

## Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

# INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who  
are  
we

Who  
is our  
neighbor

Who is  
God  
calling us  
to become

?

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

MINISTERIAL EXCELLENCE,  
SUPPORT & AUTHORIZATION

**UNITED CHURCH  
OF CHRIST**



# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

Holy Covenant United Church of Christ  
Charlotte, North Carolina

Senior Pastor

Southern Conference, Western North Carolina Association

[Validation Date (January 25, 2021)]

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

## INSTRUCTIONS

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

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

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

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

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

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

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

## **Addendum October 2022: A little history ...**

The local church profile (LCP) for Holy Covenant was completed by the transition team in January 2021. The team worked on it beginning in early 2020, after our longtime senior pastor retired on December 31, 2019. The transition team was initially led by our intentional interim pastor, who stepped away as the work progressed. The team did a phenomenal job of pulling together masses of raw data in the form of finances, attendance, history, as well as listening to members talk about experiences, hopes & dreams for our next senior pastor. And they did all this amidst the disruption of Covid, the fever of presidential election campaigns & the pain of the murders of George Floyd, Brionna Taylor and many others.

For obvious reasons, significant changes have occurred in the last nearly two years. Below we list those areas whose statistics may no longer be accurate; as we enter into conversation with candidates, we will address & update them as needed.

**Attendance** - currently just around 50 in person per Sunday; we continue to livestream our services, only via our website, as we have been doing since 2012. In-person attendance is increasing, but we are nowhere near the 2019 numbers.

**Budget** - online giving has remained robust but we have lost several strong giving units to job relocation & family concerns. Additionally, two significant renters of our property have not returned, which has impacted our income. One of the biggest impacts of that is that we currently are not budgeted for an associate/youth pastor. We do believe that we will “get there” again, but it is not in the current financial picture.

**Staffing** - the intentional interim minister left to pursue further education; currently the former associate pastor (a church member) serves as part-time interim pastor, & guest ministers provide supply. There is a part-time music director/accompanist & a full-time administrative assistant. We also employ two part-time child care workers & a person who teaches children during the worship service. Janitorial & basic grounds maintenance are contracted services.

**Mission** - the work of the church has continued, in some ways stronger than ever, through the pandemic. We found ways to meet needs not previously existent when other paths were closed off. HC has always had strong lay leadership; this has continued & sustained us in these past years, & we are ever thankful for it.



## POSITION POSTING

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

### 1a. LISTING INFORMATION

Church name: HOLY COVENANT UNITED CHURCH OF CHRIST

Street address: 3501 West W.T. Harris Boulevard, Charlotte NC 28269

Supplemental web link: <http://holycovenantucc.org/>

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

Along with all UCC churches, we are closely associated with the Christian Church (Disciples of Christ).

Conference: Southern Conference UCC

Association: Western North Carolina Association

UCC Conference or Association Staff Contact Person: Rev. Dr. Warren Casiday, WNCA

Associate Conference Minister, [casiday@gmail.com](mailto:casiday@gmail.com), (704) 633-3191

Summary Ministry Description:

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

We are moving toward being an even more diverse and inclusive congregation in ways that support mission and justice while continuing to grow in faith. We seek pastoral leadership that inspires working together as a coalition or team to bring about a beloved community of diverse people who trust each other and work together toward our goals as a church. This will involve active participation in justice ministries for Charlotte, North Carolina, the United States, and the world. We look for leadership that supports, encourages, and helps us achieve that end as we partner with our denomination, conference, association, and as many of our connections, both secular and religious, as possible to make that happen.



Photographs:

More pictures of our congregation and congregational life are on Holy Covenant's website <https://holycovenantucc.org/>. Please, take a look!







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

Our members appreciate living in the Charlotte area because our jobs, families, and community connections are here. We also value Charlotte's physical environment (beautiful urban area with a rich canopy of trees and an extensive network of streams and creeks; very moderate winter, beautiful spring and fall, warm-to-hot and humid summers; rural farmland and small towns within close proximity, two-hour drive to the mountains, four-hour drive to the beach); Charlotte's embrace of growth and change, welcoming newcomers from around the country and the world; and, as the most populous city in North Carolina and the 15th most populous city in the nation, its rich cultural, racial/ethnic, and sexual orientation/gender identity diversity. The diversity and a history and present-day reality of racial and economic injustice also challenge us to keep growing in faith and understanding and give us ample opportunity to be in ministry in partnership with a large number of groups, both secular and religious.

Current size of membership: 225 (about 162 active and 63 inactive)

Languages used in ministry (*other than English*): NA

Position Title: Senior Pastor

Position Duration:

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

Compensation Level: Full Time

Does the total support package meet conference compensation guidelines?

Yes

## 1b. SCOPE OF WORK

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

Our thoughts at this time are as follows, but we know that we must be flexible as situations demand.

In order of expectations from the Call Agreement list for full time pastors, Holy Covenant would expect the new senior pastor to aim for 10-12 units, the majority of which should be spent on these top four priorities:

- preparation for and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, participating in planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.
- pastoral care in collaboration with lay people
- attend meetings and give leadership as needed to church programs, in collaboration with lay leadership
- responsibility for supervision of staff

Other items from the Call Agreement Workbook full time pastor section would be worked in around these priorities as needs arise.

*Core Competencies: (List three core competencies that you imagine could be foundational in your next minister's relationship with the church.)*

The members of Holy Covenant UCC are committed to following the teachings of Jesus, with an emphasis on justice and mercy. Those justice and mercy ministries are what particularly attract new people to Holy Covenant and cause many to join the church and to stay in fellowship with us. Therefore, we seek a pastor who is an effective preacher and speaker, basing sermons on the Bible and relating the Bible to our everyday lives. We seek a pastor who helps to plan meaningful worship services that lead participants to an enriched spiritual life which empowers social justice work. We seek an effective servant leader who builds fellowship among those who work together (we have a strong commitment to working in teams) and who can address and help to resolve and heal conflicts as they occur.



## 1c. COMPENSATION AND SUPPORT

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

Salary and benefits will be guided by current Southern Conference guidelines and will be commensurate with the candidate's education and experience.

In addition to the salary package, Holy Covenant offers housing allowance, pension plan contribution, health and other insurance, along with other benefits.

What is the expected living situation for your next minister?

Living in the metro Charlotte area with a housing allowance

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

We expect our pastor to live in the metro Charlotte area within a 30-mile or less radius of the church.

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

Consistory typically writes into the call agreement with the senior pastor that the senior pastor will be allowed a three-month sabbatical after five full years of service. The Budget and Finance Team will prepare for the financial implications of this absence and pastoral supply during the sabbatical.

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

Rowan District Ministerium - clergy and spouses

Western NC Association Community of Support - clergy

Western NC Association Associate Conference Minister

Retired clergy

Charlotte Clergy Coalition for Justice

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

Not applicable. Part-time status has only applied to associate pastors.

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

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

- Emphasis on the worship service as a central point of connection including diverse, inclusive new ways of worshipping - blended worship - choir, band - ministering to members

- Expanding our extravagant welcome, intentional follow-up with visitors - attract and retain - demonstrate God's love
- Continue and grow social programs around racial justice, feeding the hungry, climate change/environment, mental health, intersectionality and LGBTQ rights--i.e., anything that helps us to reach the marginalized
- We want to learn how to work together as a diverse congregation, honoring the cultures and identities of all.
- Strong youth program

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

In addition to bringing his/her/their own vision and passion for making an impact beyond our congregation, the senior pastor should encourage, support, and offer advice and resources for the visions and passion that our lay members have for ministry beyond the church walls. In particular, the senior pastor will assist in our efforts at social justice beyond our walls.

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

Since Charlotte has a growing population of native Spanish-speaking people and we do some occasional work with Spanish-speaking migrants and immigrants, a pastor's having some knowledge of Spanish would be a plus but not an absolute necessity.

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

Our church understands that Conference staff helping us in the search process will only provide applications from pastors who have standing in the UCC. Therefore, we will not include the first or second "Mark of Faithful and Effective Authorized Ministers" (exhibiting a spiritual foundation & ongoing spiritual practices and nurturing UCC identity) in our selection of four areas of excellence but expect/assume that any candidate will exhibit those essential marks.

The four areas of excellence that we have chosen are:

- building transformational leadership skills
- caring for all creation
- working together for justice and mercy, and
- strengthening inter- and intra-personal assets.

These relate to and intertwine with the Core Competencies statement in section 1b.

Under "building transformational leadership skills," we would emphasize "working collaboratively with intercultural awareness and sensitivity." Our church is working on

issues of racial equity. We want to develop so we can work more effectively and faithfully together in groups of diverse people.

Under “caring for all creation,” each point is important. One specific goal in this area is the further development of our WISE initiative to support understanding of mental health and wellness.

Under “working together for justice and mercy,” as mentioned above under Core Competencies, these efforts comprise a main thrust of work at Holy Covenant currently and, we envision, into the future.

Under “strengthening inter- and intra-personal assets,” we seek a senior pastor of strong moral character and personal integrity who is also skilled in effective communication. The members of Holy Covenant live throughout Charlotte and beyond, necessitating attention to both in-person and electronic/digital communication.



## 2. WHO IS GOD CALLING US TO BECOME?

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

Who is God calling you to become as a congregation?

We sense God calling Holy Covenant to become a more diverse, equitable, and inclusive congregation that worships God and follows the example of Jesus in ministering to those marginalized by society through our social justice work focused on racial equity, environmental justice, affordable housing, and migrant ministry. Holy Covenant is working to strengthen our Christian Education programs for children, youth, and adults.

Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation. *For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?*

As the realities of systemic, longstanding racial injustice have become increasingly obvious to our congregation, we have focused on intentionally addressing racial justice, equity, diversity, and inclusion (JEDI). In February 2019, the Consistory unanimously adopted this statement: “After prayer and conversation, Holy Covenant Consistory has discerned that God is calling us to set racial issues – racial equity, racial justice, racial diversity, and racial inclusion – as a high priority for our work as God’s church. Therefore, Consistory, staff, and ministry teams will lead Holy Covenant UCC in a range of sustained activities to put action to word and thought as together we address these important issues.” The statement was shared with the congregation during worship. To make sure that we are as much “on the same page” as possible, we began by learning as a community, starting with conversation, study, and exploration of issues, to better prepare us to move forward into action.

That spring, the Sojourners adult Christian Education class read and discussed Trouble I’ve Seen by Drew Hart, which addresses how the church can confront racism. In the fall, Dr. Velda Love, the UCC national setting’s Minister for Racial Justice, led a weekend of “Sacred Conversation to End Racism” with members of our congregation and the community who wished to participate. The conversation continued through reading and reflecting on How to Be an Antiracist by Ibram Kendi.

We subsequently formed a Racial Justice and Equity Ministry with leadership from our intentional interim senior pastor and two lay persons, one African American and the other white. This ministry exists to bring awareness to racial and economic injustice by participating in and sponsoring events that promote racial justice, equity, and inclusion and

encourage respectful and courageous dialogue, discussion, and action. About 30 people have been involved with varying degrees of participation. One group within the ministry has sewn over 850 COVID face masks and distributed them, principally through the Charlotte-Mecklenburg County Branch of the NAACP, to local communities of color. Another group publicized educational resources for our congregation through the church's weekly e-blast and Facebook page. Others participated in the White Privilege study organized by the Southern Conference, using the national UCC curriculum. A community panel discussion about reparations was organized and Zoomed to the congregation.

We are in the initial stages of planning four events for 2021:

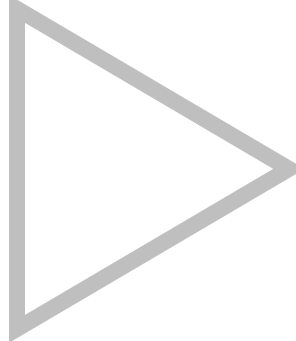
- a panel discussion about education and race, and specifically the history of racial segregation in Charlotte/Mecklenburg schools and how race impacts educational attainment
- a further seminar or workshops on reparations
- watching a documentary or movie about racism and intersectionality, followed by a panel or group discussion
- programming around the exploration of Black Fatigue by Mary-Francis Winters.

In another initiative, in 2019, Holy Covenant worked with the Migrant Assistance Program (MAP) to provide meals, clothing, toiletries, etc. one evening each week at the bus station in downtown Charlotte to immigrants/migrants en route to new areas after being released from detention centers near the southern U.S. border. In 2020, due to the coronavirus and physical distancing, Holy Covenant is administering as well as helping to fund MAP's program to provide diapers to immigrant/migrant families in the Charlotte area. We plan to continue the partnership with MAP to help immigrants/migrants in the Charlotte area in the coming years.

We are always looking for ways to minister to the challenges in our area. Homelessness, hunger, racial justice, social justice, and affordable housing are but a few of the things we've tried to address through our different ministry groups. Some of the ministry is ongoing and some is temporary, depending on the need. We do not have a multi-year strategic plan or multi-year vision statement.



### 3. WHO ARE WE NOW?



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

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

#### 3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith. *For example, what beliefs and commitments are stated in your congregation’s purpose statement or membership vows?*

Holy Covenant’s constitution states that our purpose is “to maintain in its community a Christian congregation for worship, to promote the Christian life, and to advance the Kingdom of God by all available means, both at home and abroad.” Further, “the articles of faith of this congregation shall be those of the United Church of Christ Statement of Faith (in the form of a doxology). We serve as a church for all people, no matter where we are on our spiritual journeys. We welcome into the full life and ministry of this family of faith persons of every sexual orientation and gender identity.”

Our mission statement since at least the late 1990’s (so, maybe something to rethink and restate during the upcoming pastorate) is: A church for all people, where love of neighbor is expressed, feelings of the heart are shared, thinking is encouraged, caring for the world is our mission, and responding to God’s love is our purpose.

During the reception of new members liturgy, new members affirm these commitments of faith:

- I celebrate that I am God’s beloved child.
- I will follow Jesus as our way of justice and mercy, our truth and our life.
- I welcome the Spirit of God breathing in and through me, blessing, strengthening, comforting, and guiding me.
- I promise to love God with all my heart, soul, mind, and strength and to love my neighbor as myself.
- I promise to confront evil in all its varying guises and, in so doing, strive to fashion a world which reflects God’s call for justice and peace.
- To the best of my ability, I will share fully in the life and work of this congregation, acknowledging the truth that together we can be far more effective a witness for Christ than we can be alone.

- I will give of my time, talents, and treasure in such a manner that the larger ministry of this church will be enhanced.

The members then respond, “We welcome you and celebrate your journey of faith. We promise to search with you for truth in Scripture, word, and witness; to walk with you in life’s joys and sorrows; to support you when life is shaken; to laugh with you when life lifts your spirit; to share silence, song, and sacrament; and to grow in Christian love and mutual appreciation. We will rely on God’s sustaining presence as we journey forward together.”

*How is God most often described in worship liturgy?*

God, Holy One, Creator, Mother/Father God, Lord, Source of all. We are comfortable with other descriptors as well, including those used in Scripture, like Elohim, Yahweh, I Am.

*In what ways would you describe the Holy Spirit in your midst?*

The presence of the Holy Spirit is felt strongly through our time together in worship, fellowship, and ministry: when we sing, pray, share the common cup, vow to support new members, celebrate babies’ and adults’ baptisms, make food for and/or visit those who are sick or shut-in, prepare food for common meals, bid farewell to those who have moved away or died. We feel it during worship, we share it during fellowship, and we see it come alive in the many ministries that we perform.

Describe several strengths or positive qualities of your congregation.

Our congregation:

- is friendly and welcoming, caring, concerned, and supportive. Members are always willing to reach out to others, both within the church and in the community.
- accepts all persons, no matter their background or where they are on their Christian journey.
- is willing to embrace change in order to grow -- “to imagine what is possible” -- even when change is challenging or difficult.
- embraces diversity, including being open and affirming to LGBTQ people and working towards racial equity.
- welcomes and benefits from the presence of many clergy in the congregation who work in or are retired from other ministry settings.
- is financially responsible and on sound financial footing. The congregation approves a budget annually that balances expenses to giving and other revenue received.
- is generous with their time, talents, and financial gifts.
- has a collaborative approach to leadership that relieves our pastors from carrying the entire burden of leading the church.

Describe what worship is like when your congregation gathers. *For example, where does worship take place, and what is it based around?*

We worship most often in our sanctuary. But worship doesn't require a specific location. We also worship in our gathering room, Sunday school rooms, memorial garden. We have worshipped in the past in a hotel and in a double-wide trailer. On retreat, we worshipped in an amphitheater, a gym, a rock building. On Easter morning and in summertime, we have worshipped outside. And in the days of COVID, we have worshipped in our living rooms and bedrooms.

Worship is most often based around the revised common lectionary, but from time to time the worship leadership has departed from the lectionary, especially when social justice issues weigh heavily on our hearts. Elements of the service are crafted to explore and reinforce the theme/message. The worship service typically includes prayer, scripture reading, sermon, children's message, music, welcome and announcements, offering, and, on the first Sunday of the month plus on special occasions, communion. Many worship bulletins can be accessed at <https://holycovenantucc.org/worship/>.

#### *What are baptisms like?*

The person or the parent(s) along with their child or children meet the senior pastor at the baptismal font at the steps to the chancel. A baptism liturgy (often adapted for length or appropriateness) is used, and the person or parents, along with the congregation, make promises of faithfulness and support. The pastor pours water from the font onto the person's head or, using the water, makes the sign of the cross on the person's forehead, blessing and naming them as a beloved child of God. When a baby is baptized, the pastor will often take the child from the parent(s) and walk the child through the church, "introducing" the child to people who may be in the child's life as they grow. It is a very dear thing to do. No less dear is watching an adult who is professing faith and seeking baptism as the pastor says lovingly, "(Name), you are a beloved child of God." We often sing the hymn "I Was There to Hear Your Borne Cry" after baptisms. There is sometimes not a dry eye in the house. Only one baptismal candidate in the past few years has requested baptism by immersion. That was done in Lake Norman off the end of a member's dock.

#### *What are some words used to describe good preaching?*

Dynamic, inspired, food for thought, salve for the spirit, timely, touches the heart and the mind, Biblically-based, and human experiential.

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

Holy Covenant believes all of us are in need of life-long, intentional faith formation. For some members and attendees, the weekly worship service is their only involvement in the church, so it is important to us that sermons and other liturgical elements apply Biblical insights to what people are dealing with in their personal, professional, and political lives.

At this time, few children and youth attend Holy Covenant. Childcare for babies and preschoolers is provided during the worship service. Following the weekly Children's Message during the worship service, 3-10 elementary-age children exit for the delight of "Children's Church" which uses the Seasons of the Spirit curriculum, led by a part-time paid staff person and often with the assistance of one of our teenaged members. During 2020-2021, 2 middle schoolers are participating in a confirmation class conducted bi-weekly by Zoom, led by two members of Consistory, with participation by both interim pastors and other members of the congregation. The few post-confirmation high schoolers participate in the worship service. Inviting them to read scripture or liturgy or to showcase their musical abilities is important both for them and the whole congregation. Many years, a youth representative (13-18 years old at the time of nomination and a member of the church) is elected to serve on Consistory with voice but not vote for a term of one year, renewable for up to three years.

Weekly, 10-25 adults gather for an hour-long discussion before worship. This Sojourners group studies either a book in the Bible or a relatively recently written book, typically on progressive topics. For the past year, racial equity has been the focus, with Bryan Stevenson's Just Mercy: A Story of Justice and Redemption having a profound impact on the class members.

All-church intergenerational retreats, women's retreats, and promoting Lenten/spiritual disciplines have been important through the years for faith formation and for forming connections between participants.

Currently, the Christian Education Team is being ramped up to add experienced Christian educators, parents, and youth, with the aim of proposing an expanded program when in-person worship is resumed in 2021.

New in 2020, the interim senior pastor has been conducting a weekly Bible study on the Book of Acts via Zoom at noon on Wednesdays.

We also believe that faith and growth are forged when we act in ministry, thus Holy Covenant's continual emphasis on mission and on doing ministry in company with other believers. One recent expression of this is the formation of the Racial Justice and Equity Ministry for education and action.

Describe how your congregation is organized for ministry and mission. *For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?*

- Our Consistory (= church council), nominated by the Nominating Committee and elected by the congregation at its annual meeting in November, is composed of 6 elders and 9 deacons divided into 3 classes based on the year their term ends.
- Our work as a congregation is primarily done by teams of people who have interest, passion, and/or particular skills within the area of that team's work. The teams are typically lay-lead. Staff join in where/when they feel it is appropriate, where/when a team requests it, and/or the team focus is of special concern to them. Although the constitution and by-laws and policy and procedure manuals provide guidance, the teams' energy and spirit of creativity are critical in their work.

- Teams often feel a low-level struggle for vision as they are tugged in different directions by many needs (e.g., improvements in accessibility and environmental stewardship) and the need to be fiscally responsible. Progress has been made in these areas, and the Budget and Finance Team is remarkably proactive. There is not a feeling of being stalled, however, more the feeling of needing for more discussion and inspiration.

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

Currently all meetings are conducted via Zoom. Before the pandemic, most meetings were in person although some were held via conference call. The Consistory typically meets for two hours once per month, with the senior pastor, associate pastor, Consistory president, and Consistory vice president having met by phone earlier to generate the agenda. The Budget and Finance Team and the Worship Team both meet each month for two hours. The Mission and Justice Team meets quarterly for two hours or less. The bulk of their time commitment happens in the mission work sponsored by the team and others. The Christian Education Team does not meet yet, although subgroups offering a particular educational program do meet as needed. The Building and Grounds Team meets monthly. However, the bulk of their work is project-based, not meeting-based. The Safety Team meets when necessary. A Pandemic Response Team was formed in March 2020, replacing the Safety Team during the COVID pandemic, and has been meeting weekly or every other week, depending on the state of the pandemic, for one to two hours. The Hospitality Team meets when called upon, so, several times a year. The Nominating Committee may meet more than once a month during their busy season (the fall). When we worship in person, tabulators count and deposit the offering weekly, taking about an hour. Staff meet weekly for an hour or two. The Endowment Committee meets for an hour, six to eight times per year.

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

When the COVID-19 outbreak began, we formed a Pandemic Response Team which includes a nurse, a microbiologist, two psychologists, a social worker, the intentional interim senior pastor, the interim associate pastor, the minister of music, the executive assistant, the president of the Consistory, the Budget and Finance Team chair, the Worship Team chair, and the soundboard operator. The team has been meeting about twice a month to monitor pandemic data from our community, to help our church follow NC and Mecklenburg County health department guidelines, and to help guide our care for our congregation.

We have a safety plan for evacuation in case of an active shooter, fire, or tornado. The Charlotte Police Department gave an in-person training for immediate response to an active shooter. The Safety Team then drafted a plan for prevention of a shooting.



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

Yes. These and the policy and procedure manuals will be provided.

### 3b. 11-YEAR REPORT

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

The Data Hub has been closed throughout the months that we at Holy Covenant have worked on our profile. Neither we nor WNCA staff have been able to retrieve the 11-Year Report.

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	162	
Number of active non-members:	63	
Total of church participants (sum of the numbers above):	225	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	33%	
Less than 10, more than 5 years:	12%	
Less than 5 years:	55%	

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate?</i>

									(check if yes)
17	4	10	16	14	36	54	53	21	✓

Percentage of adults in various household types:

		Is this number an estimate? (check if yes)
Single adults under 35:	7%	✓
Households with minors:	16%	✓
Single adults age 35-65:	6%	✓
Joint households with no minors:	56%	✓
Single adults over 65:	15%	✓

Education level of adult participants by percentage:

		Is this number an estimate? (check if yes)
High school:	5%	✓
College:	69%	✓
Graduate School:	16%	✓
Specialty Training:	1%	✓
Other (please specify): Seminary	9%	✓

Percentage of adults in various employment types:

		Is this number an estimate? (check if yes)

Adults who are employed:	51%	✓
Adults who are retired:	46%	✓
Adults who are not fully employed:	3%	✓

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

Various aspects of business (e.g., IT, banking, administrative/clerical, retail, accounting, consulting), healthcare (psychologists, nurses, health care managers, pharmacist), education (university professors, community college professor, public school teachers, university archivist, public school librarian), clergy, homemakers, human services, airlines, real estate, electrician, boat captain, engineer, musician, security, and other cool vocations. A similar richness in experience and expertise is found among the retirees in the congregation whose occupations included education (public and private school teachers, education administrators, university and community college professors, librarian), healthcare (microbiologists, psychologists, healthcare management, nurse), various aspects of business (finance, office managers, banking, marketing), clergy, human services, the arts, engineering, airlines, machinist, police officer, city parks and rec work, nonprofit organization executive.

Describe the mix of ethnic heritages in your congregation and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

Holy Covenant members are diverse in sexual orientation, gender identity, physical abilities, emotional and mental health challenges, and faith backgrounds, and somewhat diverse in ethnic heritage. The Nominating Committee consciously considers diversity as it helps recruit members for teams and committees, with the caveat that people are encouraged to work on efforts for which they have enthusiasm. Ethnically, we are approximately 90% white and 10% African American, with several members of Asian or Hispanic ethnic heritage. The interim senior pastor, who formerly served as our associate pastor, is an African American man. Our interim associate pastor is a white woman. Our congregation is approximately 80% heterosexual and cis-gendered and 20% LGBTQ. Several of us use walkers, wheelchairs, or other assistive devices. And our emotional/mental health percentages vary with the season and the day! Mostly, we are healthy. Our members were raised in various faith traditions--UCC and other mainline Protestant expressions, Roman Catholic, Quaker, fundamentalist Baptist, Pentecostal, agnostic, and “other.”

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future (perhaps using, for example, the Welcoming Diversity Inventory)?

Our congregation has not yet used the Welcoming Diversity Inventory. We feel it would be more useful when we are able to meet in person, which we are not doing during the pandemic. We hope to use the inventory soon after we begin meeting in person again in 2021.

We are officially an Open and Affirming (ONA) congregation. Our church building is handicapped accessible. For the last several years, the Sojourner's adult Christian Education class has concentrated its reading and discussion on books written about racial equity, white supremacy, ongoing efforts in NC and the country to get a better understanding of the struggles and points of view within the African American, LGBTQ, and immigrant communities. As discussed in the Section 2. Who is God Calling Us to Become question, "Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation," a team of approximately 30 people has been working to spearhead our efforts toward racial justice and equity.

### 3d. PARTICIPATION AND STAFFING

Staffing with the new called Senior Pastor:

As of the writing of the Local Church Profile, HCUCC staff includes both a full-time Interim Pastor and a part-time Interim Associate Pastor. Both will complete their terms of employment prior to the arrival of the settled Senior Pastor. Holy Covenant is committed both to paying its settled Senior Pastor according to the compensation guidelines of the Southern Conference of the United Church of Christ and to being fiscally responsible and transparent. Thus, we want to note that our previous settled Senior Pastor received health insurance through her husband's job, with Holy Covenant contributing \$0 toward those premiums. To meet Conference compensation guidelines for our new Senior Pastor, we anticipate that we will shift/commit additional resources to provide medical insurance.

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(List any and all worship planners, such as various lay leaders, pastors, musicians, other staff.)</i>
Adult Groups or Classes	25	pastors, lay leaders
Baptisms <i>(number last year)</i>	1	pastor
Children's Groups or Classes	15	staff, Christian Ed Team, laity

Christmas Eve and Easter Worship	142/177	pastors, lay leaders, staff
Church-wide Meals	50-100 at each	lay leaders/teams
Choirs and Music Groups	5-25	lay leaders/musicians
Church-based Bible Study	20	pastors, lay facilitators
Communion ( <i>served how often?</i> )	110	lay leaders; 1st Sundays, holy days
Community Meals (meals for our neighbors experiencing homelessness whom we shelter once a month during the winter, sandwich ministry for A Roof Above in Charlotte)	10 80	Room in the Inn volunteers Sandwich Ministry volunteers
Confirmation ( <i>number confirmed last year</i> )	0 in 2019 2 currently in virtual class	congregational leaders, pastors
Drama or Dance Program	1	Melissa McQueen-Simmons
Funerals ( <i>number last year</i> )	3	pastors, lay leaders
Intergenerational Groups	70	covenant groups
Outdoor Worship		
Prayer or Meditation Groups	15	pastors, retired clergy, lay leaders
Public Advocacy Work	125*	pastors, lay leaders
Retreats	50	pastors, lay leaders, retired clergy
Theology or Bible Programs in the Community	0-25	volunteers working with the homeless
Weddings ( <i>number last year</i> )		
Worship (time slot: 10:55 a.m. Sunday)	100	pastors, lay leaders
Young Adult Groups or Classes		
Youth Groups or Classes		
Other	12-15	book club

\* participation in Pride, MLK, BLM, women's, and anti-gun marches and events; letter and phone contact with political representatives; providing Board leadership to organizations; voter registration efforts, etc.



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

Name	3-or 4-Way Covenant?	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Fredrick Robinson	3	HCUCC	Intentional Interim Senior Pastor	N
Cheri Dennis	3	HCUCC	Interim Associate Pastor	N
Nancy Ellett Allison	No		former local church pastor, divinity school professor, missionary	Y
Cindy Coble	No		former prison chaplain	N
Linn Finger	No		former local church pastor, Army and Army National Guard chaplain	Y
Stephen Garvey	No		former local church pastor, sabbatical substitute pastor	Y
Jonathan (Jon) Heaslet	No		former local church pastor, Annuitant Visitor for the Pension Boards of the UCC	Y
Jim Humphrey	No		former local church pastor	Y
Carl Johnson	No		former local church pastor, undergrad and divinity school professor	Y

Cheri Lovell	4	seminary, local churches & judicatories, FBOs and other NPOs	faculty, financial/management education & consulting, fundraising	N
Melissa McQueen-Simmons	4	specialized and pastoral ministry with Many Voices: A Black Church Movement for Gay and Transgender Justice	pastor	N
J. Randall Mishoe	4	private practice	pastoral counselor	N
Terry Parrish	3	Hebron UCC in Midway, NC	pastor	N
Jerry L. Rhyne	No		former local church pastor, military and hospital chaplain, Associate Conference Minister	Y
Marion D. Rhyne	No		former local church pastor, minister of music	Y
Susan Roddey	4	Abernethy Laurels (a UCC CCRC in Newton, NC)	Director of Spiritual Life	N
J. Lloyd Spencer	No		former local church pastor	Y
Gregg Walker	4	Atrium Healthcare in Charlotte	hospital chaplain	N

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

Holy Covenant is blessed to have multiple retired clergy as members. Although each seems really glad to be retired, many have been willing to take on roles within the congregation such as serving as a greeter, new member sponsor, Mission and Justice

Team convener, visitor of congregation members (when requested by the senior pastor), communion server, carpenter, and occasional supply preacher.

Although immediate past senior pastor Nancy Allison's membership is still with Holy Covenant, she has neither attended nor been involved since her retirement other than receiving the weekly newsletter by email. Well boundaried, she has ceased active relationships with the church and individual members of it. Previous pastor Randall Mishoe is not involved in the daily life of the congregation.

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

The senior pastor, the position we seek to fill, serves as head of staff and meets with the Consistory president and the head of the Personnel Team for feedback/evaluation of his/her/their own work. The Personnel Team gathers feedback from the wider congregation for annual review purposes and provides it to the senior pastor who meets with the staff he/she/they supervise for their annual evaluations.

Staff position	Head of staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of tenure for current person in this position
intentional interim senior pastor	no	FT	Personnel Team	1 year
interim associate pastor	no	PT	Personnel Team	1 year
minister of music	no	PT	interim senior pastor	1 year
executive assistant	no	FT	interim senior pastor	10 years
Children's Church teacher	no	PT	interim associate pastor	3+ years
childcare supervisor	no	PT	interim associate pastor	<1 year
childcare staff	no	PT	childcare supervisor	<1 year

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

Our congregation is mostly middle-aged and older. The ministry of Holy Covenant in nurturing and challenging the faith growth of its adult members and attenders is very strong, as is its work for inclusion and justice. We value and joyfully offer quality care and Christian Education during worship time for infants through elementary age children. The

Children's Church leader is providing a variety of online materials and activities to parents during the pandemic. Knowing that we are not currently providing much for the few youth in our midst, a virtual confirmation class began during the fourth quarter of 2020. The amount of time and resources focused on youth has fluctuated with the number of youth active in the congregation, but our lack of year-round youth programming for the past two or so years may also have contributed to there being a small number of youth.

### 3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year--2019)

Source	Amount
Annual Offerings and Pledged Giving	\$254,000
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$0
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$0
Fundraising Events	\$0
Gifts Designated for a Specific Purpose	\$9,700
Grants	\$0
Rentals of Church Building	\$9,900
Rentals of Church Parsonage	\$0
Support from Related Organizations ( <i>e.g., Women's Group</i> )	\$0
Transfers from Special Accounts	\$0
Other: Cell Tower Revenue	\$59,000
Other: Sanctuary Improvement Family Gift	\$20,000

Other: Insurance Funds following Roof Damage	\$40,000
Other: State Sales Tax Rebate	\$500
<b>TOTAL</b>	<b>\$393,100</b>

Current annual expenses (dollars budgeted for most recent fiscal year--2019):

\$307,200

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

End-of-year 2019 reports are attached at the end of this profile.

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

37%

See "Staffing with the new called Senior Pastor" in Section 3d. Participation and Staffing (above).

Has the church ever failed to pay its financial obligations to a minister of the church?

No

Is your church 5-for-5, i.e., does it include each of the following contributions during the church year? *(Indicate those included during the most recent fiscal year.)*

Yes, 5 for 5 for over 10 years.

☐ \_Y\_ Our Church's Wider Mission (OCWM – Basic Support)

☐ \_Y\_ One Great Hour of Sharing

☐ \_Y\_ Strengthen the Church

☐ \_Y\_ Neighbors in Need

☐ \_Y\_ Christmas Fund

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

Budgeted dollars: \$6,050 in our annual spending plan from offerings

What is the church's current indebtedness?

Total amount of loan debt: \$256,700

Reason for debt: building mortgage and expansion

Are capital and other payments current? Yes

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

Not applicable

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

Year	Purpose	Goal	Result	Impact
2008	Addition to Building	\$269,000	\$440,370 with 3-year pledges	Four-month reserve for mortgage payment and application of overages to principal paydown

If a capital campaign is underway or anticipated, describe:

Not applicable

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

Our building remains a locus of our ministries. We are privileged to have completed an expansion project in 2009 that serves the needs of our growing community of faith. In addition to housing our regular Sunday worship, our building supports meetings that further the work of our church and our commitments, serves as a host to community groups seeking a home for their ministries of support and recovery, and gives our yet-to-be-housed neighbors a periodic respite from the pain of life on the streets.

Does your church have an endowment?

Yes, established in 2016 following the sale of the south Charlotte Sharon Road campus (formerly known as Pilgrim Congregational United Church of Christ).

What is the market value of the assets?

\$1,500,000 (approximately 90% restricted in the Pilgrim Legacy Fund and the remaining 10% unrestricted)

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

Planned yearly distributions to support ministries in the Charlotte area are made from the Pilgrim Legacy Fund with percentages ranging from 0-7% determined by our Endowment Team and recommended to Consistory. Target distribution is 5-7% of the three-year trailing average market value of the Endowment Fund.

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

Our Endowment Fund policy was approved at our 2016 annual congregational meeting. From 2017-2019, 5% of the fund value was distributed annually to five nonprofits for a total of \$227,900. In 2020, distributions totaling \$88,000, representing 6% of the fund value, have been made to 10 nonprofits.

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

Holy Covenant UCC may use up to 10% of the net proceeds of gifts to the unrestricted Endowment to reduce debt or as a contribution to the general operating fund. To date, that drawdown has not been needed.

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

With an anticipated rate of return of 7% on existing funds given our balanced portfolio of stocks, bonds, and cash, we anticipate our Endowment Fund to last to perpetuity. We anticipate additional funds will be contributed to our Endowment Fund, as happened in 2020.

## Other Assets

Reserves (savings):

\$70,000 in deferred revenues intended for specific purposes

Investments (other than endowment):

None

Does your church have a parsonage?

No

Describe all buildings owned by the church:

Our church building is located on 16 acres in the University City area of Charlotte.

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

Not applicable

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*)

The church building is fully accessible and ADA compliant; electronic door openers are in the planning stage.

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry? *For example, how is the budgeting process done?*

Our Budget and Finance Team consists of experienced, dedicated lay leaders who begin the annual budget planning process in August of each year. Our process is to collaboratively request feedback from all ministry team lay leaders for anticipated spending needs for the next calendar year, and we review current year income and expense trends to build a projected budget for the following year. This estimate is reviewed and adjusted



during the months of September-October as YTD trends are discussed. The resulting proposed annual budget is then presented to Consistory for review and, upon Consistory's recommendation, to our congregation at the November annual meeting for review, discussion, and approval. Holy Covenant consistently presents a balanced budget for vote with planned expenses equal to our planned income.

The congregation relies on the Budget and Finance Team to adjust the budget during the year when that is needed and to come up with innovative ways to reallocate when we can. One way we adapted during the COVID pandemic in 2020 was that the team moved monies that were not being used (such as the cost to print the weekly worship bulletins) to Missions and Justice so the unused funds could be used in the community. That reallocation to assist our neighbors during the pandemic is part of our commitment to our community.

Ten years ago, Holy Covenant began using the accounting software package Quick Books to accurately capture and report all church income and expenses and to allow for efficient reporting of church finances. We also added Servant Keeper, a powerful and easy-to-use church management software for attendance, contributions, groups, pledging, and donor statements. The use of these software packages has allowed us to efficiently manage our church finances.

*When was a time the church made a major budget change? What new ministry initiative has your church financed?*

In 2007, when our Holy Covenant members voted to begin a three-year capital campaign to fund a building expansion, our focus was on providing additional indoor space for our growing congregation and ministries. In a few short years, we established a separate building fund toward which pledges are received each year to cover our mortgage payments against the debt we incurred with the building expansion. In setting up a separate fund for mortgage payments, we made a faith-filled decision to separate our mortgage needs from general funds and to focus our weekly gifts and offerings on ministries to serve our neighbors in our community and beyond. Our congregation responded faithfully with pledges toward both our annual spending plan and our building mortgage expense.

Our Mission and Justice Team actively identifies new ministries to reach marginalized people in our community, and time and finances are committed to these new ministries.

### **3f. HISTORICAL INFORMATION**

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation.

1. Becoming an Open and Affirming congregation (2000): This process of study, prayer, and discussion took about three years. A more complete welcome of all of God's creation, a very public witness for justice for and inclusion of the LGBTQ community, and congregational growth were the ultimate outcomes, although some members left

the church during the process. We were the third UCC congregation in North Carolina to become ONA.

2. Name change and relocation (1992-1998): The relocation from the Plaza-Shamrock area of Charlotte to the University City area was prompted by research showing that the University City area was a new growth area for Charlotte. At about the same time (in 1992), the congregation voted to change its name from First United Church to Holy Covenant UCC. After departing “Anderson Street,” as the Plaza-Shamrock location was called, the congregation worshipped for about two years in a hotel ballroom (one of the few churches to have a bar in its worship space!) in University City, and then in trailers on the current site, which was purchased after a capital campaign. The first worship service in the new building took place in 1998.
3. Our current process of working toward becoming an anti-racist congregation: In 2019, Consistory voted to prioritize racial justice, equity, diversity, and inclusion (JEDI) throughout all church activities. Since then, members have volunteered to serve on a Racial Justice and Equity Ministry that has created both church and community events, and other ministry teams are generating ideas how they can support racial justice, equity, diversity, and inclusion in their purviews.

Add the most important event in the life of your church in the past 10 years.

One very important recent event in the life of our church illustrates our commitment to being Open and Affirming: In 2014, Holy Covenant was a key participant in a lawsuit brought against the state of North Carolina for its constitutional ban on same-sex marriages. The United Church of Christ brought the suit against the state on First Amendment grounds, asserting that North Carolina infringed on clergy’s religious freedom to perform same-sex marriages. Holy Covenant’s senior pastor and two women congregants in a committed relationship and seeking to marry each other were among the plaintiffs. A press conference announcing the lawsuit was held at the church on April 28, 2014, drawing national media attention. On October 10, 2014, the plaintiffs prevailed when a federal judge struck down North Carolina’s same-sex marriage ban. Marriages began to be performed immediately throughout the state.

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

In 2012, Holy Covenant merged with Pilgrim Congregational UCC, located on Sharon Road in south Charlotte. Pilgrim had experienced dwindling attendance over a number of years and reached out to Holy Covenant for a partnership. For approximately two to three years, the church maintained campuses both on Harris Blvd. in the University City area and on Sharon Road. To serve congregants attending the Sharon campus, pastors and musicians from the Harris campus often provided worship services there, and eventually a live video feed was set up to stream sermons given by the senior pastor at the Harris campus. In late 2014, due to continued low attendance at the Sharon campus and dwindling resources, the decision was made to cease holding Sunday worship services there and merge back into one campus. The Sharon Road property was sold in 2016, and the proceeds were used to set up an endowment to support ministries in south Charlotte.

The decision to discontinue services on Sharon Road and sell the property was painful for many, and we lost some members who could not travel the extra miles to worship at the Harris location. However, the ability to maintain a presence in south Charlotte through ministries funded by endowment grants was ultimately a positive outcome and the best solution in a difficult situation.

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement....” Describe your congregation’s values and practices when it comes to conflict. *For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols, or structures for dealing with conflict?*

The congregation’s exploration of potentially becoming Open and Affirming generated conflict for several years due to the diversity of views on the issue, ranging from enthusiastic support to adamant opposition. The process, led by a diverse lay team from the congregation, was unhurried, allowing people time to process new ideas, challenges, and potential changes. It provided many educational presentations, Bible study, scientific research, discussion, the opportunity to ask questions and give testimonies, prayer, listening, discernment, frequent communications, several congregation-wide conversations as well as congregational meetings, and used UCC resources and guidance from the UCC Open and Affirming Coalition. Over time, conflict lessened, opinion jelled about the joyful importance of taking an ONA faith stance, and within two years, the congregation voted to become ONA. Several members did leave the church because of the vote, and the intentional interim pastor who served the church for the two years after the vote provided pastoral care to some members who felt wounded by the decision. (Our bi-vocational pastor during the ONA process, who supported taking an ONA stance, resigned several months after the congregation made its decision so he could dedicate his full time to his other vocation.) Through the conflicts and the process, our congregation experienced the importance of respecting the faith journeys of those who have come to very different conclusions about social issues, of listening earnestly and speaking honestly, and that steadily working toward consensus can generate stronger convictions, deeper changes in hearts, and longer-lasting energy for mission than majority vote can in important situations.

In the past, music during worship has at times engendered conflict, especially as we moved from traditional worship to a more blended worship style. Differing tastes in worship music have created some rubs that have not been totally resolved and which we expect will continue as our congregation becomes more diverse and experientially learns to appreciate many different types of music. We consider this situation to be both an advantage and a disadvantage of diversity. We suspect that our music program will not stay constant but will develop increasingly diverse expressions over time.

Holy Covenant’s constitution and by-laws provide guidelines for calling meetings to vote on issues of conflict. However, most of our conflicts are minor, and very patient, capable members, including but not limited to our clergy and psychology professionals, are often able to work with conflicted situations to arrive at a way to move forward. There

is a general feeling that a conflict of preferences, e.g., over music styles, is not so serious that it should interfere with church life, mission, and fellowship.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Cheri Dennis (interim pastor)	2021 - present	Y
Rev. Fredrick D. Robinson (associate pastor 2018-2019; intentional interim senior pastor 2020-2021)	2018-2021	N
Rev. Cheri Dennis (interim associate pastor)	2019-2021	Y
Rev. Barbara L. Thomas (associate pastor)	2018	Y
Rev. Susan MacDonald Roddey (associate pastor)	2012-2014	Y
Steven Burleson (youth minister)	2011-2017	N
Rev. Nancy Ellett Allison, Ph. D. (senior pastor)	2004-2019	Y
Rev. Dr. William C. Smith (interim pastor)	2003-2004	Y
Rev. Carol Anne Lawler (pastor)	2002-2003	Y
Rev. Nancy Ellett Allison, Ph. D. (intentional interim pastor)	2000-2002	Y
Rev. Dr. Randall Mishoe (settled pastor)	1987-2000	Y

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

Holy Covenant relies heavily on the leadership of its lay members. This lifts much pressure off our clergy. Yet, lay leaders who pour incredible amounts of time and energy into the church can sometimes express such strong opinions or even demonstrate inflexibility that

others feel excluded from the decision-making. The settled pastor must be an inclusive leader and a consensus-builder who can identify this dynamic and address it early on.

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

Yes. As the congregation and this particular pastor came to know each other better and to work together, the congregation's needs at the time and the pastor's gifts turned out not to be well matched. Each felt some dissatisfaction and tension. The pastor resigned, feeling some pressure to do so.

Has your church been involved in a Situational Support Consultation?

No

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

No



## 4. WHO IS OUR NEIGHBOR?

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

a. COMMUNITY VISION

b. MISSION InSite

### 4a. COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy? *For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church’s engagement with neighbors near or far?*

While we have a loving and active intra-church fellowship, a substantial portion of our relationships and activities extend beyond the walls of our church. We participate regularly in events offered by the Association (e.g., its Spring Education event that covers many aspects of church life) and Conference (e.g., a racial justice event) and have taken advantage of opportunities given by the national setting, which often takes on mission work domestically and around the world that all UCC churches are given the opportunity to be part of. We have partnered with groups from other denominations, faith groups, and secular groups to fulfill needs in our area and beyond [e.g., Roof Above (f.k.a. Urban Ministry Center), Time Out Youth, CROP Walk, One Great Hour of Sharing]. Through participation in those many events, we have become advocates for racial and social justice. We have done much to aid the LGBTQ community and have spoken out and taken action for the cause of hunger and homelessness. We have taken action to help the cause of students on the university and elementary school levels. We have participated in programs aimed at immigrant and asylum-seeking families and through the endowment’s Legacy Fund we have helped finance outreach ministries provided by other organizations in our area.

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

Holy Covenant always sends delegates to the Association and Conference Annual Gatherings and has had members attend General Synod as delegates and as guests. Additionally, members have attended the Association “education days.” Our youth have attended National Youth Events, Conference youth ski weekends, and Conference confirmation retreats. We have members who are serving or formerly served on the Association Board of Directors and Committee on Ministry, the Conference Board of Directors and Nominating Committee, as Conference officers and leaders in the Church Women of the Southern Conference. Several members have served in the national

setting. We are faithful in paying our Association and Conference financial obligations and participate in all special offerings.

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

- |  |  |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A)           | <input type="checkbox"/> Global Mission Church                             |
| <input type="checkbox"/> Creation Justice                  | <input checked="" type="checkbox"/> Open and Affirming (ONA)               |
| <input type="checkbox"/> Economic Justice                  | <input checked="" type="checkbox"/> in process but not yet certified: WISE |
| <input type="checkbox"/> Faithful and Welcoming            | Congregation for Mental Health   |
| <input type="checkbox"/> God Is Still Speaking (GISS)      | <input type="checkbox"/> Other UCC designations:                           |
| <input type="checkbox"/> Border and Immigrant Justice      | <input type="checkbox"/> Designations from other denominations             |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input type="checkbox"/> None  |
| <input type="checkbox"/> Just Peace                        |  |

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

Being ONA is foundational to our understanding of who Holy Covenant is and helps guide our mission. We were not able to meet all the criteria for designation as a Creation Justice congregation. We could at a future time obtain the Accessible to All, Economic Justice, and/or Inter-cultural/Multi-racial designation.

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

We partner with a nearby United Methodist congregation to provide a backpack food ministry to a local school. We have also joined with Unitarian Universalist, Muslim, and Jewish communities to look at ecological issues important to our area. Our youth in the past partnered with nearby UU youth for discussion and fellowship. The Marriage Equality work was done in conjunction with the other Protestant congregations and the Reformed Jewish synagogue in Charlotte. For many years, members of our congregation have been active with MeckMIN, an interfaith collaboration in the Charlotte area that fosters understanding, compassion, and justice.

Our participation in LGBTQ community events, racial justice events, and the CROP walk for hunger crosses ecumenical and interfaith boundaries. Many other ministries that take place through our Mission and Justice Team cross ecumenical and interfaith lines. We are always open to working with all groups, both secular and religious, to further work that will impact our area for good.

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

As noted in Section 3a, Holy Covenant's mission statement is "A church for all people, where love of neighbor is expressed, feelings of the heart are shared, thinking is encouraged, caring for the world is our mission, and responding to God's love is our purpose." We believe there is a high correspondence between that mission/vision and what we do as a congregation/what individual members do in their lives, given the large number of ministries, a large corps of passionate volunteers who are committed to the success of these ministries, and dedicated stewardship of financial resources. Although we are doing a lot, we have much more to do, working with underserved and marginalized communities.

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

The current intentional interim senior pastor is very involved in the community, especially with racial equity and justice issues. The interim associate pastor spends more time on pastoral care. Both participate in the worship services, with the interim senior pastor taking the lead. Both are involved in adult education efforts and will participate on the team facilitating the virtual confirmation class.

The new, incoming senior pastor will be expected to spend 90% of working time getting to know and working with the congregation's members, ministry teams, worship, and procedures, and 10% with community efforts. After some time of orientation in this way, the percentages will move toward 75/25 or 50/50, depending on how needs evolve.

#### 4b. MISSION InSite

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

The Southern Conference does not subscribe to MissionInsite, so this report is not available to Holy Covenant.

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

The church is located in the University City area of Charlotte. While there are no specifically defined boundaries to this area, the demographics of the neighborhoods surrounding the church (the 12,000 acres roughly bounded by W. Sugar Creek Rd. to the southwest, Old Statesville Rd. to the west, I-485 to the north, UNC Charlotte to the east, and University City Blvd. to the south), are as follows. [Data is from 2017; source: Charlotte/Mecklenburg Quality of Life Explorer (<https://mcmap.org/qol/>)]

- Race/Ethnicity:
  - Black or African American: 45.3%
  - White or Caucasian: 30%
  - Asian: 12.7%



- Hispanic or Latino: 7.7%
- Percentage of the population
  - under the age of 18: 20%
  - age 65 and over: 6%
- Percentage of adults over age 25
  - with a high school diploma or equivalent: 95%
  - with a bachelor's degree or higher: 48%
- Percentage of Charlotte-Mecklenburg Schools (CMS) students graduating high school in 4 years: 95%

Our congregation, thus, is older, much more European-American, and has attained a higher percentage of college and advanced degrees than University City area residents.

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

Because Holy Covenant is a progressive church in an area where conservative and fundamental churches are more the norm, our understanding of the Christian faith and our ministries draw members and participants from throughout the area rather than primarily from the surrounding neighborhoods. Thus, as a regional rather than a neighborhood church, our demographics do not necessarily reflect the demographics of the neighborhoods surrounding the church building.

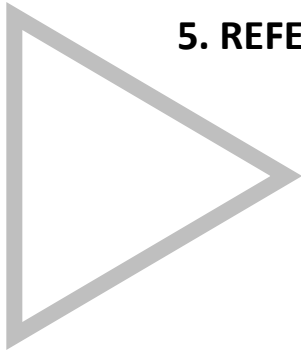
When we think of the community and demographics which shape our ministry, then, the community includes the wide and growing metropolitan area. Response to and action on issues such as racial and social justice, homelessness and hunger, and economic and ecological concerns are several of the issues at the forefront both for our area and for our church.

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

Holy Covenant is highly respected by the groups we get involved with. We are known as a church that is open and affirming to all people, denominations, and faiths. Our work for justice in all areas is a symbol of who we are and what we stand for. This has brought several new members into our faith community as well.

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

Feeling welcomed and at home, warm sense of fellowship, commitment to social justice, our open and affirming position, sermons that challenge the mind, the openness to varied theological beliefs (expressed particularly by those who came from churches holding rigid views), the music. Several families who have joined had at least one adult who grew up in or worshipped in the past with a UCC, and they were delighted to find a socially progressive, mission-driven UCC church in Charlotte.



## 5. REFERENCES

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

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

### REFERENCE 1

Name: James “Jim” Germann

(704) 770-7043 / [Jmgermann1@yahoo.com](mailto:Jmgermann1@yahoo.com) / former member of Holy Covenant (member of the congregation for 10 years)

### REFERENCE 2

The Rev. Dian Jackson/ Pastor / Mt. Zion UCC, Rockingham, NC

(910) 997-3739 / [giftedvessel@gmail.com](mailto:giftedvessel@gmail.com)/ pastor of a UCC about two hours away from Holy Covenant; friend of Holy Covenant for about 15 years

### PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.

## Reference 1

1616 Curry Road  
Seguin, Texas 78155  
December 20, 2020

To Whom It May Concern:

I'm pleased to provide this reference and overview of personal impressions of Holy Covenant United Church of Christ, Charlotte, North Carolina (HCUCC). I relocated to Charlotte in 2005, and my husband and I were members of Holy Covenant until we moved to Texas in 2015. In short, HCUCC is an amazing and wonderful congregation that I recommend without reservation.

While we were members of Holy Covenant, I was privileged to serve on the Consistory, was Vice President of the congregation, Deacon, served on the Finance Committee, chaired the Capital Fund Committee, co-chaired a successful capital campaign, taught new member classes, and mentored confirmands, among other roles.

In my view, strengths of the congregation include:

- Top-notch preaching. The Rev. Dr. Nancy Allison's preaching style and in-depth sermons were among the best I've experienced. Her preaching is what initially drew us to HCUCC.
- Community outreach programs. The church is very involved in various programs to help the poor and disadvantaged. The Room In The Inn (RITI) program for yet-to-be-housed neighbors is an excellent example of how the church demonstrates Christian love.
- Sense of mission and inclusiveness. HCUCC is a long-time Open and Affirming congregation, and is one of only a handful in the community that welcomes LGBTQ persons. While we were members, probably 25% of the congregation was LGBTQ and were well integrated with the heterosexual members. Sexual identity and orientation are settled issues here.
- Solid financial condition. The church's finances were (and I'm sure still are) very well managed. HCUCC has a long history, a stable membership, and is in good financial condition.

There are very few areas where the church's mission needs improvement, but if I were to name one, it would be in new member retention. As a facilitator of new member classes, I was inspired by the many individuals who came through our classes and were excited about our church. After they joined, it seemed, however, that our long-term retention of these folks could have been better. Perhaps we should have involved them earlier in church activities to keep them in the church.

One of the most significant ministry experiences of HCUCC was its diligent effort to defeat Amendment One in 2012. This proposed amendment to the North Carolina State Constitution would have made it illegal for same-sex marriages to be recognized by the state. The church, its pastor, and members fought tirelessly to keep this amendment from passing, and although we were unsuccessful, the effort demonstrated the church's commitment to diversity and inclusion.

If you would like further information on Holy Covenant, please do not hesitate to contact me at the phone number or email address provided below.

Yours in Christ,

James M. Germann  
(704) 770-7043  
[Jmgermann1@yahoo.com](mailto:Jmgermann1@yahoo.com)

## Reference 2

986 Ledbetter Road, Rockingham, North Carolina 28379  
Reverend Dian Griffin JacksonDavis, M.Div., Pastor  
☐ (910) 997-3739 / (336) 343-7486  
[giftedvessel@gmail.com](mailto:giftedvessel@gmail.com)

### ***"Delighting in God's Love; Engaging in God's Purpose"***

January 8, 2021

Local Church Profile Transition Team  
Holy Covenant United Church of Christ  
3501 West WT Harris Boulevard  
Charlotte, North Carolina 28269

Dear Team!

Let me begin by saying, yes, I'm certain that to use an exclamation point in a salutation when writing a professional reference letter is not the norm for sure. To be asked and to be able to write this reference on behalf of Holy Covenant United Church of Christ calls for more than what is normal. Let me explain.

I became acquainted with the wonderful people at Holy Covenant more than 15 years ago. It began when their pastor, Rev. Dr. Nancy Ellett Allison and I collaborated on a women's retreat for the Southern Conference of the United Church of Christ. We realized that we were soul mates from the outset, invested in many of the same interests, and definitely sisters from another mother. From that meeting, Nancy and I began to exchange pulpits, participate in justice issues together, and partner in social justice forums such as our time with the Homegrown: North Carolina Women's Preaching Festival. This pastor and I shared our struggles, joys, and concerns with church, government, faith, God, family, racism, prejudice, all the time building a strong bond that joined us in ministry in ways that for me, was new, needed, and much appreciated.

It stands to reason, then, that our paths also would unite our churches in intentional ways and meaningful connections. When I first came to Holy Covenant, I felt a sense peace and acceptance. It could have been because I felt that with a pastor like my friend, this church had to be pretty cool. From then to this day, I have not been disappointed. There are names I could mention like Kristin, Dawn, David, Cheri, Barry, Debbie, Tyler, Judah, and Patti, which will get me in trouble because there are so many others that I'll leave out. This Body of Christ is welcoming, just as it says in the United Church of Christ's motto: "No matter who you are or where you are on life's journey, you are welcome here". Holy Covenant cares about her members and friends; they do not discriminate. They seek to love and care for their neighbor regardless of the distance between them, whether two hours away (as I am) or across the oceans. I am so honored to know this church and can assure you that if I lived closer, upon retirement, this is where I would want to worship.

Even through this transition, Holy Covenant has remained true to her principles and commitments as she is now being led by an African American Pastor and female Associate Pastor. I respect and appreciate their commitment to

justice, and to equal representation, that they seek in leadership to imitate what they desire the body of Christ to look like. There is more I can say, and will gladly do so if you desire to call for more of my praise report. For I have nothing but praise for Holy Covenant. I've witnessed some of their struggles, especially during our retreat about racism and I've seen them battle and win the fight for equality of the LGBTQ community. Team, my hats are off to you. I'm sure that you will be prayerful and diligent as you welcome your new minister into your church, hearts, and homes.

Blessings and Peace!

Dian Griffin JacksonDavis

Dian Griffin JacksonDavis



## 6. CLOSING THOUGHTS

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

### 6a. CLOSING PRAYER

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

#### Micah 6:8

He has shown you, O mortal, what is good. And what does the LORD require of you? To act justly and to love mercy and to walk humbly with your God. (NSRV)

But he's already made it plain how to live, what to do, what GOD is looking for in men and women. It's quite simple: Do what is fair and just to your neighbor, be compassionate and loyal in your love, and don't take yourself too seriously — take God seriously. (The Message)

#### The Servant Song (# 539 in *The New Century Hymnal*)

Won't you let me be your servant, let me be as Christ to you?

Pray that I may have the grace to let you be my servant, too.

We are pilgrims on a journey, we are travelers on the road;  
We are here to help each other go the mile and bear the load.

I will hold the Christ-light for you in the shadow of your fear;  
I will hold my hand out to you, speak the peace you long to hear.

I will weep when you are weeping; when you laugh, I'll laugh with you.  
I will share your joy and sorrow till we've seen this journey through.

Won't you let me be your servant, let me be as Christ to you?  
Pray that I may have the grace to let you be my servant, too.

## 6b. STATEMENT OF CONSENT

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

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

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

Transition Team; Consistory; Worship Team; Budget and Finance Team; Dawn Simmons, Holy Covenant's Executive Assistant; and approximately 100 individual members of the congregation who responded to questionnaires and participated in video conferences and interviews to help develop the material in this profile

Signed: **Jeff Edwards-Knight, Kristin Andes**

Jeff Edwards-Knight and Kristin Andes

Members of both the Search Committee and the Transition Team

Date: January 23, THE YEAR OF OUR GOD 2021

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

Yes, Holy Covenant is in good standing in the Western North Carolina Association, Southern Conference, UCC.

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

Staff Comment:

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

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

Staff Comment:

Yes, to the best of my knowledge the church financial information is presented thoroughly.

My signature below attests to the above three items.

Signature: Colleen E. Samson

Name / Title: Associate Conference Minister, WNCA (former)

Email: revsamson@wnca-soc.org

Phone: 774-287-1015

Date: January 25, 2021



2019 -12 Financial Report

AQAAAAKFAS

Operating Account (Gen Fund)

Income

A104000 - Income

H104100 - Operating Income-General Fund

H104101 - Identified Giving

Dec 19	Budget	\$ Over Budget	% of Budget	TOTAL Jan - Dec 19	Budget
36,750.00	18,125.00	18,625.00	202.76%	240,728.64	217,500.00

H104102 - Loose Offering

605.65	416.63	189.02	145.37%	4,585.53	5,000.00
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H104103 - Interest Earned

0.00				178.84	
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H104104 - Tower Income

4,301.55	11,682.95	(7,381.40)	36.82%	58,918.80	59,000.00
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H104110 - Rental Income

670.00	750.00	(80.00)	89.33%	9,905.00	9,000.00
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H104115 - Tax Rebate Income

0.00	0.00	0.00	0.0%	464.35	3,700.00
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H104118 - 2019 General Fund Desig Income

0.00	0.00	0.00	0.0%	5,500.00	0.00
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H104120 - Operating Account-Other

0.00	0.00	0.00	0.0%	62,450.50	0.00
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Total H104100 - Operating Income-General Fund

42,327.20	30,974.58	11,352.62	136.65%	382,731.66	294,200.00
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H104600 - Special Funds Income

H104620 - Retreats

0.00	0.00	0.00	0.0%	0.00	0.00
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H104630 - Special Funds Direct to General

0.00	375.00	(375.00)	0.0%	4,065.00	4,500.00
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H104640 - Michael G. Brook Scholarship

0.00	0.00	0.00	0.0%	2,174.30	2,000.00
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H104651 - Youth Fundraising

0.00	0.00	0.00	0.0%	0.00	0.00
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H104699 - Designated

H105075 · Missions & Justice Income	0.00				902.20	
H105107 · Sandwich Ministry Income	25.00	41.63	(16.63)	60.05%	100.00	500.00
H105108 · LGBTQ Ministries	0.00	0.00	0.00	0.0%	1,437.53	0.00
H105109 · Room In The Inn	0.00	0.00	0.00	0.0%	0.00	0.00
H106102 · Back Pack Ministry (In/Out)	0.00	0.00	0.00	0.0%	50.00	0.00
H108700 · Ministerial Candidates	0.00	0.00	0.00	0.0%	940.00	0.00
H104699 · Designated - Other	0.00				50.00	
Total H104699 · Designated	25.00	41.63	(16.63)	60.05%	3,479.73	500.00
Total H104600 · Special Funds Income	25.00	416.63	(391.63)	6.0%	9,719.03	7,000.00

H104875 · Other Operating Account Income	520.00				520.00	
Total A104000 · Income	42,872.20	31,391.21	11,480.99	136.57%	392,970.69	301,200.00
Total Income	42,872.20	31,391.21	11,480.99	136.57%	392,970.69	301,200.00
	42,872.20	31,391.21	11,480.99	136.57%	392,970.69	301,200.00

#### Expense

##### A200000 · Expense

##### A210000 · Worship

##### A210001 · Worship-Harris Campus

H206100 · Special Worship Events	0.00	8.37	(8.37)	0.0%	268.13	100.00
H206500 · Music Program	157.07	133.37	23.70	117.77%	1,524.57	1,600.00
H207000 · Pulpit Supply and Honorarium	200.00	200.00	0.00	100.0%	3,349.09	2,400.00
H208000 · Worship Supply/Aesthetics	68.95	75.00	(6.05)	91.93%	994.16	900.00
H208010 · Audio/Video/Media	0.00	91.74	(91.74)	0.0%	780.00	1,100.00

H208200 · Accompanist (Perm) - Salary	900.00	500.00	400.00	180.0%	6,000.00	6,000.00
H208205 · Accompanist (Sub)	0.00	150.00	(150.00)	0.0%	900.00	900.00
H208210 · Choral Director -Salary	564.70	200.00	364.70	282.35%	2,526.10	2,400.00
H208240 · Director of Music - Salary	1,100.00	1,366.63	(266.63)	80.49%	12,231.89	16,400.00
H208251 · Sanctuary Imprv Proj II	0.00				20,000.00	
H208300 · Pastoral Search Exp	0.00				2,244.76	
Total A210001 · Worship-Harris Campus	2,990.72	2,725.11	265.61	109.75%	50,818.70	31,800.00
A210000 · Worship - Other	0.00				0.00	
Total A210000 · Worship	2,990.72	2,725.11	265.61	109.75%	50,818.70	31,800.00
A300000 · Christian Education & Dev						
H305226 · Child Care Payroll	527.11	700.00	(172.89)	75.3%	6,338.38	8,400.00
H305230 · Associate Pastor -Travel/Other	0.00	25.00	(25.00)	0.0%	0.00	300.00
H305231 · Assoc Pastor Salary	0.00	0.00	0.00	0.0%	15.30	0.00
H305232 · Assoc Pastor Housing	1,785.00	1,783.37	1.63	100.09%	21,420.00	21,400.00
H306100 · Youth Events	600.00	83.37	516.63	719.68%	1,021.93	1,000.00
H306150 · Youth Church Camp Scholar Exp	200.00	25.00	175.00	800.0%	400.00	300.00
H306175 · Michael G. Brooks Schol Expense	0.00	0.00	0.00	0.0%	2,174.30	2,000.00
H306300 · Christian Ed Programming	5.36	41.63	(36.27)	12.88%	377.10	500.00
H308000 · Child Care Supplies	0.00	25.00	(25.00)	0.0%	244.59	300.00
H308100 · Child Care Expenses Other	0.00	0.00	0.00	0.0%	0.00	0.00
H308700 · Ministerial Candidates Exp	0.00	0.00	0.00	0.0%	940.00	600.00
H308710 · Legal Expenses (Unbudgeted)	0.00				350.00	
Total A300000 · Christian Education & Dev	3,117.47	2,683.37	434.10	116.18%	33,281.60	34,800.00
A400000 · Inclusion and Outreach						
H401000 · Member Development	15.72	83.37	(67.65)	18.86%	1,026.90	1,000.00

H401010 - Church Retreat	34.09	120.87	(86.78)	28.2%	407.83	1,450.00
H406100 - Inreach Outreach-Hospitality	1,498.15	100.00	1,398.15	1,498.15 %	1,931.93	1,200.00
H406101 - Sandwich Ministry HCUCC	200.00	83.37	116.63	239.89%	654.32	1,000.00
H406102 - Back Pack Ministry (In/Out)	196.00				281.76	
H408503 - Advertising and Marketing	0.00	100.00	(100.00)	0.0%	558.64	1,200.00
H408504 - Stewardship Expenses	0.00	0.00	0.00	0.0%	39.95	100.00
Total A400000 - Inclusion and Outreach	1,943.96	487.61	1,456.35	398.67%	4,901.33	5,950.00
A500000 - Mission and Justice						
H501010 - OCWM	504.17	504.13	0.04	100.01%	6,050.04	6,050.00
H501020 - Other Contributions (NIN,OGHS.)	0.00	375.00	(375.00)	0.0%	3,220.00	4,500.00
H501041 - LGBTQ Ministries	0.00	100.00	(100.00)	0.0%	2,481.77	1,200.00
H501070 - Indigent Ministries	0.00				0.00	
H501075 - Missions & Justice Expenses	101.80				1,004.00	
H501080 - Mecklenburg Ministries	0.00	0.00	0.00	0.0%	300.00	300.00
H501090 - RITI	62.99	58.37	4.62	107.92%	666.31	700.00
H501095 - Western NC Association	0.00	0.00	0.00	0.0%	554.00	600.00
Total A500000 - Mission and Justice	668.96	1,037.50	(368.54)	64.48%	14,276.12	13,350.00
A600000 - Buildings and Grounds						
A600001 - B&G Harris Campus						
H608000 - Buildings and Grounds Supplies						
H608002 - Paper Supplies	104.58	108.37	(3.79)	96.5%	1,287.45	1,300.00
Total H608000 - Buildings and Grounds Supplies	104.58	108.37	(3.79)	96.5%	1,287.45	1,300.00

<b>H609100 · Utilities and recurring</b>						
H609101 · Electricity	981.64	833.37	148.27	117.79%	11,206.36	10,000.00
H609102 · Telephone and Internet	121.85	208.37	(86.52)	58.48%	2,442.77	2,500.00
H609103 · Security	(55.00)	91.63	(146.63)	(60.02%)	678.69	1,100.00
H609104 · Water	377.07	366.63	10.44	102.85%	6,115.80	4,400.00
H609200 · Janitorial	500.00	500.00	0.00	100.0%	5,875.00	6,000.00
H609301 · Ins Exp-Liability & Structure	631.75	600.00	31.75	105.29%	7,581.00	7,200.00
<b>Total H609100 · Utilities and recurring</b>	<b>2,557.31</b>	<b>2,600.00</b>	<b>(42.69)</b>	<b>98.36%</b>	<b>33,899.62</b>	<b>31,200.00</b>
<b>H609250 · Maintenance</b>						
H608273 · Lawn Mowing	480.00	291.63	188.37	164.59%	4,480.00	3,500.00
H609251 · Building Maintenance	25.42	116.63	(91.21)	21.8%	1,987.68	1,400.00
H609252 · Grounds Maintenance	9.60	75.00	(65.40)	12.8%	930.14	900.00
H609253 · Sewer Maint & Repair	0.00	108.37	(108.37)	0.0%	942.58	1,300.00
H609254 · HVAC Maint & Repair	101.89	108.37	(6.48)	94.02%	1,297.63	1,300.00
H609255 · Roof Repairs	0.00	41.63	(41.63)	0.0%	0.00	500.00
H609257 · Waste Management	109.92	100.00	9.92	109.92%	1,309.64	1,200.00
H609259 · Maint Reserve (Capital Reserve)	10,252.52	750.00	9,502.52	1,367.0%	20,002.52	9,000.00
H609260 · Roofing Replacement	0.00				40,229.40	
H609270 · Pest Control	128.25	125.00	3.25	102.6%	1,520.22	1,500.00
H609271 · Interior Floor Maintenance	0.00	0.00	0.00	0.0%	0.00	0.00
H609272 · Window Washing	0.00	41.63	(41.63)	0.0%	0.00	500.00
H609275 · Maintenance Handyperson	921.62	250.00	671.62	368.65%	2,344.90	3,000.00

H609276 · Approved Overages	0.00	0.00	0.00	0.0%	0.00	0.00
Total H609250 · Maintenance	12,029.22	2,008.26	10,020.96	598.99%	75,044.71	24,100.00
Total A600001 · B&G Harris Campus	14,691.11	4,716.63	9,974.48	311.48%	110,231.78	56,600.00
Total A600000 · Buildings and Grounds	14,691.11	4,716.63	9,974.48	311.48%	110,231.78	56,600.00
A800000 · Administration						
A800001 · Administration						
H805000 · Admin Payroll Expenses						
H805001 · Admin Payroll Processing	12.25	16.63	(4.38)	73.66%	166.25	200.00
H805111 · Minister Addtl Life & Dis Ins	0.00	150.00	(150.00)	0.0%	1,788.00	1,800.00
H805112 · Minister Life & Disability Ins	0.00	91.63	(91.63)	0.0%	1,070.64	1,100.00
H805221 · Minister Salary	2,951.97	2,950.00	1.97	100.07%	35,431.64	35,400.00
H805222 · Minister Housing	3,612.50	3,616.63	(4.13)	99.89%	43,350.00	43,400.00
H805223 · Minister Pension	0.00	1,116.63	(1,116.63)	0.0%	13,403.16	13,400.00
H805226 · Exec Assistant Payroll	3,363.63	3,275.00	88.63	102.71%	39,461.58	39,300.00
H805227 · Exec Asst Stipend Salary	250.00	250.00	0.00	100.0%	3,000.00	3,000.00
H805228 · Exec Asst Overtime	0.00	175.00	(175.00)	0.0%	2,171.66	2,100.00
H805300 · Employer's FICA	371.06	500.00	(128.94)	74.21%	5,090.54	6,000.00
H805350 · Ins Exp-Workers Comp	393.00	166.63	226.37	235.85%	3,069.00	2,000.00
Total H805000 · Admin Payroll Expenses	10,954.41	12,308.15	(1,353.74)	89.0%	148,002.47	147,700.00
H807000 · Bank Service Charges	9.08	50.00	(40.92)	18.16%	404.57	600.00
H808000 · Administrative Supplies						
H808051 · Copier Supplies	148.72	116.63	32.09	127.51%	1,271.52	1,400.00
H808080 · Postage	0.00	33.37	(33.37)	0.0%	252.40	400.00
H808081 · Church & Office Supply	296.51	108.37	188.14	273.61%	1,893.41	1,300.00
Total H808000 · Administrative Supplies	445.23	258.37	186.86	172.32%	3,417.33	3,100.00
H808300 · Other travel/milage reimb.	0.00	0.00	0.00	0.0%	0.00	0.00
H808301 · Continuing Ed-Staff	0.00	33.37	(33.37)	0.0%	1,340.95	400.00
H808400 · Pastoral Reimbursement	1,026.79	716.63	310.16	143.28%	8,960.17	8,600.00
H808450 · Conference Expense	0.00	0.00	0.00	0.0%	1,223.97	1,200.00
H808502 · Computer Expense-software	64.32	16.63	47.69	386.77%	154.15	200.00
H808503 · Social Media	79.95	33.37	46.58	239.59%	384.85	400.00

<b>Total A800001 - Administration</b>	12,579.78	13,416.5 2	(836.74)	93.76%	163,888.4 6	162,200.00
<b>H808160 - Copier Expense</b>						
<b>H808161 - Copier Lease Expense</b>	<u>176.39</u>	<u>191.63</u>	<u>(15.24)</u>	<u>92.05%</u>	<u>2,228.25</u>	<u>2,300.00</u>
<b>Total H808160 - Copier Expense</b>	176.39	191.63	(15.24)	92.05%	2,228.25	2,300.00
<b>H808501 - Computer Expense-Hardware</b>	<u>0.00</u>	<u>16.63</u>	<u>(16.63)</u>	<u>0.0%</u>	<u>54.00</u>	<u>200.00</u>
		13,624.7			166,170.7	
<b>Total A800000 - Administration</b>	<u>12,756.17</u>	<u>8</u>	<u>(868.61)</u>	<u>93.63%</u>	<u>1</u>	<u>164,700.00</u>
		25,275.0			379,680.2	
<b>Total A200000 - Expense</b>	<u>36,168.39</u>	<u>0</u>	<u>10,893.39</u>	<u>143.1%</u>	<u>4</u>	<u>307,200.00</u>
		25,275.0			379,680.2	
<b>Total Expense</b>	<u>36,168.39</u>	<u>0</u>	<u>10,893.39</u>	<u>143.1%</u>	<u>4</u>	<u>307,200.00</u>
	<b>6,703.81</b>	<b>6,116.21</b>	<b>587.60</b>	<b>109.61%</b>	<b>13,290.45</b>	<b>(6,000.00)</b>

2019 -12 Financial Report

AQAAAAKFAS

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Capital Fund (BFM)					TOTAL		
	Dec 19	Budget	\$ Over Budget	% of Budget	Jan - Dec 19	Budget	\$ Budget
Income							
A104000 - Income							
B104500 - Building for Ministry							
B104501 - BFM-General Receipts	10,300.00	4,170.87	6,129.13	246.95%	53,480.00	50,050.00	3
B104502 - BFM-Interest Income	0.00				43.55		
B104506 - BFM Market Value Fluctuation	1.04				7.62		
Total B104500 - Building for Ministry	10,301.04	4,170.87	6,130.17	246.98%	53,531.17	50,050.00	3
Total A104000 - Income	10,301.04	4,170.87	6,130.17	246.98%	53,531.17	50,050.00	3
Total Income	10,301.04	4,170.87	6,130.17	246.98%	53,531.17	50,050.00	3
Gross Profit	10,301.04	4,170.87	6,130.17	246.98%	53,531.17	50,050.00	3
Expense							
A200000 - Expense							
A600000 - Buildings and Grounds							
A600001 - B&G Harris Campus							
H602502 - Mortgage Interest-BB&T		1,200.00					
B602513 - Mortgage Payment-BFM Int	1,057.13	0	-142.87	88.09%	13,591.49	14,400.00	
Total H602502 - Mortgage Interest-BB&T	1,057.13	1,200.00	-142.87	88.09%	13,591.49	14,400.00	
Total A600001 - B&G Harris Campus	1,057.13	1,200.00	-142.87	88.09%	13,591.49	14,400.00	
Total A600000 - Buildings and Grounds	1,057.13	1,200.00	-142.87	88.09%	13,591.49	14,400.00	
Total A200000 - Expense	1,057.13	1,200.00	-142.87	88.09%	13,591.49	14,400.00	
Total Expense	1,057.13	1,200.00	-142.87	88.09%	13,591.49	14,400.00	
Net Income	9,243.91	2,970.87	6,273.04	311.15%	39,939.68	35,650.00	4



**AQAAAAK FAS****Sunshine Fund, year end 2019**

			<b>TOTAL</b>	
	<b>Dec 19</b>	<b>Budget</b>	<b>Jan - Dec</b>	<b>Budget</b>
		<b>t</b>	<b>19</b>	<b>t</b>
<b>Income</b>				
<b>A104000 · Income</b>				
<b>F104710 · Sunshine Fund</b>				
<b>F104711 · Sunshine Fund-Reciepts</b>	942.50	0.00	3,145.00	0.00
<b>Total F104710 · Sunshine Fund</b>	942.50	0.00	3,145.00	0.00
<b>Total A104000 · Income</b>	942.50	0.00	3,145.00	0.00
<b>Total Income</b>	942.50	0.00	3,145.00	0.00
<b>Gross Profit</b>	942.50	0.00	3,145.00	0.00
<b>Expense</b>				
<b>A200000 · Expense</b>				
<b>F450000 · Benevolence from Sunshine Fund</b>	1,600.00	0.00	2,780.06	0.00
<b>Total A200000 · Expense</b>	1,600.00	0.00	2,780.06	0.00
<b>Total Expense</b>	1,600.00	0.00	2,780.06	0.00
<b>Net Income</b>	<b>(657.50)</b>	<b>0.00</b>	<b>364.94</b>	<b>0.00</b>

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

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