

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH

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

**United Congregational Church
Grand Island, Nebraska**

Pastor

Nebraska, Prairie

[Validation Date]

LOCAL CHURCH PROFILE CONTENTS

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

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

INSTRUCTIONS

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

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

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

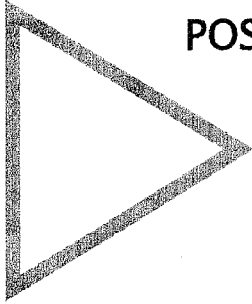
Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and storytelling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

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

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

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal

relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: **United Congregational Church**

Street address: **405 E. Bismark Rd, Grand Island, NE 68801**

Supplemental web links: **www.unitedcongregationalgi.com**

Additional ecumenical affiliations:

Conference: **Nebraska**

Association: **Prairie**

UCC Conference or Association Staff Contact Person: **Roddy Dunkerson, 3151 South St Suite B, Lincoln, NE 68502, 1-800-793-4270, rodgy@uccnebraska.org**

Summary Ministry Description:

Our church is a dynamic, energetic group open to sharing our faith journey with our diverse community. We are looking for pastoral leadership that will help us be a beacon of love, acceptance and justice to our community.

Photographs:

Please see our church website at www.unitedcongregationalgi.com

What we value about living in our area: We value diverse community in our small town feel with big city amenities.

Current size of membership: 226

Languages used in ministry (*other than English*): have used sign language

Position Title: **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**

SCOPE OF WORK

Core Competencies:

We are seeking a pastoral care minister who is caring, sensitive and sociable, approachable and a team player.

COMPENSATION AND SUPPORT

Salary Basis: **\$40,000 - \$50,000**

Benefits: **Salary plus Negotiated Benefits Package**

What is the expected living situation for your next minister? **Minister's choice**

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

State any incentives: **N/A**

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

Strong association and conference support

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: **Church is open and flexible to negotiation**

WHO IS GOD CALLING TO MINISTER WITH US?

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

We are hopeful that the new pastor will help guide us in continued areas of growth, local outreach, and broaden our vision for other areas of growth.

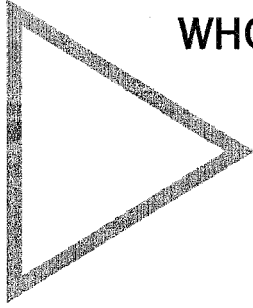
Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

We are seeking pastoral leadership that will help us in our growth as an Open and Affirming church.

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

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.

- 1. Effective communication skills**
- 2. Accepting and welcoming personal skills**
- 3. Ability to challenge while nurturing growth**



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)

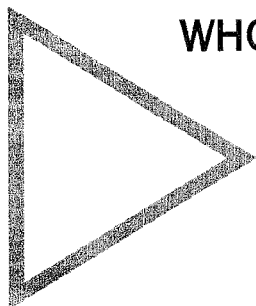
Who is God calling you to become as a congregation?

See attached Open and Affirming letter

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

One of our challenges is replacing a beloved long term pastoral leader.

Seeking opportunities to build relationships within the congregation.



WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

We see ourselves as hosts of God's spirit and our church seeks to affirm our faith in acts of accepting service and justice.

Describe several strengths or positive qualities of your congregation.

Welcoming & accepting, eager to embrace growth, dedicated volunteers, resilient in our church struggles

Describe what worship is like when your congregation gathers.

We currently have a worship service which is held once a week at 10:30am.. The language that we provide is English. We offer communion once per month and we have special holy days. We use the New Century Hymnal order of worship for baptisms. The following words is how we describe good preaching: Concise, relatable, down to earth, inspiring, inviting and we value lay participation

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

Our church strongly encourages youth participation at all levels. We continually seek ways to continue our faith journey in following the activities: Small group studies, worship service, Sunday morning education, fellowship activities and service opportunities. These activities are positively received by our members.

Describe how your congregation is organized for ministry and mission.

There is a strong group of people who are capable and willing to assume the roles of leadership when needed. Over the course of the years, we have combined many of the committees of a "normal" church to avoid unnecessary meetings. But, new ideas, new projects and new events are always welcomed and the commitment of the church is evident in the response by many to help share their talents and energy to give these a chance to succeed. We believe that the church is looking for ministerial leadership that will lead, encourage and participate side by side with them as they continue to be in ministry with each other, their local community and the world.

- When it comes to decision-making, how many hours are spent in meetings per month?
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
- 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/No]

Yes Bylaws and financial statement upon request

11-YEAR REPORT

Upon request

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

| | | <i>Is this number an estimate? (check if yes)</i> |
|--|------------|---|
| Number of active members: | 155 | yes |
| Number of active non-members: | 5 | yes |
| Total of church participants (sum of the numbers above): | 160 | Yes, this does not include non-active members |

Percentage of total participants who have been in the church:

| | | <i>Is this number an estimate? (check if yes)</i> |
|----------------------------------|------------|---|
| More than 10 years: | 65% | yes |
| Less than 10, more than 5 years: | 20% | yes |
| Less than 5 years: | 15% | yes |

Number of total participants by age:

| 0-11 | 12-17 | 18-24 | 25-34 | 35-44 | 45-54 | 55-64 | 65-74 | 75+ | <i>Are these numbers an estimate? (check if yes)</i> |
|-----------|----------|----------|-----------|----------|-----------|-----------|-----------|-----------|--|
| 15 | 3 | 4 | 16 | 8 | 23 | 37 | 45 | 33 | Yes, includes some non-active members |

Percentage of adults in various household types:

| | | <i>Is this number an estimate? (check if yes)</i> |
|---------------------------------|------------|---|
| Single adults under 35: | 5% | yes |
| Joint household with minors: | 10% | yes |
| Single adults age 35-65: | 13% | yes |
| Joint household with no minors: | 42% | yes |
| Single adults over 65: | 30% | yes |

Education level of adult participants by percentage:

| | | <i>Is this number an estimate? (check if yes)</i> |
|------------------------------|-----|---|
| High school: | 20% | yes |
| College: | 30% | yes |
| Graduate School: | 20% | yes |
| Specialty Training: | 25% | yes |
| Other: less than high school | 5% | yes |

Percentage of adults in various employment types:

| | | <i>Is this number an estimate? (check if yes)</i> |
|------------------------------------|-----|---|
| Adults who are employed: | 55% | yes |
| Adults who are retired: | 35% | yes |
| Adults who are not fully employed: | 10% | yes |

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

Labor to Professional

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?

80% Caucasian and 20% Non-Caucasian

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

See Open and Affirming letter attached

PARTICIPATION AND STAFFING

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

| Ways of Gathering | Estimated number of people involved in attendance | Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i> |
|--|---|---|
| Adult Groups or Classes | 8-12 | Pastor and lay leaders |
| Baptisms <i>(number last year)</i> | 5 | Pastor and families |
| Children's Groups or Classes | 2-15 | Sunday School leaders |
| Christmas Eve and Easter Worship | 120-180 | Pastor |
| Church-wide Meals | 30-50 | Council and ladies circle |
| Choirs and Music Groups | 6-10 | Director of Music |
| Church-based Bible Study | 6-10 | Lay leader |
| Communion <i>(served how often?)</i> | Once a month | Pastor |
| Community Meals | | |
| Confirmation <i>(number confirmed last year)</i> | | |
| Drama or Dance Program | | |
| Funerals <i>(number last year)</i> | 5 | Pastor, families, ladies circle & lay leaders |
| Intergenerational Groups | | |
| Outdoor Worship | 1 | Pastor |
| Prayer or Meditation Groups | | |
| Public Advocacy Work | 50 | Pastor & congregation |
| Retreats | 4 | Pastor & council |

| | | |
|---|---------------|--|
| Theology or Bible Programs in the Community | | |
| Weddings (<i>number last year</i>) | 4 | Pastor and families |
| Worship (time slot: 10:30am) | 80 | Pastor, lay leaders and choir |
| Worship (time slot: _____) | | |
| Young Adult Groups or Classes | | |
| Youth Groups or Classes | 6-10 | Pastor and lay leaders |
| Other | Varies | See additional comments for Community Outreach Support Groups |

Additional comments:

**Action Club, Alcoholics Anonymous weekly, Day Care Association, Third Tuesdays
Temps, TOPS weekly**

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

| Name | Three- or Four-Way Covenant? (3 or 4 or No) | Ministry Setting | Type of Ministry Role | Retired? (Y or N) |
|---------------------|--|---------------------------|-----------------------|----------------------|
| Lonnie Logan | Ordained Four Way | Church VA Hospital | Pastoral | N |
| Tom Grim | Licensed lay minister | Church | Pulpit supply | 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:

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

| Staff Position | Head of Staff? | Compensation (full time, part time, volunteer) | Supervised by | Length of Tenure for current person in this position |
|-------------------------------------|----------------|--|------------------|--|
| Interim Pastor | Yes | Part time | Council | 3 months |
| Administrative Assistant | | Part time | Council | 1.5 years |
| Director of Music | | Part time | Council | 2 months |
| Cleaning | | Part time | Council | 5 years |

REFLECTION

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

Activities varies but room for growth

CHURCH FINANCES

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

| Source | Amount |
|---|--------------------|
| Annual Offerings and Pledged Giving | \$97,436.07 |
| Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>) | \$ |
| Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>) | \$ |
| Fundraising Events – New Organ | \$5000.00 |
| Gifts Designated for a Specific Purpose | \$ 2,510.00 |

| | |
|--|---------------------|
| Grants | \$ |
| Rentals of Church Building | \$725.00 |
| Rentals of Church Parsonage | \$ |
| Support from Related Organizations (e.g. Women's Group) | \$ |
| Transfers from Special Accounts | \$ |
| Other (specify): | \$ |
| Other (specify): | \$ |
| TOTAL | \$105,671.07 |

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

See attached Estimated 2017 Budget

Considering total budgeting expenses for the year,, compare total ministerial support. What is the percentage? **58%**

Has the church ever failed to pay its financial obligations to a minister of the church? **No**

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

- ☒ Our Church's Wider Mission (OCWM – Basic Support)
- ☒ One Great Hour of Sharing
- ☐ Strengthen the Church
- ☐ Neighbors in Need
- ☐ Christmas Fund

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

What is the church's current indebtedness? **We are debt free**

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. N/A

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

| Year(s) | Purpose | Goal | Result | Impact |
|---------|---------|------|--------|--------|
| | N/A | \$ | \$ | |
| | | \$ | \$ | |

If a capital campaign is underway or anticipated, describe:

| Year(s) | Purpose | Goal | Result | Impact |
|---------|---------|------|--------|--------|
| | N/A | \$ | \$ | |
| | | \$ | \$ | |

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

Does your church have an endowment? No

Other Assets

Reserves (savings): **\$21,000.00**

Investments (other than endowment): **\$25,000.00 in CD's**

Does your church have a parsonage? No

Describe all buildings owned by the church: **Church facility includes the Sanctuary, Christian Education rooms and fellowship hall and outside shed.**

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

Which spaces are accessible to wheelchairs? **Sanctuary, fellowship hall, Sunday school rooms, Office, Kitchen, restrooms**

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

Generous giving, careful management and budgeting

HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

Council adopted the vision of an Open and Affirming Statement
See attached O & A letter to congregation

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

Due to the recent vacancy of pastoral leadership in our church, many congregants volunteered to various supporting roles including church services, pulpit fill and day to day operations.

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.

When conflict arises, we have always provided opportunities for open dialogues.

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

| Staff member's name | Years of service | UCC Standing (Y/N) |
|---------------------|------------------|--------------------|
| David Butz | 10 months | Y |
| Lonnie Logan | 21 years | Y |
| Fred Gardner | 16 years | deceased |
| | | |

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

We have learned that our congregation worked very well with past pastors and we are resilient.

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

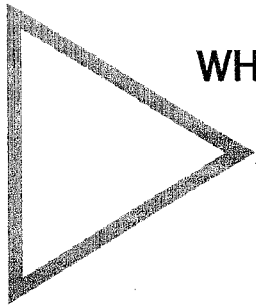
Yes We would be willing to discuss if candidate is interviewed

Has your church been involved in a Situational Support Consultation?

No

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

No



WHO IS OUR NEIGHBOR?

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

NRSV)

COMMUNITY VISION

MISSION InSite

COMMUNITY VISION

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

Our church provides space for Alcoholics Anonymous, Day Care Providers meetings, Action Club (Adult Mentally Challenged), Kiwanis meetings, Vacation Bible Studies, Third Tuesdays Temps and TOPS.

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

We have sent a delegate or delegates to annual conferences and association meetings.

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.)

Check any statements below that apply to your UCC faith community.

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

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

Our congregation seeks and is open to finding, facilitating and meeting community needs as they become apparent.

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

Members of our congregation regularly participate in community interfaith activities such as: Women's Prayer group, Pflag and various service organizations.

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. N/A

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?

Budgeting of time is at digression of pastor with oversight of the council.

MISSION InSite

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

Currently not participating in Mission Insite but open to considering such with new pastoral leadership.

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?

Our internal demographics are reflective of the neighborhood

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

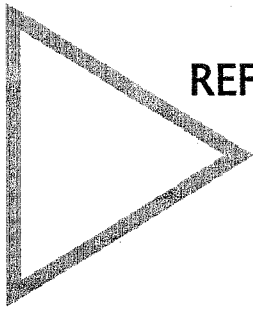
Open and Welcoming

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

We are recognized for our long term pastors' deep involvement in community activities.

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

Welcoming, faith based, supportive and concise meaningful sermons and fellowship



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.

Please contact the following references with any questions.

REFERENCE 1

Derek Apfel
Local Funeral Director
308-384-0590

REFERENCE 2

Dennis Beran
Friend of our Church
308-383-6947

REFERENCE 3

Debbie Ritchie
Past Member
308-380-3168

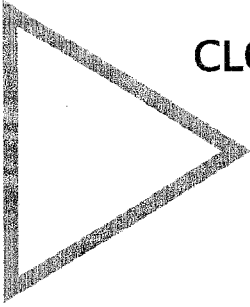
PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.



CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

Mark 12:30-31 ³⁰Love the LORD your God with all your heart and with all your soul and with all your mind and with all your strength.' ³¹The second is this: 'Love your neighbor as yourself.' There is no commandment greater than these."

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? **Search Committee, Church Council, Administrative Secretary and Interim Pastor**
2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:


MARTIN R. TAYLOR
SEARCH COMMITTEE CHAIR
4/21/17

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:

Name / Title:

Email:

Phone:

Date:

This document is created **UNITED CHURCH**
Church's Wider Mission **OF CHRIST**
possible through the covenantal relationships of all settings of the United Church of Christ.



through support to Our
(OCWM) and is only

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

Greetings Church Family,

As a member of the Grand Island United Congregational Church, you are most likely aware that our church is currently without a permanent pastoral leader. A new search process to identify a suitable pastoral candidate is currently underway.

By letter from the Church Council, members of the congregation were invited to meet with the Council on April 3, 2017 to discuss the future direction of our church. During this time, members of our church family asked the Council to consider adopting the following vision statement to become an "Open and Affirming" Congregation:

"As an Open and Affirming church, we join with our brothers and sisters of the United Church of Christ and all persons who are committed to stand for justice, love and inclusiveness using the examples and teachings of Jesus Christ as our guide. In the spirit of Jesus' commandment to love God, and our neighbors as ourselves, and Paul's teachings of acceptance of one another, we the members of this congregation welcome and affirm that all persons of every race, age, gender, physical or mental ability, nationality, economic status, sexual orientation, or gender identity are welcome to participate in the full life and ministry of this community of faith, including membership and leadership. We welcome and embrace the God-given gifts that each person brings to the life of our congregation."

The Church Council voted unanimously to adopt this vision statement for our congregation. This vision will help not only the Search Committee in their task, it will also be included in the new church profile that will be available for those interested in pastoral leadership, and will inform us as a church family that our congregation is open and welcoming to all people.

The purpose of this letter is to inform all of you of our Open and Affirming Vision Statement and some of the future steps we will be taking to move this process from a vision to a covenant. We envision several opportunities for "sharing and growing" to give all of us the chance to be more involved in the process and to grow in our understanding and ministry of being a church family that shows love and acceptance to all of God's creation. At some point in the future, we are hopeful to have an official blessing service of worship to celebrate this covenant within our church family and to certify our covenant with our Nebraska UCC Conference as well as publish and celebrate our decision locally. We are hopeful to complete this process before a new pastor is called, giving that person a full understanding of what our church's core beliefs are.

A committee called the O and A Committee is arranging for the sharing and growing opportunities mentioned above and these will be publicized at church and in the newsletter. If you have any questions please feel free to contact Marty Taylor. Other members of the committee include: Grady Erickson, Lynn Gipe, Lori Wilson, Lori Erickson, Dori Bush and Tom Best. We look forward to working with all of you as we continue to seek to share God's love and gift of life with all. Thank you for your support and keeping us in your prayers.

United Congregational Church

Estimated 2017 Budget

| | 2017 Estimated | 2016 Estimated |
|--------------------------|----------------|----------------|
| | Annual Budget | Annual Budget |
| <u>INCOME:</u> | | |
| Pedged & General | \$ 122,496.00 | \$ 103,638.00 |
| Building & Maintenance | \$ 2,500.00 | \$ 2,500.00 |
| Special/Other Inc | \$ 2,000.00 | \$ 2,000.00 |
| Missions | \$ - | \$ - |
| Total Income | \$ 126,996.00 | \$ 108,138.00 |
| | | |
| <u>EXPENSES:</u> | | |
| Minister's Salary | \$ 48,500.00 | \$ 46,200.00 |
| Pension & Health Ins | \$ 29,880.00 | \$ 16,275.00 |
| Guest Pulpit | \$ 500.00 | \$ 500.00 |
| Paster Expenses | \$ 500.00 | \$ 500.00 |
| Office Wages | \$ 8,100.00 | \$ 7,800.00 |
| Janitorial Wages | \$ 6,480.00 | \$ 6,180.00 |
| Organist Wage | \$ 6,875.00 | \$ 6,875.00 |
| Payroll Taxes | \$ 1,645.00 | \$ 1,595.00 |
| Postage | \$ 750.00 | \$ 750.00 |
| Copier Lease/Supplies | \$ 1,500.00 | \$ 1,500.00 |
| Church & Educ. Supplies | \$ 1,750.00 | \$ 1,750.00 |
| Property Insurance | \$ 6,250.00 | \$ 5,313.00 |
| Electricity & Water | \$ 2,500.00 | \$ 2,500.00 |
| Telephone | \$ 2,016.00 | \$ 1,150.00 |
| Gas | \$ 2,500.00 | \$ 2,500.00 |
| Building & Maintenance | \$ 1,000.00 | \$ 500.00 |
| Lawn Care & Snow Removal | \$ 3,500.00 | \$ 3,500.00 |
| Dues & Meetings | \$ 750.00 | \$ 750.00 |
| Missions | \$ - | \$ - |
| Other Expenses | \$ 2,000.00 | \$ 2,000.00 |
| Total Expenses | \$ 126,996.00 | \$ 108,138.00 |