attendance | Approximately 250 across two services |
| Languages used in ministry | English |

### 1b. SCOPE OF WORK

40 hours per week / 12 units

- Build meaningful relationships with congregants and the community.
- Lead new opportunities for community engagement that embody the church's values and love of neighbor.
- Participate in worship planning and leadership, including preaching.
- Attend committee meetings and provide leadership to church programs in collaboration with lay leaders.
- Sustain current ministries and develop new directions for ministry.

- Manage planning, communication, budgeting, and related administrative responsibilities; technological proficiency is expected.
- Provide pastoral care with the pastoral team and lay leaders, including limited counseling, crisis response, and referrals.
- Participate in and occasionally lead staff meetings; supervision of support or program staff may be assigned.
- Officiate occasional weddings and funerals for congregants and community members.
- Pursue study and professional development that strengthen faith, leadership, teaching, and preaching.

Associate Pastor job description available upon request.

#### Core Competencies

- Creator: Builds new connections; thinks innovatively and expansively; fosters inclusion and fellowship; makes nimble decisions; activates ideas; takes ownership.
- Communicator: Teaches, preaches, and supports education and faith formation from a theologically open perspective.
- Connector: Integrates groups; supports growth and mission ownership; strengthens small groups, congregational care, and culture.

## 1c. COMPENSATION AND SUPPORT

| Item | Response |
|---|---|
| Salary basis | Minimum effective salary: $76,000 |
| Benefits | Salary plus benefits determined by the candidate's denomination of membership |
| Living situation | Housing allowance at the candidate's discretion, included within total compensation |
| Commuting expectation | Residence within a reasonable commuting distance of the community served |
| Incentives | Medical expense reimbursement fund of up to $4,000 annually; other incentives negotiable in the terms of call |
| Peer and professional support | Multiple denominational clergy cohorts are available to support the candidate's professional and individual needs |

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

*Ministry goals*

We envision a community where all who seek a relationship with God find welcome, care, opportunities to explore faith, and encouragement to live according to Jesus' teachings. Our priorities are to welcome and integrate newcomers, expand connections with families, deepen relationships through small groups and shared experiences, and strengthen partnerships in the wider community. We seek an Associate Pastor who can help us build community and grow in our call to love our neighbors.

*Impact beyond the church's walls*

We seek an Associate Pastor who will partner with our pastoral and program staff while bringing distinct gifts, vision, and voice. The pastor will help expand ministries that inspire people of all ages to explore and deepen their relationship with God through Jesus' teachings, scripture, critical thought, theological exploration, and fellowship. The Associate Pastor will also guide current and emerging mission groups and strengthen community partnerships.

*Preferred language and culturally specific capacities*

As an ecumenical church, we welcome people from diverse backgrounds and use inclusive, expansive, and approachable language for God. Our congregation includes progressive theological perspectives, openness to

questions, and full inclusion of LGBTQ+ people in church life and leadership. We value exploration, dialogue, and intellectual engagement and seek a leader who can minister faithfully within that context.

*Four areas of excellence from The Marks of Faithful & Effective Authorized Ministry*

- Caring for All Creation: Connects care for the earth and humanity with wellness and pastoral care. Our culture values unconditional positive regard for people, creation, animals, and those who are vulnerable.
- Participating in Theological Praxis: Integrates thoughtful theology with daily ministry and community life. One of our guiding phrases is “Where faith and life meet.”
- Working Together for Justice and Mercy: Confronts systemic injustice, practices radical hospitality, and builds community trust. As a politically diverse congregation committed to caring for our neighbors, we continue learning what justice-centered ministry requires. We seek a self-aware and community-aware leader who can help us grow.
- Strengthening Inter- and Intra-Personal Assets: Maintains emotional health, self-awareness, resilience, and healthy boundaries. We seek a pastor who manages stress, navigates conflict, and brings a non-anxious presence to a fast-paced ministry. Our laid-back culture supports self-motivated leaders who work hard and also value and prioritize rest and play.

# SECTION TWO

## WHO IS GOD CALLING US TO BECOME?

*Who is God calling you to become as a congregation?*

We aspire to be a congregation where all people find belonging, develop their spirituality, and put faith into practice. We pursue this vision by welcoming newcomers, ministering across generations, nurturing meaningful relationships, helping people discover their gifts, and creating pathways into church life.

*How is God calling you to address emerging challenges and opportunities?*

CUC's explicit support for the LGBTQ+ community is a distinctive strength. We have been an Open and Affirming congregation since the 1990s, offering inclusion and progressive theology in southwest metropolitan Denver, where many churches are large, conservative, and nondenominational.

We are also expanding support for migrants and making our commitment to diversity more visible. In 2025, we hosted an anti-racism storytelling symposium attended by 75 people and began integrating anti-racism learning into worship and education. Journey with Migrants was formed that year to pursue education, advocacy, and service.

Many families come to CUC after leaving evangelical churches that no longer fit their theology or because they specifically seek a progressive congregation. Our Montessori-based children's formation curriculum is especially appealing to post-evangelical parents and supportive of neurodivergent children.

# SECTION THREE

## WHO ARE WE NOW?

### 3a. CONGREGATIONAL REFLECTIONS

*Describe your congregation's life of faith.*

Our faith is centered in Christ while allowing room for theological exploration. We understand scripture as inspired and as an ongoing way to connect with God. We value lifelong faith development, generosity, and respect for every person regardless of age, gender, or sexual orientation. We welcome those with doubts, those returning to church, and those whose earlier religious experiences were painful. God's love gives us freedom to ask honest questions.

Alongside two Sunday worship services, we offer Sunday adult education, weekly Bible study, ongoing small groups, grief support, and an ex-evangelical group for those healing from harmful church experiences. We encourage service within the church and community and offer annual retreats for mothers, as well as the whole congregation.

*Describe several strengths or positive qualities.*

Our strengths are curiosity and acceptance, intergenerational connection, and positive momentum. We welcome people across identities, backgrounds, worship preferences, and stages of life with unconditional positive regard. Through worship, small groups, education, and children's and youth ministries, people of all ages can be themselves and cultivate healthy relationships with God, self, and others.

*Describe worship.*

We gather in an open, comfortable, and welcoming space. The 8:30 a.m. service is traditional, with choir and hymns; the 10:30 a.m. service is contemporary, with a worship band. Both are livestreamed. Music, prayer, creative liturgy, and preaching help us explore what following Jesus means in daily life. Our worship is casual, and pastoral leaders set a tone of welcome and ease. We celebrate communion monthly with an open table and offer experiences throughout the year that may be meditative, quirky, inclusive, or playful.

*Describe educational programs and faith formation.*

Faith formation is a lifelong journey. Adult learning explores scripture, spiritual practices, and the relationship between faith and daily choices, including immigration, anti-racism, meditation, and labyrinth walking. Children's ministry uses a Montessori-inspired approach centered on love, spirituality, safety, and joy. Offerings include Sunday school during the 10:30 a.m. service, worship participation, Vacation Bible School, art camp, and a third-grade Bible class. Youth ministry serves grades 6 through 12 through connection, service, learning, worship leadership, and confirmation.

*Describe how the congregation is organized for ministry and mission.*

We follow UCC polity with a 10-member Council and three boards: Finance and Property, Staff-Parish Relations, and Missions and Ministry. The Care, Worship, Mission, Adult Education, and Next Generation committees report through Missions and Ministry. Pastors generally spend one or two evenings per week at church for meetings or groups. Committee responsibilities are divided between pastoral staff; both pastors attend Council, and staff meetings are two hours weekly.

*How is urgent action taken?*

Council, staff, and volunteer committees share responsibility for church life. For major decisions, we educate, listen, and learn; updates are communicated in worship and through the weekly Wednesday email. When crises have occurred during the church's 58-year history, leadership has responded promptly and kept the congregation informed.

An organizational chart will be attached. Bylaws and annual reports are also available.

## 3b. 11-YEAR REPORT

The 11-Year Report developed with conference staff, the UCC Data Hub, and MissionInsite will be attached.

## 3c. CONGREGATIONAL DEMOGRAPHICS

| Measure | Reported value | Estimate? |
|---|---|---|
| Active members | 500 | Yes |
| Active non-members | 150 | Yes |
| Total participants | 650 | Yes |
| More than 10 years at CUC | 55% | Yes |
| 5–10 years at CUC | 12% | Yes |
| Fewer than 5 years at CUC | 31% | Yes |
| **Household type** | **Reported number** | **Estimate?** |
| Single adults under 35 | 5 | Yes |
| Households with minors | 35 | Yes |
| Single adults ages 35–65 | 15 | Yes |
| Joint households with no minors | 170 | Yes |
| Single adults over 65 | 45 | Yes |
| **Education level** | **Percentage** | **Estimate?** |
| High school | 1% | Yes |
| College | 45% | Yes |
| Graduate school | 45% | Yes |
| Specialty training | 1% | Yes |
| Ph.D. | 8% | Yes |

*Range of occupations*

Occupations include education, engineering, health care, public service, law, and entertainment, amongst others. The three most common fields are education, engineering, and health care.

*Ethnic heritage, racial composition, and diversity*

Our congregation is predominantly white, reflecting our location in a predominantly white Denver suburb. Although we are not racially or ethnically diverse, we welcome people from all backgrounds and value the contributions

each person brings. At CUC, diversity includes religious background, theological perspective, sexual orientation, gender identity, life experience, and viewpoint.

*Recent conversation about welcoming diversity*

In spring 2025, we held an anti-racism weekend focused on participants' stories and backgrounds. Book groups regularly discuss anti-racism texts. This remains an ongoing dialogue as we recognize shortcomings, tolerate discomfort, and learn how to do better.

## 3d. PARTICIPATION AND STAFFING

| Gathering | Participation | Primary planners |
|---|---|---|
| Adult groups or classes | 50 per week | Pastors and Adult Education Committee |
| Baptisms | 4 last year | Pastoral and children/youth staff |
| Children's groups or classes | 25 | Director of Children's Ministry |
| Christmas Eve and Easter worship | 800–900 | Pastors and program staff |
| Church-wide meals | 120 | Staff |
| Choirs and music groups | 30 | Director of Music |
| Church-based Bible study | 20 | Pastors |
| Communion | Approximately 200 monthly | Pastors and lay leaders |
| Confirmation/new members | 6 youth; 20 new members | Pastors and Youth Director |
| Funerals | 5–8 last year | Pastors and support staff |
| Easter sunrise worship | 60 | Pastors and support staff |
| Prayer or meditation groups | 25 | Guest facilitators, pastors, or program staff |
| Public advocacy work | 25–100 | Mission committees |
| Retreats | 100 | Pastors, staff, and volunteers |
| 8:30 a.m. traditional worship | 65 | Pastors, music, program, and technical staff |
| 10:30 a.m. contemporary worship | 130 | Pastors, music, program, and technical staff |
| Youth groups or classes | 20 | Youth Director |

| Minister | Covenant/setting | Role | Retired? |
|---|---|---|---|
| Rev. Tom Rehling | Three-Way? / Emeritus | Chair, Party Team; occasional worship, care, and preaching | Yes |
| Rev. Cheryl Swing | Four-Way / Boulder Manor senior living | Spiritual care vocation | No |

| Staff position | Head of staff? | Status | Supervisor | Tenure |
|---|---|---|---|---|
| Rev. Jill VanderWal, Senior Pastor (installation pending) | Yes | Full time | Council | Associate service began February 2019; senior call voted August 2026 |
| Tag Worley, Director of Facilities and Technology | No | Part time | Senior Pastor | 15 years |
| Kate Davis, Director of Children's Ministry and Communications | No | Part time | Senior Pastor | Less than 1 year |
| Erin Hackfort, Office and Event Coordinator | No | Part time | Senior Pastor | 1 year |
| Tim Wilder, Finance Manager | No | Part time | Senior Pastor | 1 year |

| | | | | |
|---|---|---|---|---|
| Anna Maria High, Director of Music | No | Part time | Senior Pastor | Less than 1 year |
| Charles Tieszen, Director of Youth Ministries | No | Part time | Senior Pastor | Less than 1 year |
| Jeannie Kiel, Children and Youth Support | No | Part time | Director of Children's Ministry | 10 years |
| Martha Yordy, Accompanist | No | Part time | Director of Music | 4 years |

*Reflection on demographics and activities*

The information reflects a thriving, adaptable congregation. Two major capital projects in the past five years required significant commitment and positioned our building as an asset for community life and hospitality. CUC values faith formation, intergenerational relationships, participation, inclusion, diversity, and unconditional positive regard. We look outward through varied ministries while seeking to remain a welcoming and safe place for all. Recent growth and staff transition also reflect both momentum and the need for clear systems, shared leadership, and sustained volunteer development.

## 3e. CHURCH FINANCES

| **Income source** | **Amount** |
|---|---|
| Annual offerings and pledged giving | $821,359 |
| Endowment proceeds | No current endowment |
| Designated gifts: deck fund | $109,700 |
| Church building rentals | $30,549 |
| Total annual income | $961,608 |
| **Financial item** | **Response** |
| Annual budgeted expenses | $870,000 |
| Ministerial support | Approximately 30% of budget |
| Failure to meet obligations to a minister | No |
| 5-for-5 congregation | No; giving follows an ecumenical formula |
| Annual UCC basic support | $9,000; the same amount is sent to each partner denomination |
| Current loan debt | Approximately $625,000 |
| Reason for debt | Mortgage for the nearly $3 million renovation completed after the 2022 financing |
| Capital and other payments current | Yes |
| Reserves | $228,000 |
| Endowment | No |
| Parsonage | No |

| **Years** | **Purpose** | **Goal** | **Result** | **Impact** |
|---|---|---|---|---|
| 2018–2022 | Major renovation | $2.9 million | $2.2 million raised | Welcoming, functional space for congregation and community |
| 2025 | Deck | $200,000 | $145,000 raised | Safe outdoor gathering space |

*Mission components of recent capital campaigns*

From 2019 to 2022, CUC completed a comprehensive renovation that rebuilt the entire building from the studs, updated HVAC systems, rebuilt the walkout lower level for classes and groups, improved the kitchen, and reconfigured offices. The project created a bright, flexible facility for congregational life and community rentals. New nursery, Sunday school, and youth spaces better welcome families and children.

In 2025, Council approved a campaign for a new deck to address safety concerns and create an outdoor gathering space. The deck was completed in fall 2025, with outdoor shades being installed in spring 2026, and the shared parking lot was resurfaced with the neighboring public school in summer 2026.

*Buildings and accessibility*

The church owns one primary facility containing the sanctuary, gathering areas, offices, and lower-level classrooms and youth spaces. All spaces are wheelchair accessible except the pulpit, although a ramp can be added if needed. The church does not use other non-owned facilities.

*Financial reflection*

CUC has consistently invested in projects that help the congregation and surrounding community grow and thrive. We see further opportunities to connect generosity with the ministries people value and the future they want to create.

## 3f. HISTORICAL INFORMATION

*Significant events that shaped the congregation*

The 1999 Columbine High School shooting profoundly affected students and families connected to CUC, including Patrick Ireland, known as “the boy in the window.” The congregation rallied around those affected, hosted victims’ families, and provided space for grief and support. The tragedy became a watershed moment that called CUC to embody God’s love in the wider community.

CUC’s decision to become an inclusive, affirming congregation that fully supports LGBTQ+ people also shaped its identity and helped form the vibrant church it is today.

During the past decade, CUC navigated the COVID-19 pandemic while completing a renovation and capital campaign. The church quickly moved to online services and creative outdoor worship, sustaining engagement and emerging as a different, resilient, and connected community.

*Recent change managed*

The congregation recently navigated the retirement of a Senior Pastor who served for 42 years and the call of a new Senior Pastor. The process included congregational discernment, interviews, and polling. The new Senior Pastor, Rev. Jill VenderWal, was called in August 2026, with Denver Presbytery approval in October 2026. The transition required broad participation and demonstrated the congregation’s commitment to collaboration and a thriving future.

*Conflict values and practices*

The 2025 Holy Cow assessment rated CUC highly in conflict management compared with other churches. We value transparency, communication, education, and listening to learn. Although differences arise around worship, music, programs, and budgets, our aim is to hear and welcome people while maintaining emotionally healthy lay, staff, and pastoral leadership. Committees are lay-led, agendas are open, and reporting is transparent. Pastors seek to meet people where they are and bring a non-anxious presence to disagreement.

| Minister | Years of service | Standing/denomination |
|---|---|---|
| Rev. Dr. Steve Poos-Benson | 42 | PC(USA); verify UCC standing |
| Rev. Justin Spurlock | 6 | PC(USA) |
| Rev. Dr. Joe Woodson | To be confirmed | UCC |
| Rev. Dr. David Hartman | 5 | PC(USA) |
| Rev. Jane Ritterson | 4 | PC(USA) |
| Rev. Jim Symons | 8 | PC(USA) |
| Rev. Rebecca Poos | 7 | UCC |
| Rev. Jill VanderWal | 7 | PC(USA) |
| Rev. Carol Parsons, Interim | 2 | PC(USA) |
| Rev. Laurene Lafontaine, Interim | 2 | PC(USA) |

*What the church has learned about pastoral leadership*

CUC has a history of stability and long pastoral tenures. We understand that the congregation, rather than any one pastor, is the church's foundation, a lesson reinforced when a 42-year Senior Pastor retired in July 2026. We value the distinct gifts each pastor brings and seek leaders who are humble, curious, human, and willing to change their minds.

| Question | Response |
|---|---|
| Has any past leader left under pressure or through involuntary termination? | Yes |
| Has the church participated in a Situational Support Consultation? | No |
| Has a pastor been subject to a Fitness Review while serving CUC? | No |

# SECTION FOUR

## WHO IS OUR NEIGHBOR?

"You shall love your neighbor as yourself." (Matthew 22:39, NRSV)

## 4a. COMMUNITY VISION

*How do relationships and activities extend outward in service and advocacy?*

- Nourish Meals on Wheels: food and care for older adults.
- Integrated Family Community Services: food bank and resource center.
- Habitat for Humanity: affordable housing construction in Denver.
- Denver Inner City Parish: anti-poverty programs and food support.
- Love, INC. of Littleton: church-based resources and relationships; CUC contributed 920 volunteer hours in 2025.
- Second Wind Fund: teen suicide prevention.
- The Action Center: groceries, clothing, navigation, family support, and essential services.
- Jeffco Serves Kids: clothing for students.
- Network Coffee House: food and hospitality for people experiencing homelessness downtown.
- Heifer International: sustainable responses to hunger and poverty; also part of alternative Christmas giving.
- Family Promise: family shelter.
- HAAT Force and Movement 5280: cold-weather emergency shelter.
- El Porvenir: clean-water work in Nicaragua, including mission trips.
- Common Hope: education and family support in Guatemala.
- Journey with Migrants and the Presbytery Journey with Migrants Network: education, advocacy, and service.
- Littleton Bridge House: Ready to Work program.

CUC supports mission partners through funding, volunteers, and donated goods. We believe relationships with unfamiliar neighbors expand our understanding and connection, and we seek to grow in authentic, reciprocal partnership.

*Participation in the wider UCC*

Rocky Mountain Conference leadership serves on CUC's ecumenical governing board, Ecumenical Ministries Incorporated. Ministers hold standing and participate within their partner denominations. UCC clergy are encouraged to attend association and conference meetings, and CUC youth join regional UCC retreats at La Foret.

UCC designation: Open and Affirming (ONA). This reflects our belief that all God's children are full participants in the Body of Christ. As an ecumenical congregation, we do not participate in every initiative of each partner denomination.

*Ecumenical and interfaith activities*

Our ecumenical identity rests on continuing affiliation with the Presbyterian Church (USA), The United Methodist Church, and the United Church of Christ. We participate in Love, INC. alongside churches from many denominations. Members also volunteer with Nourish, Family Promise, The Action Center, and other partners. We hope to develop ministry with queer and transgender youth or young adults, potentially including an after-school coffeehouse and study space.

We extend hospitality by sharing our building with three theater groups, various music instructors, University of Denver OLLI classes for older adults, homeowners associations, Moms Demand Action, tai chi classes, and a weekly women's Alcoholics Anonymous group.

*Mission statement and time allocation*

Our mission emphasizes exploring and deepening faith through Jesus' teachings, scripture, thoughtful inquiry, and fellowship. Worship and education support exploration; small groups and service embody connection and

practice. Pastors generally allocate about 30% of their time to administration and planning, 30% to people, groups, teaching, and community life, and 30% to study, preparation, and worship leadership. They usually work Sunday through Thursday, with one or two evenings of meetings each week.

*Community and wider-church ministry expectations*

Most of the Associate Pastor's time will focus on the local church, with up to 10% per week devoted to community ministry. Up to one week annually, or 40 equivalent hours, may be allocated to wider-church service with prior approval.

## 4b. MISSIONINSITE

*Neighborhood trends and opportunities*

The 2025 consultant report described slow population growth within one mile of the church during the preceding three years and neighborhood income growth that outpaced the broader community. An updated MissionInsite report is needed to confirm these trends. Current data will help CUC understand its neighbors, strengthen immigrant and refugee ministry, and build partnerships that advance inclusion, justice, and community well-being.

*How do internal demographics compare with nearby communities?*

CUC is a regional congregation whose participants are primarily white, highly educated, middle-aged adults and retirees from middle- and upper-income households. Many two-parent households have two wage earners, and single-parent families are also active. The church is across from Columbine Country Club in the Columbine Valley. Approximately 55% of participants live within five miles of the church.

The surrounding area includes affluent neighborhoods and communities with fewer resources. The City of Sheridan, north of the church, is more diverse and offers an important opportunity for relationship-building. CUC members already support monthly food distribution and school food programs there. Through Journey Together, food and school assistance, and local partnerships, we seek relationships across cultural, economic, and generational differences.

*How are community demographics shaping ministry?*

Community needs shape our commitment to justice, outreach, local partnerships, and shared facilities. We aim to listen to neighbors, learn from perspectives different from our own, and work alongside others to promote dignity, fairness, and belonging.

*What is CUC known for?*

Community leaders describe CUC as creative, welcoming, and a little quirky. We open our doors to support groups, music and theater organizations, older-adult classes, and a nearby public school that shares our parking lot. For the past three years, we have hosted the children's connection tent at Littleton Big Pride, reflecting our commitment to an accessible, inclusive, and active community presence.

*What brings newcomers into church life?*

Newcomers often discover CUC through the website, online worship, recommendations, Google reviews, and searches for inclusive Open and Affirming churches. Many are families seeking progressive faith formation for their children or retirees seeking a values-aligned community. People stay because they experience belonging, freedom to hold different beliefs, open conversation, personal invitations, and opportunities to serve causes they value.

# SECTION FIVE

## REFERENCES

As an ecumenical church, CUC selected one reference from each denominational partner.

| Reference | Affiliation and relationship | Contact |
|---|---|---|
| Jessica Rooks | UMC; Lead Pastor, Broomfield United Methodist Church; UMC District Superintendent; Ecumenical Board member and pastoral friend of CUC | jessica.rooks@broomfieldumc.org \| 720-880-5220 |
| Rev. Dani Way | PC(USA); former Director of Youth and Children's Ministry, 2015–2020 | dani@gracecolorado.com \| 720-556-9695 |
| Rev. Samantha Bronson | UCC; Associate Pastor, First Congregational Church of Darien; former Director of Youth and Children's Ministry, 2020–2026 | sbronson@uccdarien.org \| 432-312-9153 |

**Prompts for References**

- Describe strengths in this church's ministry.
- Describe areas for improvement in this church's ministry.
- Describe a significant experience you have had of this church's ministry.
- Share anything else you believe would be helpful.

# SECTION SIX

## CLOSING THOUGHTS

### 6a. CLOSING PRAYER

[Insert a prayer, dream, poem, scripture passage, or piece of music meaningful to the Search Committee.]

### 6b. STATEMENT OF CONSENT

The covenantal relationship between a church and those called to serve as pastors, teachers, and other ministers is strengthened when covenant partners share vital information openly. To the best of our ability, this profile accurately represents our church, and we have not knowingly withheld information that would be helpful to candidates.

As the committee charged with identifying and recommending a suitable minister, we are authorized to share this profile with prospective candidates. We understand that candidates may seek additional knowledge, information, and opinions about our church, and we encourage them to do so. An open exchange of relevant information builds the foundation for healthy, continuing relationships between calling bodies and people seeking ministry positions.

*Contributors*

Associate Pastor Nominating Committee, current pastoral staff, and the congregation.

*Additional comments*

[None provided.]

| Name | Role | Date |
|---|---|---|
| Brian Snyder | APNC | |
| Antony Mendoza | APNC | |
| Brenda Staab | APNC | |
| Sarah Rex | APNC | |

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the named association and conference. To the best of the conference or association staff member's knowledge, the ministerial history is complete and the available financial information is presented thoroughly.

| Validation item | Response |
|---|---|
| Staff comment | |
| Signature | |
| Name / Title | |
| Email | |
| Phone | |
| Date | |

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

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