

June 15, 2011

Date

Senior Pastor

Position to be filled

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## LOCAL CHURCH PROFILE FOR LOCAL CHURCHES SEEKING NEW LEADERS

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### Local Church 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 a suitable new minister for our church, we have been authorized to share the information herein with potential candidates.

We understand that a candidate may wish to secure further knowledge, information, and opinion 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.

*Laurie Swanson Ambler Vice Chair for*  
Signature of Search Committee Chairperson ←

Date: June 15, 2011

#### Church

First Congregational United Church of Christ  
1050 E. 23<sup>rd</sup> Avenue  
Eugene, OR 97405

#### Search Committee Chairperson or Contact Person

Laurie Power  
c/o First Congregational United Church of Christ  
1050 E. 23<sup>rd</sup> Ave.  
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lauriepower4148@gmail.com



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Please return the completed document to your conference or association office.

**1. First Congregational United Church of Christ**

“Welcoming, seeking, loving, serving in Christian community . . .”

2. 1050 E. 23<sup>rd</sup> Avenue  
Eugene, OR 97405

Church Website: <http://www.fcceugene.org/search.html>

**a. Name of Search Committee Chairperson:** Laurie Power

c/o First Congregational United Church of Christ  
1050 E. 23<sup>rd</sup> Avenue  
Eugene, OR 97405

Telephone: (541) 345-8741  
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E-Mail: [lauriepower4148@gmail.com](mailto:lauriepower4148@gmail.com)

**4. Conference/Association Staff Person Assisting Our Church:** The Rev. Dr. Walter John Boris

Central Pacific Conference  
0245 SW Bancroft Street, Suite E  
Portland, OR 97239-4269

Telephone: (503) 228-3178  
Fax: (503) 228-6983

E-Mail: [wjboris@gmail.com](mailto:wjboris@gmail.com)

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### MEMBERSHIP INFORMATION

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**5. Membership:** *(as reflected in the eleven-year UCC Statistical Report for our church; “est.” indicates the figure is an estimate.)*

|  | Last Year | 5 Years Ago | 10 Years Ago |
|--|-----------|-------------|--------------|
| a. # Church members                                | 775       | 852         | 738          |
| b. Average attendance at worship                   | 293       | 326         | 313          |
| c. Average participation of children/youth in C.E. | 77        | 47          | 53 est.      |
| d. Average weekly participation in adult education | 85        | 75          | 70 est.      |
| e. # Members who are ordained clergy               | 6         | -----       | -----        |

## 6. Profile of Congregation

Estimate percentage of congregation. Each category should add up to 100%.

- |   |   |
|---|---|
| <p><b>a. Age: (from survey results plus records)</b></p> <p><u>5</u> % ages 0–5</p> <p><u>19</u> % ages 6–18</p> <p><u>16</u> % ages 19–34</p> <p><u>11</u> % ages 35–49</p> <p><u>22</u> % ages 50–64</p> <p><u>12</u> % ages 65–74</p> <p><u>15</u> % ages 75 +</p>     | <p><b>c. Family units: (from survey results)</b></p> <p><u>30</u> % couples with children at home</p> <p><u>40</u> % couples without children at home</p> <p><u>25</u> % single</p> <p><u>5</u> % single parent with children at home</p>   |
| <p><b>b. Education level of adults: (survey)</b></p> <p><u>1</u> % completed less than high school</p> <p><u>15</u> % high school graduates</p> <p><u>20</u> % some college/vocational school</p> <p><u>42</u> % college graduates</p> <p><u>22</u> % graduate school</p> | <p><b>d. Occupation of adults: (survey)</b></p> <p><u>36</u> % business</p> <p><u>15</u> % clerical</p> <p><u>–</u> % farmer/rancher</p> <p><u>3</u> % laborer/manufacturing</p> <p><u>36</u> % professional</p> <p><u>7</u> % student</p> <p><u>3</u> % tradesperson</p> <p><u>–</u> % other</p> <p>•</p> <p><b>e. Employment: (survey)</b></p> <p><u>65</u> % employed</p> <p><u>10</u> % not currently employed</p> <p><u>25</u> % retired</p> |

**15. Describe the racial-ethnic makeup of your congregation:** The racial-ethnic makeup of our congregation reflects that of our larger community: a majority of our congregation is European American and we are also Asian American, African American, and Latino. A growing number of our families are bi- and multi-racial.

## CHURCH FINANCES

|   | Last Year | 5 Years Ago | 10 Years Ago |
|---|-----------|-------------|--------------|
| <b>7. Total Church Income</b>                           | \$641,400 | \$591,706   | \$478,934    |
| a. Members offerings and pledges                        | \$586,923 | \$553,818   | \$440,103    |
| b. Interest from investment or endowments               | \$ 30,747 | \$ 22,228   | \$ 21,999    |
| c. Principal reduction (endowments or investments)      | \$ 0      | \$ 0        | \$ 0         |
| d. Rentals  | NA        | NA          | NA           |
| e. Special Fundraising                                  | NA        | NA          | NA           |
| f. Other (preschool, other misc. inc., other bldg. use) | \$ 23,730 | \$ 15,660   | \$ 16,832    |

If the church has conducted an annual stewardship campaign, list results for the past two years:

2009 Goal: 350 pledges Pledged amounts: \$555,000 Actual received: \$552,841

2010 Goal: 350 pledges Pledged amounts: \$560,000 Actual received: \$557,034

NOTES: (a) Goals are set for the number of pledges; monetary goals are not set. The budget is prepared based on the amount pledged by the congregation. (b) In 2009, there were 326 pledges, which averaged \$1,640 per pledge. (c) In 2010, there were 337 pledges, which averaged \$1,709 per pledge

|   | <b>Last Year</b> | <b>5 Years Ago</b> | <b>10 Years Ago</b> |
|---|------------------|--------------------|---------------------|
| <b>8. Total Operating Budget/Expenses</b>     | \$637,060        | \$574,458          | \$475,760           |
| a. Our Church's Wider Mission Basic Support   | \$ 43,755        | \$ 45,000          | \$ 35,000           |
| b. Our Church's Wider Mission Special Support | \$ 18,973        | \$ 20,399          | \$ 10,640           |
| c. Other gifts                                |                  |                    |                     |
| d. Current local expenses                     | \$570,661        | \$498,109          | \$429,208           |
| e. Annual capital payments                    |                  |                    |                     |
| f. Other debt                                 | \$ 3,671         | \$ 10,950          | \$ 912              |

**9. Identify UCC special offerings the church receives throughout the year and the amounts from last year:** *One Great Hour of Sharing*, \$8,568; *Neighbors in Need and Christmas Fund*, \$5,406; total UCC special offerings, \$13,974.

**10. Mission**

**a. Beyond your contributions through the UCC, name the most significant local or global missions/ministries or agencies that were financially supported by your local church last year and the amount of support:**

**a. Beyond Local:** World Communion: Turtle Project in El Salvador, \$1180; Emergency relief in Haiti, \$19,484; emergency relief in Pakistan, \$700; El Salvador mission, \$7,165.19; Sunday School Mission (children's): UNICEF, Heifer, \$114.62. **Total: \$28,643.81**

**b. Local Missions:** Brethren Community Services, \$4,267; Center for Community Counseling, \$340; Centro Latino Americano, \$500; Good Samaritan Fund, \$5,709.19; HIV Alliance, \$340; Overnight Family Shelter, \$1,212.28; Womenspace, \$340; Rights, Respect, Responsibility and Our Whole Lives: Sexuality and Our Faith, \$568.89; Peace Village Interfaith Day camp, \$3,082.52. **Total: \$16,359.88**

**c. High School Missions:** Summer Fun Camp (for homeless kids), \$5,029.61; Peace Jam Northwest, \$405.95; Sierra Service Project, \$7,425.83. **Total: \$12,861.29**

**d. Other:** Emergency medical, \$318.38; Foundation scholarships, \$1,899; "Special Assistance Fund," \$879; Other, \$90. **Total: \$3,186.38**

**Total Contributions: \$61,051.36**

**b. What mission project has excited your church the most in the past three years? Why?**

Our partnership with the community of Tasajera, El Salvador. Over the past three years we have worked with this rural fishing community to build and grow a small medical clinic that serves the area. We have provided contacts and resources to support the development of an eco-tourism project that grows their fragile economy and aids in preserving their precious natural resources. Many of our church members and friends of all ages have traveled to Tasajera to participate in these and other creative and life-affirming activities. We celebrate the friendships that have developed across borders and language, class, and custom. This relationship has transformed the way we understand ourselves as a part of a global community.



## 11. Indebtedness

- a. Total amount of outstanding mortgages/capital debt: NONE
- b. Total amount of other debt: NONE
- c. Are payments current? NOT APPLICABLE

## 12. Capital Campaigns:

- a. **If the church has had capital campaigns in the last ten years, note goal and results:**

Goal: \$2,200,000                      Outcome: \$2,300,000

- b. **What projects were undertaken as a result of your capital campaign?** 6,000 sq. ft. addition for new classrooms, expanded lobby, elevator, kitchen upgrades; partnering for a Habitat for Humanity house; \$150,000 to the Central Pacific UCC Camp Adams improvements.



*Expanded lobby & classroom*

- c. **Was there a mission or outreach component to the campaign?**  Yes     No
- d. **If a capital campaign is underway or anticipated, describe it:** None at the present time.

## 1. Assets held by the Church:

- a. **Reserves (savings):** \$48,200 (cash reserve, \$22,000; medical reserve, \$9,800; building reserve, \$11,000; unemployment reserve, \$5,400)
- b. **Endowments/Investments:** \$731,000 (The Church Foundation's current value, April 2011)

- c. **Describe buildings and property of your church except the parsonage:**

The church is one multi-level, 36,000 sq. ft. building with ground levels being concrete on grade. The structure is mostly wood, with some partial walls of concrete blocks and brick. The 2011 current value is \$8.8 million. The upper and lower levels are accessible internally via four sets of stairs and an elevator. The office currently used by the senior minister is the only space off the Chapel balcony on a small 3rd level, which can be moved to accommodate any candidate.

*The upper level includes:*

1. Sanctuary - seating capacity, including the balcony and choir area is 500.
1. Chancel
2. Sacristy
3. Narthex
4. Lobby
5. Chapel - there is a small balcony and a portable labyrinth available for use.
6. Large room for classes/meetings/receptions
7. 4 classrooms
8. Library
9. 2 associate ministers' offices
10. 3 staff offices
11. Restrooms

*The lower level opens to landscaped areas on*



Front Entrance:  
Upstairs is level with 23rd Street

*the south side of the building, which includes:*

1. Lobby area
2. Fellowship hall with an adjoining kitchen and stage
3. 3 classrooms
4. Nursery
5. Play areas
6. Three sets of restrooms
7. Storage, and electrical rooms



Back: Lower level opens onto landscaping

1. There is a parking lot on the north side of the building with spaces for eleven vehicles, and one on the west side with 74 spaces.
2. The church grounds cover one standard city block, with the main entrance facing north on 23<sup>rd</sup> Avenue, Harris Street to the west, 24<sup>th</sup> Avenue to the south (the lower level entrance faces south), and a city park to the east that is contiguous to church land with no intervening street.

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

The church building is handicapped accessible except for the office currently used by the senior minister and the two balconies.

**Is the pulpit handicapped accessible?** Yes  No

**e. If a building program is projected or underway, describe it, including estimated date of completion:** No building programs are projected or underway.

1. **If the church owns a parsonage, describe it:** No parsonage.

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**FINANCIAL SUPPORT OF MINISTERIAL LEADERS**

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**14. If your conference has compensation guidelines, do you follow them?**

yes       yes for some compensation items but not all       no

**Does the church consider this position to be full time or part time?**

full time       part time

**How will church members be supportive of a part time or bivocational pastor who may need another job to supplement the church salary?**

Not applicable

**a. Salary History**

To provide a profile of salaries for the position you are seeking to fill, indicate salaries at the beginning and ending of the ministers' tenure. Do not include interim positions. If a parsonage is provided, insert the letter "P" in the space provided. *Provide information for the last 3 leaders or the last ten years.*

|                  | Start Date |          |         |           | End Date |          |          |           |
|------------------|------------|----------|---------|-----------|----------|----------|----------|-----------|
|                  | Year       | Salary   | Housing | Parsonage | Year     | Salary   | Housing  | Parsonage |
| a. Last          | 1985       | \$22,000 | \$8,000 | None      | 2011     | \$54,789 | \$40,000 | none      |
| b. Previous      |            |          |         |           |          |          |          |           |
| c. Next previous |            |          |         |           |          |          |          |           |

NOTE: Current salary includes FICA offset.

**16. During the above period, has your church failed to fulfill its financial obligations to its pastor?**

yes  no If yes, please comment:

**36. Salary, Benefits, and Expenses Offered:** A total compensation package will be negotiated following UCC guidelines.

- a. Cash salary offered \$ To be determined (TBD)  
Conference recommended salary range: \$
- b. Housing: \$ TBD  
 Housing allowance only  Parsonage only  Would consider offering either
- c. Customary benefits: TBD
- Vacation: 4 weeks annually  
 Maternity/paternity leave  
 UCC Retirement Annuity (14% of salary and housing)  
 UCC Life and Disability Insurance Benefits  
 UCC Health Benefits;  other health benefits (negotiable)  
 UCC Dental Benefits;  other dental benefits (negotiable)  
 Social Security/Medicare Offset  
 Continuing Education Funds  
 Continuing Education Time  
 Sabbatical Leave  
 Other benefits (specify)
- d. Ministry expenses  
 Travel Reimbursement  
 Meeting Expense Reimbursement  
 Books and Periodicals  
 Reimbursement of Criminal Background Check Fee  
 Moving Expenses

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**COMMUNITY CHARACTERISTICS**

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**37. Population**

- **Population of total city or town in which your church is located:** Church members come from Eugene (156,185); Springfield, an adjoining city (59,403); as well as smaller communities in Lane County, which has a total population of 351,715 (2010 U.S. census).
- b. **Describe the population by racial-ethnic category and identify the source of the information:** According to the 2000 U.S. census, the racial makeup of the county was 90.64%

White, 2.00% Asian, 1.13% Native American, 0.78% Black or African American, 0.19% Pacific Islander, 1.95% from other races, and 3.32% from two or more races. 4.61% of the population was Hispanic or Latino of any race.

### **38. Economic Factors**

#### **Identify major sources of employment/income in your community:**

- a. PeaceHealth (Sacred Heart Medical Center, two campuses)
- b. University of Oregon
- c. Wood products
- d. Education/Government

### **39. General Description**

#### **1. Describe three distinctive attributes of your community:**

1. Eugene is a mid-sized city in the Willamette Valley, equally accessible to the mountains and the ocean (both about an hour's drive away), and the Willamette and McKenzie Rivers run through it. Multiple lakes, and national forest lands are nearby. Eugene is large enough to offer big-city amenities, yet small enough to retain a sense of community.
2. Eugene is home to the University of Oregon (the Ducks), a Liberal Arts and Sciences university recognized as a premiere international research university by its membership in the Association of American Universities. The university's presence provides a wide variety of intellectual, social, and cultural opportunities.
3. Eugene's motto is "A great city for the arts and outdoors," and the city is noted for its natural beauty, recreational opportunities, cultural events and casual atmosphere.

#### **2. Identify major trends you envision in your community during the next five years:**

1. Increasing ethnic/cultural diversity
2. Limited financial resources for schools
3. Cooperative public-private partnerships to deal with state and county budget constraints

#### **3. List three or four problem areas confronting your community that members feel your church should address:**

1. Food insecurity
2. Homelessness
3. Issues facing our new immigrant neighbors

4. Earth stewardship

4. Indicate Mission Activities

1. In which your church participates as a part of its mission in the community:

Financial and volunteer support:

1. *Food for Lane County* (funding and volunteers repackaging surplus restaurant food for distribution to low income families)
2. *The Dining Room* (preparing and serving food at the local “soup kitchen”, as a regular monthly commitment)
3. Immigration advocacy (standing in solidarity with our immigrant neighbors by supporting legislative reform)
4. Earth stewardship (supporting community sustainable agriculture and minimizing carbon footprint)
5. HIV alliance (funding to support individuals living with HIV, prevent new infections, and educate the community))
6. *Womenspace* (domestic violence prevention services)
7. *Center for Community Counseling* (non-profit mental health organization)
8. hosting the *St. Vincent de Paul Interfaith Family Shelter* (providing indoor warm housing and meals to 10 families in our church building for two weeks each winter).
9. *Habitat for Humanity* (sponsoring and providing volunteer organizational skills and labor to build homes in the local area).



Youth mission activities

1. *Sierra Service Project*- invites young people to experience the life-changing power of Christ's spirit through acts of service repairing homes on Indian Reservations throughout the Northwest.
2. *PeaceJam Northwest* - creating young leaders committed to positive change in themselves, their communities and the world through the inspiration of Nobel Peace Laureates.
3. *Summer Fun Camp* - where youth plan and lead a week of summer camp for homeless children in the community.
4. *Our Whole Lives: Sexuality and Our Faith* advocacy, including advocacy on issues of equality for persons of all genders and sexual orientations, and advocacy promoting access to comprehensive sexuality education for youth.
5. *Peace Village Interfaith Day Camp* - an interfaith peace camp that welcomes children of all traditions.

2. **In which your church expects the leader you are now seeking to participate:** Our hope is that our new senior minister will continue to support the many ministries we are already committed to and pursue her/his own particular passion/interest in the community. We would like our senior minister to listen well to the needs of our church family and to the larger community as together we discern our call to a public witness.

5. **Describe how your church building is now being used by the community (see appendix):**

1. Weekly meetings - Eugene Peace Choir and several AA/Al-Anon/OA groups;
2. Monthly meetings - Eugene Masonic Cemetery, Pioneer Cemetery, Fortnightly Club, Sophia Christi Catholic community;
3. Periodic meetings - Food for Lane County, Holt International adoption agency, Girl Scouts (summer day camp), Senior Companion Luncheon, and the location of Advanced Placement exams for South Eugene High School.
4. Office space for the local CAUSA (state-wide immigrant rights coalition) representative.

6. **Indicate the number of school districts from which members of your church are drawn:**

\_\_\_\_\_ one      \_\_\_\_\_ two        X   three or more

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## **CONGREGATIONAL LIFE**

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- **Identify major trends you envision in your church in the next five years.**

We will explore a variety of traditional and non-traditional ways of being a church community, as well as expand what it means to be a progressive church in the 21<sup>st</sup> century. We will be a younger, more ethnically diverse congregation. Due to the increased number of young families, there may be fewer financial resources, but we will continue social justice advocacy by joining with interfaith, ecumenical, and community partners, as well as international organizations.

- **Planning**

25. **All churches do planning. How would you characterize the way planning is done in your church?**

Planning takes place on many levels: Standing committees meet monthly, there is an annual board-staff “planning evening,” an all-staff summer “planning day,” as well as staff efforts in weekly meetings. Staff evaluations also have a planning component. Leaders delegate tasks and much of the decision-making is done by consensus. Most notable at FCUCC is the pacing of our planning. We are neither impulsive nor procrastinating. We evaluate possibilities, develop options for actions, choose a strategy, and then we act with intentionality and follow-through. The process begins when a core number of folks become concerned about a particular topic or possible course of action and want to develop the idea for church consideration. Oftentimes, those with a passion around an issue or event will provide leadership and coordinate through the appropriate channels, whether it is at the committee, staff, or pastoral levels. The church administrative response then, typically, is to provide opportunities for community discussion about the topic.

Examples of avenues we have used include:

1. having a month of Sunday School education classes on the matter,
2. hosting forums on the topic outside of or after church services,

3. airing the topic in church services through prayers, sermons, liturgical readings and responsive readings, or bulletin inserts in order to raise questions and provide a spiritual framework for thinking through aspects of the topic.

Our process develops a wider church consideration of pros and cons, of benefits and impacts. We thus have a high degree of church community involvement in the shaping of our choice of response, a high degree of listening and a respecting of minority opinions. As a result, we create a clearer backing for our chosen church action, with more follow-through during it, and better results afterwards.

- 26. What expectations do you have of the person you are seeking in relation to the planning that takes place?** We expect the senior pastor will play a major role in initiating and facilitating planning with staff and leadership. S/he will ensure that the planning we do is consistent with our stated mission and vision for the church. We have active, committed church members who play key roles in leadership; we want a senior pastor who likes working with lay leaders and our associate pastors. We also expect excellent communication with the lay leaders, committee members, and wider congregation both in plan development and execution to continue the smooth daily operation of the church.

- 27. When is the last time your church undertook a period of discernment and long-range planning in an intentional way?** Long-range strategic planning was done about fifteen years ago using Callahan's *Twelve Keys to an Effective Church*. This planning produced the basis for annual planning sessions, the church vision statement, and changing the church governance structure from a 37-member Church Council to a 9-person Church Board with no nominating committee.

Five years ago we embarked on a capital campaign which included long range planning, and a period of significant discernment.

More recently, we've evaluated and updated our mission and vision statements to be consistent with where we are as a congregation today.

- 28. What were the outcomes of your intentional long-range planning?**

The reorganization of our board, committee, and planning structures provided a more manageable, streamlined and productive administration of the church. The new committee structures continue to be effective, and involving, and the lack of a nominating committee has encouraged greater participation from a wide range of congregants.

Our successful capital campaign exceeded the goal and fully funded a large addition to our church facility, a Habitat for Humanity house and enhancements to our conference camp.

- 29. Does your church have any plans to undertake a period of intentional long-range planning in the future?** The "search and call" process itself necessitates a great deal of long-range planning. Through the entire process, we ask ourselves who we are today, and when our new senior pastor is called, we look forward to him/her joining us in long-range planning. There is, however, no specific plan for a major long-range planning project in the near future.

- 23. Reflections on Congregational Life**

Comment on the following with what you believe to be the generally held responses of the congregation. (If more space is needed, use additional pages.)

**17. Identify the three most important faith experiences or events in the history of your church and the year each took place:**

- | <u>Event</u>   | <u>Year</u> |
|--|-------------|
| <b>1. Became an “Open and Affirming” church</b>  | <b>1995</b> |
| <b>2. Reorganized church governance/modified by-laws</b>   | <b>2000</b> |
| <p>The old church governance structure consisted of church council members, one of several members from each of the standing committees and staff. As many as 37 people could be at one meeting if all attended. Without consistent attendance, resolution of issues often took several months as background would have to be repeated. Decision making was cumbersome and time consuming.</p> <p>The new governance includes a nine member Church Board. Standing Committees include a Board member as liaison and a clergy or lay staff representative. The nominating committee for Board and Committees was eliminated as people were asked to respond to God's call and step forward. In addition, meetings were rescheduled to generally be completed by 7:00 pm; ministers perform weddings and memorial services for those in the church family only and there are no memorial services on Saturday.</p> <p>The major result of restructuring church governance here has been that our clergy are able to more effectively discharge their pastoral duties and that our lay leadership has been greatly energized and empowered to drive us forward to fulfill our vision and mission.</p> |             |
| <b>3. Capital Campaign:</b>  | <b>2005</b> |
| <p>We inherited the legacy of a debt free building, but one that needed some repair, an elevator for accessibility, and new space for small group meetings. The process engaged the congregation at a spiritual level and an administrative level as we worked to provide that same legacy of financial freedom to coming generations of worshipers. We completed the campaign successfully, with money set aside to support our denomination and our community without a significant drop in annual giving.</p>   |             |

**18. Identify the most challenging faith experience or event in the life of your church in the last three years and what the church learned from it:**

Our church lost fifteen elders in 2009, “pillars of the church” who were supportive in many ways, including financially. Their deaths, coupled with the recession, meant that we faced the possibility of a significant financial shortfall from the previous year. Our congregation does not set a monetary goal for its annual budget; instead, we set a number-of-pledges goal and the budget is crafted after pledges are received. Pastors, lay leaders, and staff budgeted judiciously and the congregation stepped up with new and increased pledges.

**19. What is God calling your church to do/become over the next few years?**

20. We will continue to define and live out what it means to be a progressive faith community.
21. We want to be a place where people feel welcomed and can safely explore the depth and breadth of their faith.
22. We are called to respond wherever there is suffering or need.
23. We are called to get the message out beyond our walls of who we are and whose we are. We will continue to be open to new possibilities.

**24. Describe how the church expects the person you are seeking to help your church reach these goals:** We expect our new senior pastor to be the carrier of our shared vision. We expect this leader to inspire good works of faith, grow our membership, help us realize new opportunities, and push us beyond our comfort zone into transformative ministries. We expect our senior pastor to be the credible public face of FCUCC in representing our faith and our community of faith at local and regional activities and forums.

**e. Choose the statement that most accurately describes the theological/faith stance of your church:** *You may check more than one.*

- We tend to be theologically conservative.  
 We tend to be theologically moderate to conservative.  
 We tend to be theologically moderate.  
 We tend to be theologically moderate to liberal.  
 We tend to be theologically liberal.  
 We tend to be quite diverse theologically.  
 Other

Comments: Like many UCC congregations, we are a “refugee church” for people wounded by earlier church experiences. We are also a church where people with no previous church history can “put a toe in the water.”

**f. Describe the educational program of your church:**

We believe in life-long learning and understand people learn in different ways. As a faith community, we provide classes, groups, and service opportunities for all ages (Sunday School, spiritual formation groups, youth groups, *Our Whole Lives: Sexuality and our Faith* education, Confirmation, Congregational Preschool, Peace Village Interfaith Day Camp, portable labyrinth).



**Identify the curriculum/a used in your church school and the person or committee responsible for selection of curriculum/a:** We use *The Whole People of God* and *Seasons of the Spirit* as curricula. Staff, teachers, and the Family Ministries Committee have input on decisions.

**Indicate resources used for Confirmation and the person or committee responsible for the selection of these resources:** Our Confirmation program is a thirty-week Wednesday evening series developed, and is currently led by, our senior pastor. Each session focuses around a “question of faith and life.” Every fourth session includes an adult mentor. Youth are fully respected in their decisions about whether or not to be confirmed, and their participation in the full life of FCUCC is not affected by their choice.

**Are there educational opportunities for all ages?** Yes. We have Sunday morning classes for each age group, weekday adult groups, Sunday evening youth groups, weekday evening *Our Whole Lives: Sexuality and Our Faith* program and confirmation sessions for youth. Our Companions series uses the material from the Upper Room called *Companions in Christ*.

**Does your church have a written Safe Church Policy?** Yes.

- g. Describe how the church expects the person you are seeking to participate in the congregation’s educational programs:** We expect this person to value education highly, teach (or team teach) adult classes several times a year, possibly Confirmation and children’s moments of worship, and attend intergenerational activities.
- h. Describe how programs or ministries of your church are evaluated:** Programs and ministries are evaluated on several levels. Most committees perform self-evaluation of programs, and the chairs report to the board. Staff and clergy meet as well, and evaluation is intentional when staff members are evaluated. Indirect evaluation happens during the budget process.
- i. Describe the strengths or positive qualities of your church:** We are open and affirming, progressive, welcoming, multi-generational, well educated, and a congregation on a journey of growth and spiritual discovery. We consider non-members part of our church family and they are fully integrated into the active life of the church, with membership required for voting. We value and fully include interfaith individuals and families. We develop in our congregants a pride in our abilities to support our church and to do the things we jointly consider worth backing as a church. We value intellectual freedom and are committed to social justice. We have inspirational clergy and strong lay leadership, a wealth of talented, skilled individuals, and a high level of trust.

**1. Indicate major boards, committees, small groups, and organizations that are a part of your church; the frequency of meetings (monthly, weekly, etc.); and expectations for leadership. For leadership role use: 1 = pastor takes primary initiative and responsibility; 2 = pastor and laity share responsibility; 3 = laity takes primary initiative and responsibility; 4 = the pastor’s presence is expected periodically/occasionally.**

The only elected leaders are the nine Church Board members, who submit applications. There is no nominating committee. All committees are made up of volunteers with no terms, though the Church Board approves committee members.

**Board/Committee Purpose      # Members      Frequency      Leadership Role**

Church Board: Overall financial, policy, and mission leadership; 9 elected members, pastors ex-officio; meets monthly; leadership 2.

Mission Committee: Leadership for social justice ministries; 10 members and associate pastor; meets monthly; leadership 2.

Family Ministries Committee: Oversees children and youth programs; 9 members and Director of Children’s Ministry; meets monthly; leadership 3.



Parish Life Committee: Plans and invigorates fellowship ministries; 9 members and Director of Fellowship Ministries; meets monthly; leadership 3.

Pastoral Relations Committee: Gives support and feedback to clergy; 8 members and pastors; meets monthly; leadership 2.

Adult Education Committee: Plans and implements adult education classes; 7 members; meets bi-monthly; leadership 1.

Facilities Management Committee: Management and policy related to the building; currently 6 members; meets quarterly; leadership 3.

Worship and Music Committee: Oversight and evaluation of the worship services and music program; currently 9 members plus Sr. Pastor and Director of Music Ministries; meets bi-monthly; leadership 2.

Stewardship Committee: Planning of annual stewardship program; currently 5 members plus Sr. Pastor; meets as needed; leadership 2.

Foundation Board: Manages the endowment; 7 members elected by the congregation, plus the Moderator and Sr. Pastor; meets quarterly; leadership 2.

Personnel Committee: Advises the Board and Sr. Pastor; currently 3 members chosen by the Church Board plus the Sr. Pastor as Head of Staff; meets as needed; leadership 1.

Congregational Preschool Advisory Committee: Advises preschool business and fundraising; 19 members; meets monthly; leadership 3.

Library Working Group: Maintains the Library; ad hoc membership; meets as needed; leadership 3/4.

**Ongoing Small Groups   Purpose   # of Participants   Frequency   Leadership**

Grief Support: Support group currently led by Sr. Pastor and lay leader; meets twice a month for 12 sessions beginning in September; leadership 1.

Confirmation: 30-session program for ninth graders; meets Wednesday evenings; currently led by Sr. Pastor, Associate Pastor, and lay mentors; leadership 1.

Our Whole Lives: Sexuality and Our Faith: Comprehensive sex education for youth; 18 participants; meets weekly; leadership 2.

Middle School Youth Group: Fellowship and spiritual formation; 10 participants, meets weekly; led by Youth Advisors.

High School Youth Group: Fellowship and spiritual formation; 10–15 participants; meets weekly; led by Youth Advisors.

Caregivers Group: Support people providing care to family members, currently led by a lay leader; meets monthly; leadership 3.

Men's Bible Study: Weekly Wednesday 7 a.m. group of 12–15, currently led by a retired UCC pastor with the Sr. Pastor sometimes filling-in; leadership 4.

Disciplines 1 and Disciplines 2: Spiritual growth; 13 and 10 members, respectively; meets weekly; leadership 3/4.

Wednesday Afternoon Adult Education: Adult education, group of 15; meets weekly; leadership 2.

Men's Group: Support; 5–10 participants; meets twice monthly; leadership 3.

Women's Group: Fellowship; 25 participants; meets monthly; leadership 3.

Book Group: Fellowship; 15 participants; meets monthly; leadership 3.

Dinners for Eight: Fellowship; 8–10 participants; meets monthly; leadership 3.

Knit, Snip, Quilt: Fellowship; 10 participants; meets weekly; leadership 3.

Lunch and Learn: Fellowship; 30 participants; meets monthly; leadership 3.



### 13. Conflict

Most churches experience conflict at various times. Characterize your church's experience with conflict given the following possibilities. Indicate the extent to which each statement describes your church: C = closely; S = somewhat; N = not at all.

C as a church, we respect and listen to each other and work things through without generating divisiveness

N as a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides

S some have left our church because of conflict

N conflict hurts our sense of unity, but we tend not to talk about it

C painful experience with conflict has been present, but it has been worked through, and we have learned from the experience

N we have had some painful experiences with conflict, and they linger in the background

N open conflict is present, and we need a minister who can help us deal with it

\_\_\_\_\_ other Specify:

### 14. Worship

1. Describe the weekly worship schedule (number of services, times, languages in which the services are conducted, frequency with which communion is included, special emphases such as healing services, contemporary worship, etc.):

By design, there is only one English language Sunday worship service at 10:00 a.m. We provide a blended style of worship that is multi-generational, embraces both traditional and contemporary forms of music and liturgy, and often draws upon elements from a variety of Christian denominations. By custom, the entire church remains seated during the musical postlude.



On Easter mornings and Christmas Eve we offer two services to accommodate larger congregations. We serve communion once a month as well as on Maundy Thursday and at special Taize services (with anointing oil and chant) during Advent and Lent. Our Consecration Sunday is a moving event of communal pride in our ability to support our church. We hold an outdoor service on the church grounds and at Camp Adams during the summer.

2. **Are your worship services or church gatherings sign language interpreted?**  
 \_\_\_\_\_ Yes      X   No (except for some occasional anthems that are signed)

**Are there particular ministries with persons with developmental disabilities or mental illness?**  
 There are no particular ministries for this population. However, the church facilities—including the sanctuary, chancel and choir loft—are fully accessible. Large print bulletins and hearing assist devices are available at worship services.

**3. Identify how worship is planned on a regular basis in your church:**

\_\_\_\_\_ by a worship committee  
 \_\_\_\_\_ by the pastor  
 \_\_\_\_\_ by the pastor in consultation with the church musician  
  X   other - specify: Worship is lectionary-based and planned weekly by the pastoral team and the Director of Music. The Church Worship Committee evaluates it monthly.

4. **Describe the style and content of preaching valued by your congregation:** Social justice issues are presented in sermons using a narrative style, telling stories (often contemporary) to illustrate Biblical text and the teachings of Jesus. Sermons relate Christian teaching to “real life” questions and issues, and are intelligent but not academic, well-crafted, entertaining, and often humorous. They are interesting and challenging to all ages, including the youth who attend Sunday services. (A short children’s message is added at least once a month and throughout Advent.) All sermons are posted on the website and printed for interested congregants to pick up a week later.
5. **Describe the role in worship of the person you are seeking:** The senior pastor is the congregation’s primary preacher who typically preaches three Sundays per month. Each worship service includes the participation of one of the two associate pastors, plus lay members of the congregation. At least one Sunday per month, one of the associate pastors serves as the primary worship planner and leader.
6. **What hymnal(s) are currently used by your congregation in worship?** Our church uses *The New Century Hymnal* occasionally supplemented by Taize chants.

7. **Have you considered using another hymnal?** We have looked at using a new songbook and decided against it because the music was not “user-friendly” and easy to sing, especially for people who cannot read music.
8. **Churches have a variety of practices related to the use of inclusive language in worship services. . . . How important is this issue to your church?** Inclusive language is an important value in our church, but because it has been practiced for so long, it is not an issue of discussion or conflict. The congregation has grown accustomed to the inclusive language in *The New Century Hymnal*, and in the Sunday bulletins, worshippers are welcomed to substitute other words or images for “Father” during the Lord’s Prayer.

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## WIDER CHURCH CONNECTIONS

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### 15. United Church of Christ

24. **Association, conference, or other denominational programs and activities in which church members participate:** We are part of the Central Pacific Conference, a community of congregations in Oregon, southern Idaho, and southern Washington.

**Do you send delegates to association and conference meetings?**

Regularly  Occasionally  Never

**Have members of your church ever served as delegates or visitors to General Synod?**

Yes  No  Not Sure

- b. **Association, conference, or other denominational settings in which your church expects the leader you are now seeking to participate:** We hope that our senior pastor will continue a high level of participation in the Central Pacific Conference in the way that seems fitting to him or her.
- c. **Choose the word that best describes how lay leaders of your church consciously identify with the United Church of Christ:**

closely  moderately  nominally  other

Comment:

### 16. Ecumenical and Interfaith Activities

- **Describe ways your church participated in ecumenical and interfaith activities during the past three years:**

Peace Village Interfaith Day Camp: FCUCC hosts a week-long interfaith day camp for children of all and no faith backgrounds as we look together at the practices of peace and faith; we work in partnership with the interfaith community to create Peace Village.

Immigration advocacy: FCUCC has taken leadership in our community to gather ecumenical partners from five different Roman Catholic congregations and many Protestant churches to advocate with and on behalf of our new immigrant neighbors. We hosted a community leaders event in February 2011 that was attended by over 800 people from a great diversity of congregations.

Earth stewardship: We continue to work with ecumenical partners to promote congregational efforts to encourage earth stewardship. Among other activities, for many years we have co-sponsored “That’s My Farmer,” a gathering to feature and promote local organic farmers.

- b. Describe how your church expects the leader you are now seeking to participate in ecumenical and interfaith activities:** Our church expects our new leader to be supportive of ecumenical and interfaith activities. We have many strong faith communities in Eugene and Springfield. We are much stronger and effective when we combine our resources and energies. In particular, we work closely and have had success working with the Church of the Brethren, Temple Beth Israel, First United Methodist, and First Christian Church, among others. We have also begun working ecumenically with St. Mary’s Catholic Church. We expect our leader to nurture these relationships and help them grow in positive directions. One of our associate pastors has taken a leadership role in these activities, with the support of the senior pastor.

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## RELATIONSHIP WITH MINISTERIAL LEADERS

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### 17. Relationship With Prior Leaders

#### 21. Characterize your church’s experience with pastoral leaders over the past 15 years.

*You may check more than one response:*

In general, our lay leaders have a history of strong, cooperative relationships with the church’s pastoral leadership.

We have had some fairly rocky moments, but we have worked them through, and relationships with pastoral leaders have grown in significant and important ways.

We have some tough times and things did not always work out.

Other. Specify:

Comment: During the past fifteen years, the lay leaders of our church have had an outstanding relationship with the pastoral leadership. A good example of this relationship is the congregational decision to continue the employment of our two Associate Pastors with the hiring of the new Senior Pastor. With each program and project—including a tremendous remodeling of the church facility—the pastors and lay leaders have worked closely to ensure success, and to solve together any problems that occurred during those events. Our church has a very diverse set of programs and each is a successful coordination of work between pastors and lay leaders. The church board is a prime example of an excellent work relationship and positive communications between the two. Without a doubt, the major success of our total church program and operation is due to the cooperative, congenial relationship among pastors, staff, and lay leadership.

#### 22. Indicate the tenure of the last three installed persons who filled the position you are seeking to fill. Do not include interims:



**Describe what your church has learned from the experience about itself and its relationship with persons who provided ministerial leadership:** As the result of the involuntary departure of some previous ministers, our congregation has learned that it is extremely important to make sure that any and all conflict is dealt with in an open and honest environment. Making sure that all data is collected, and then communicated clearly, is now the goal and practice of all of our ministerial and lay leadership. A very important action of the Church Board has been the creation and active use of a standing Pastoral Relations Committee, to ensure that all communications between ministers and the congregation are dealt with in the open. The result of that process has been essentially the elimination of conflict in the church.

**30. Does the church have a Pastoral Relations Committee?**  yes  no

**If yes, describe its purpose, functions, and how often they meet:** The committee supports and maintains an open relationship between the ministers and members of the congregation. Acting within an atmosphere of confidentiality, the committee serves as support group for the pastors and assists in developing solutions in areas of conflict involving them. The committee meets monthly.

**31. Is there periodic assessment/evaluation of the nature of the work and of the performance of that work for the position you are seeking to fill? Describe it:** The current Senior Pastor has been using an evaluation process based on the research of the Alban Institute about the skill set of effective pastors of larger churches. He begins the process with a written self-evaluation and goals he discusses with the Pastoral Relations Committee and Church Board. The goals are changed or fine-tuned based on this feedback. The goals become additional benchmarks for future evaluation.

**Is the periodic ministerial evaluation coordinated with a regular assessment of the overall ministry of the congregation?** The goals the Senior Pastor sets are negotiated with leaders and staff based on the discerned current needs of the congregation and of the staff.

### 32. Leadership Expectations

- a. A list follows of 43 items which represent a range of qualities in the ministry of the church. Place an “X” beside the 12 items which your church feels are the most important aspects of ministry for your church at this time. All the qualities are important. However, please mark those 12 which you feel need first priority at this time. **Do not rank the items.** If the aspects you consider to be important are not included in the list, place them at the end in the blanks provided.

Mark only 12 of the following items. Do not rank the items.

#### Our church needs a person who...

- |  |   |
|--|---|
| a. <input checked="" type="checkbox"/> is an effective preacher/speaker  | 24. <input type="checkbox"/> regularly encourages support of Our Church’s Wider Mission                     |
| 2. <input checked="" type="checkbox"/> continues to develop his/her theological and biblical skills                          | 25. <input type="checkbox"/> reaches out to inactive members  |
| 3. <input type="checkbox"/> helps people develop their spiritual life  | 26. <input checked="" type="checkbox"/> works regularly in the development of stewardship growth            |
| 4. <input type="checkbox"/> helps people work together in solving problems   | 27. <input type="checkbox"/> is active in ecumenical relationships and encourages the church to participate |
| 5. <input checked="" type="checkbox"/> is effective in planning and leading worship  | 28. <input type="checkbox"/> is a person of faith   |
| 6. <input type="checkbox"/> has a sense of the direction of his/her ministry   | 29. <input type="checkbox"/> writes clearly and well  |
| 7. <input type="checkbox"/> regularly encourages people to participate in United Church of Christ activities and programs    | 30. <input checked="" type="checkbox"/> works well on a team  |
| 8. <input checked="" type="checkbox"/> helps people understand and act upon issues of social justice                         | 31. <input type="checkbox"/> is effective in working with youth   |
| 9. <input type="checkbox"/> is a helpful counselor   | 32. <input type="checkbox"/> organizes people for community action  |
| 10. <input type="checkbox"/> ministers effectively to people in crisis situations  | 33. <input type="checkbox"/> is skilled in planning and leading programs                                    |
| 11. <input type="checkbox"/> makes pastoral calls on people in hospitals and nursing homes and those confined to their homes | 34. <input type="checkbox"/> plans and leads well-organized meetings  |
| 12. <input type="checkbox"/> makes pastoral calls on members not confined to their homes                                     | 35. <input checked="" type="checkbox"/> encourages people to relate their faith to their daily lives        |
| 13. <input type="checkbox"/> is a good leader  | 36. <input type="checkbox"/> is accepting of people with divergent views                                    |
| 14. <input type="checkbox"/> is effective in working with children   | 37. <input checked="" type="checkbox"/> encourages others to assume and carry out leadership                |
| 15. <input checked="" type="checkbox"/> builds a sense of fellowship among the people with whom he/she works                 | 38. <input type="checkbox"/> is mature and emotionally secure   |
| 16. <input type="checkbox"/> helps people develop their leadership abilities   | 39. <input type="checkbox"/> has strong commitment and loyalty  |
| 17. <input checked="" type="checkbox"/> is an effective administrator  | 40. <input type="checkbox"/> maintains confidentially   |
| 18. <input type="checkbox"/> is effective with committees and officers   | 41. <input type="checkbox"/> understands and interprets the mission of the church from a global perspective |
| 19. <input checked="" type="checkbox"/> is an effective teacher  | 42. <input type="checkbox"/> is a compassionate and caring person   |
| 20. <input type="checkbox"/> has a strong commitment to the educational ministry of the church                               | 43. <input checked="" type="checkbox"/> deals effectively with conflict                                     |
| 21. <input type="checkbox"/> is effective in working with adults   | 44. _____   |
| 22. <input type="checkbox"/> inspires a sense of confidence  | 45. _____   |
| 23. <input type="checkbox"/> works regularly at bringing new members into the church   |   |

If there are other comments you wish to make about expectations, include one or more paragraphs here on an additional sheet.

**GENERAL**

**33. Does your governing body or your search committee have a well-defined policy against discrimination?**

yes       no      Comment:

**34. Has your congregation participated in an ONA (Open and Affirming) study/discernment process?**

Yes       No      Comment:

**35. Is there a position description of the pastor's role and responsibilities?**

yes, a copy is attached       no

**Does your church have a personnel policy covering this position?**  yes       no

**1. List the titles of other paid staff positions for whom this person provides supervision and indicate whether these positions are full-time (FT) or part-time (PT).**

|                                     |  |  |
|-------------------------------------|--|--|
| Title: Associate Pastor             | <input type="checkbox"/> PT            | <input checked="" type="checkbox"/> FT |
| Title: Associate Pastor             | <input checked="" type="checkbox"/> PT | <input type="checkbox"/> FT            |
| Title: Director of Music Ministries | <input checked="" type="checkbox"/> PT | <input type="checkbox"/> FT            |
| Title: Administrative Assistant     | <input type="checkbox"/> PT            | <input checked="" type="checkbox"/> FT |
| Title: Building Manager             | <input checked="" type="checkbox"/> PT | <input type="checkbox"/> FT            |

**2. Name three people who have agreed to serve as references. Make sure they are not members of your church, but know your church well enough to be helpful to a final candidate seeking more information about your church, e.g., conference staff, person in community, neighboring pastor:**

| Name   | Telephone                | Relationship to Your Church |
|--|--------------------------|-----------------------------|
| a. Dan Bryant<br>Senior Minister, First Christian Church   | (541) 344-1425           | pastor in the Eugene area   |
| b. Joanne Alba<br>Rights, Respect, Responsibility Coordinator, Planned Parenthood of Southwestern Oregon | (541) 342-6042, ext. 14  | person in community         |
| c. Terry McDonald<br>Executive Director, St. Vincent de Paul Society of Lane County                      | (541) 687-5820, ext. 125 | person in community         |

**3. What groups or individuals in your church have contributed to, reviewed, and/or approved this profile for circulation?** Those who have contributed to, reviewed, and/or approved this profile for circulation include members of the Church Board, the chair and several members of the Search Committee, the current senior pastor, both associate pastors, the church treasurer and bookkeeper, the church's administrative assistant, some members of standing committees, and other congregational members.

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## STATEMENT ON LEADERSHIP IN MINISTRY

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**Using this page, and one additional page if needed, write a statement that will help a candidate better understand the relationship of clergy and lay leadership in the life of your congregation. Include in the statement reflections on leadership styles that work well for your church. Describe how clergy and lay leaders work together. If yours is a multiple-staff church, it would be helpful to comment on your expectations of how the staff team members relate to each other. You are encouraged to include anything else you want to say about your church and its expectations of the leader it now seeks:**

**Part of the beauty of this church is the weight of leadership is shared.**

One of the major strengths of our church is the extensive involvement of lay leadership within all aspects of the church program—Sunday services, Christian education, church board, standing and special committees, special events and projects, and all financial fund-raising events. In each case one of the pastors has a direct, active involvement in his or her assigned areas. Even though the senior pastor may not be directly involved in each area mentioned—since some are assigned to the associate pastors who will continue to serve this congregation with the new senior pastor—s/he is aware of each activity through regular staff meetings and daily communications. If necessary, the senior pastor has been available and willing to play a more active role. In general, our lay leaders have a history of strong, cooperative relationships with the church's pastoral leadership.



The most successful leadership style for our pastors has been one of collaboration, cooperation, consensus decision-making, and use of positive communication skills between and among the staff and lay leadership. The general expectation among all leaders in the church, pastoral and lay, is that programs and projects are to be approached with the planning and communication that will ultimately lead to maximum success. When changes are necessary, all leaders are expected to listen carefully and be flexible in their methods of helping programs and projects succeed.

It is notable that our church has had a wonderful and fruitful continuity of staff. We enjoy the work of current staff, and would like them to stay. This is further evidenced by the fact that FCUCC completed a major capital campaign with no internal dissention or loss of pastoral or support staff. The FCUCC lay leadership is entrusted with autonomy and authority appropriate to their tasks, and the clergy act as guides and resources as needed but do not micro-manage or dominate that which has been entrusted to lay leaders. Likewise, the lay leadership act with attitudes of cooperation, accountability, responsibility, healthy spirit in all actions, and appropriately full communications with the clergy.



Within our sense of church family, identity, and tradition, our experience has been to welcome previous pastors to remain involved as active members of the congregation with no pastoral responsibilities. If requested, they may serve as fill in ministers as preachers or educators as needed. We have had success with this process in the past, and our goal is to encourage a smooth transition. Keeping this in mind, we have chosen to not use an interim pastor and anticipate that the current senior pastor may continue to worship with us in Eugene after taking some time to enjoy his retirement. To provide continuity in programs, we will depend on our associate ministers, retired clergy, and lay leadership from within the church family.

For many years these leadership styles and techniques have been widely used and firmly accepted by all leaders and the congregation in general. This church is known for being innovative and eager to try new approaches to doing God's work in our congregation, community, nation and world. We believe the new senior pastor will find the clergy/lay leadership climate that exists today, very supportive in moving forward with new and innovative leadership styles. We expect to be changed by you.



**We are looking for someone to build on our successful foundation...is that you?**

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**Conference or Association  
Descriptive Reference**

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**Church Name:**     **First Congregational United Church of Christ**

**Location:**         **Eugene, Oregon**

**Conference:**       **Central Pacific Conference**

**Association:**      **None**

**Name of Staff Assisting in the Search:**       **The Rev. Dr. Walter John Boris**

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Signature of Staff Assisting in the Search

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Date

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## APPENDIX

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### **Organizations that use our building:**

AA/Al-Anon/OA groups, <http://www.eviaa.org/>

Advanced Placement exams for South Eugene High School

CAUSA - Oregon Immigration Rights Coalition, <http://www.causaoregon.org/>

Eugene Masonic Cemetery, <http://www.eugenemasoniccemetery.org/>

Eugene Peace Choir, <http://www.eugenepeacechoir.com/index.html>

Eugene Pioneer Cemetery, <http://eugenepioneercemetery.org/>

Food for Lane County, <http://foodforlanecounty.org/>

Fortnightly Club

Girl Scout Funshine Day camp, <http://sites.google.com/site/funshinedaycamp/>

Holt International - adoption agency, <http://www.holtinternational.org/>

Oregon Music Teachers Association, <http://www.oregonmta.org/>

PEO, <http://www.peointernational.org/>

Religious Response Network

St. Vincent de Paul Interfaith Family Shelter, <http://www.svdp.us/>

Senior Companion Program

Sophia Christi Catholic Community,  
<http://www.oregonlive.com/living/oregonian/index.ssf?/base/living/1213656902208370.xml&coll=7>