



Bethel United Church of Christ

UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

Bethel United Church of Christ

Evansville, IN

Lead Pastor

Indiana/Kentucky Conference

November 1, 2018

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MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION
UNITED CHURCH
OF CHRIST



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Bethel United Church of Christ
3029 N. Green River Road, Evansville, IN 47715
bethelucc.org

Conference: Indiana/Kentucky Conference
Association: Evansville Tri-State Association
UCC Conference or Association Staff Contact Person:
Rev. Dr. Monica Ouellette

Summary Ministry Description:

Bethel United Church of Christ has a rich history of mission, caring for one another, and worship services filled with tradition. We seek a Lead Pastor that will guide us into the next chapter of our church life. The future of Bethel may require a much different model than in the past. Leaders of the Congregation understand that flexibility and an open spirit will be necessary. We hope to find an individual willing to help us worship God with a blend of our past traditions and new experiences. Bethel is fortunate to have a multitude of resources to take us into the future including a beautiful campus and facility that is debt free, a healthy endowment, and a prime location open to the community. We hope God's Spirit will lead you to consider our "Beloved Bethel" as your next call and join us on our journey in the way of Jesus Christ.

Photographs:



What we value about living in our area:

Evansville is a growing community in the heart of the mid-west. It has a small town feel with minimal driving distance between activities. Evansville is fortunate to have two universities. Both universities are a source of great pride for our community. They allow opportunities for the community to participate in guest lectures, culturally diverse programs, and top ranked sporting events. Both institutions are collaborating with the Indiana University School of Medicine and have recently developed the Stone Family Medical Center which will be located in historic downtown Evansville.

Evansville is family friendly with a top-ranked children's museum with play-based interactive exhibits and a 5-star library system. Mesker Park Zoo and Botanical Gardens offer a variety of animals and beautiful gardens. Along with the Evansville Museum of Art, History and Science, there is an historic site of Native American mounds that also hosts several family events. There are also many weekend 5k and half-marathon events supporting various charities. There is always something to do around town, with many festivals during the summer and activities for families throughout the community. There is also a minor league baseball team, the Otters, as well as a hockey team, the Thunderbolts. The Ford Center hosts several world famous performances along with several other venues as well.

Evansville is nestled between several large cities. People that move to our community find it is a very caring community and great place to live.

Current size of membership: **281**

Languages used in ministry: **English is our primary language for worship.**

Position Title: **Bethel United Church of Christ is seeking a Lead Pastor able to provide inspiring worship services, be active in the community, assume staff leadership, and provide pastoral care for its members.**

Position Duration:

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

Compensation Level:

Full Time

Does the total support package meet conference compensation guidelines? **Yes**

1b. SCOPE OF WORK

Bethel seeks a senior pastor with an emphasis on these characteristics:

- ❖ preparation and leadership of Sunday worship
- ❖ leadership development
- ❖ strategic planning for current and new directions in ministry
- ❖ availability to wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations
- ❖ counseling, listening, and referral
- ❖ responsibility for supervision of staff
- ❖ attend meetings and give leadership as needed to church programs

Core Competencies:

1.) Character: distinctive qualities possessed by an individual.

- *Leadership*; motivates, empowers, and encourages others. Develops a positive culture for staff and congregation. Focuses staff, leadership, and members on common goals. Encourages, motivates, and inspires.
- *Integrity*; having strong moral values and principles and conducting your life and ministry using those as your guide.
- *Optimistic*; having a sense of hopefulness and confidence about the future. Maintaining a positive mental attitude in your dealings with people, situations, and life events.

2.) Competence: the ability to achieve tasks successfully and efficiently.

- *Communication/Interpersonal Skills*; Communicates well; both verbally and in writing. Effectively shares information and ideas with others. Listens carefully and understands various viewpoints. Effectively and productively engages with others and establishes trust, credibility, and inspires confidence.
- *Mission/Goal Oriented*; Possesses the ability to define issues and focus on achieving workable solutions consistent with fulfillment of the church's mission and consistent with the church's ministry and outreach processes.
- *Action Oriented*; Targets and achieves results, overcomes obstacles, accepts responsibility, creates a results-oriented environment, and follows through on actions. Possesses a "do what it takes" attitude.

3.) Harmony: a person that fits in well with a variety of people.

-Easy going; An individual that can work well in a variety of settings and is flexible.

Sense of humor; An individual that can see the humor in difficult situations and bring people together to a positive solution.

1c. COMPENSATION AND SUPPORT

Salary Basis: \$64,000 – 78,000 includes housing allowance, dependent on experience and years of service.

Benefits: Include annuity, life and disability insurance, medical and dental insurance, social security offset, and professional expenses.

What is the expected living situation for your next minister?

Evansville is the third-largest city in Indiana with a small town feeling. Our next pastor has many options for housing from apartment or condominium living to owning a home in historic downtown or in a new community.

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

Bethel is located on the northeast side of town with many options for housing within a 10-15 minute drive.

State any incentives:

Paid sabbatical after five to seven year tenure

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

Clergy Circle, small support groups within clergy circle, Center for Congregations, Interfaith activities.

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.

Bethel is seeking an individual that is innovative and caring. We pray for a person who can blend our traditions with new ideas to lead us in worship, serve God, and care for one another in our church family and the world.

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

Bethel has always been an innovative, mission-oriented congregation. We envision a future with continued support for Habitat for Humanity, United Caring Services, and Good Samaritan Home. We endeavor to partner with a leader who has other ideas to expand and challenge us locally, state-wide, and world-wide. We would like to tackle projects that may be environmental, inter-cultural/multi-racial, justice based, or peace filled missions. We are open and excited for new opportunities in which the congregation can rally and support.

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

We have no language or culturally specific requirements. We are open to talents and skill sets from a leader who possess more than English. We host English as a Second Language classes and have been asked to host more classes. Also, at times, a sign-language choir performs for the congregation and adds depth to the service.

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.

The four areas that we feel are most important are:

- 1. Exhibiting a spiritual foundation and ongoing spiritual practice.**
- 2. Strengthening inter- and intra- personal assets.**
- 3. Engaging sacred stories and traditions.**
- 4. Working together for justice and mercy.**

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 believe God is calling us to continue our vision of “Seeking and Serving” others. In 2008, we went through a Strategic Planning Process under the guidance of Dr. George Bullard. Recently, our church went through a visioning process (from 2015-2018) to help us ascertain what our next steps would be. From this process, several initiatives were formulated and our mission statement and vision statement were restructured. Additional ideas took root and flourished, and some did not. We know God has new experiences and opportunities for us to serve others. Bethel’s congregation embraces these. We hope to strengthen our core membership and encourage others to join us in our work.

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

Bethel saw a need in a neighborhood school and responded to it. Stockwell Elementary School has a diverse population with many languages and cultures. Members of Bethel responded with volunteers to help with after-school tutoring. That effort has expanded to include helping with school supplies, programs, and other needs.

In order to reach out to younger members of our community, Bethel obtained a grant to host an event in downtown Evansville to connect with young adults. While the event did not have the outcome we had hoped, we are proud of the effort and work our members did. We know that, in order to survive, we need to meet the needs of the younger members of our community.

3. WHO ARE WE NOW?

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

Bethel United Church of Christ has a belief and commitment that is stated in our by-laws as: “This church acknowledges Jesus Christ, the Son of God and our Savior as its sole Head. We acknowledge all people to be children of God. We look to the Word of God in the Scriptures and to the presence and power of the Holy Spirit to prosper God’s creative and redemptive work in the world. We claim as our own the faith of the historic Church expressed in the ancient creeds and reclaimed in the basic insights of the Protestant Reformers. We affirm our responsibility to make this faith our own. In accordance with the teaching of our Lord and the practice of prevailing among the Protestant Christians, we recognize two Sacraments: Baptism and Holy Communion.”

Our covenant and mission reflect how we want to conduct and pursue our beliefs: “We covenant with one another to seek and to respond to the Word and the Will of God. We proclaim as our purpose to walk together in the ways of the Lord, made known and to be made known to us. We hold it to be the mission of the Church to witness to the gospel of Jesus Christ in all the world, to worship God, and to strive for truth, justice, and peace. As did our ancestors, we depend on the Holy Spirit to lead and empower us. We pray for the Kingdom of God and we look with faith toward the triumph of righteousness and eternal life.”

We engage in worship in many forms within this congregation. Some members are behind the scenes doing ministry by taking others to appointments, saying prayers, offering assistance and working on projects. Others allow the Holy Spirit to inspire them through leading groups, bible study, working with the youth and hosting sporting events. Others share their worship experience through talents of music, song, art or food. Having our youth participate with singing and scripture reading is an important part of our worship services. Bethel also offers opportunities to connect with God through different worship times such as Maundy Thursday, Lenten, Candlelight Christmas Eve, and weekly services. Confirmation and baptisms create a feeling of joy and celebration for everyone.

Describe several strengths or positive qualities of your congregation.

Bethel’s congregation is a passionate and well-educated group of individuals. We care deeply for one another, and respect our differences. Mission and outreach are very important to our congregation. We support each other and enjoy working together on projects. Despite the many challenges facing us in our world today, we are a focused, hopeful group of people. We do not like

to dwell on the negative in our world. We acknowledge issues and look for ways to improve our community, the country, and our world.

Describe what worship is like when your congregation gathers.

Currently, Bethel's worship style would be described as blended. We have a wonderful mixture of music that includes members of the congregation participating with voices and a variety of instruments. Music is an integral part of worship that creates certain moods and moves people to experience different emotions.

After worship, people comment that a sermon showed them a different view on a topic, helped them understand a passage in the bible, or moved them to feel a specific emotion. Members appreciate thought provoking and challenging messages.

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

Young people read scripture, sing, and play musical instruments during worship. Young adults are encouraged to be on teams, help with VBS, and other integral facets of church life. All members, young and old, participate in Sunday school classes and Bible studies. There are several adult groups that meet during the week for Bible studies.

Wise Women, a Women's Bible Study group, has read and studied Bad Girls of the Bible, Who is Jesus?, and Why in the World?. Iron Men, a men's group, is currently reading When God Winks at You by Squire Rushnell.

Describe how your congregation is organized for ministry and mission.

- 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**

Bethel has a Church Council that oversees the business of the church. There are several teams that help with the daily life of the church: Faith Formation, Worship, Administration, Congregation Development, and Mission/Outreach. The Council is made up of members from each team and at-large members. The Council and teams meet on a monthly basis. There are also other groups that meet to maintain the church building and grounds.

When necessary, the Church Council will hold a meeting to make decisions for the church. Members do not hesitate to make decisions in the best interest of their church and congregation.

3b. 11-YEAR REPORT

Our 11-year report is attached at the end of this document.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	281	Yes
Number of active non-members:	33	Yes
Total of church participants (sum of the numbers above):	314	Yes

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	81%	Yes
Less than 10, more than 5 years:	7%	Yes
Less than 5 years:	10%	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>
12	8	17	25	12	22	61	45	79	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	1%	Yes
Households with minors:	7%	Yes
Single adults age 35-65:	24%	Yes
Joint households with no minors:	47%	Yes
Single adults over 65:	20%	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	23%	Yes
College:	48%	Yes
Graduate School:	26%	Yes
Specialty Training:	3%	Yes
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	26%	Yes
Adults who are retired:	63%	Yes
Adults who are not fully employed:	11%	Yes

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

Medical field, management positions, insurance, financial advisors, retail, service industry, education, construction, repair, automotive, and social services are examples of the occupations of our members.

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?

While the majority of our congregation would be described as Caucasian, we have a wide-range of political beliefs and socio-economic circumstances.

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:

Our congregation is currently having round-table discussions about a variety of topics including firearm regulation, transgender education and becoming an “Open and Affirming” congregation (currently, we are “Open and Accepting”). We recognize that this is an important step forward, but we do not want to rush the process. This is a topic that our new pastor can provide us with guidance.

3d. 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?
Adult Groups or Classes	35	Lay Leaders
Baptisms (<i>number last year</i>)	2	
Children’s Groups or Classes	12	
Christmas Eve and Easter Worship	212/249	
Church-wide Meals	4	4 meals during the year-80 avg attendance
Choirs and Music Groups	18	
Church-based Bible Study		
Communion (<i>served how often?</i>)	Approximately 10 times a year	The Worship Team oversees the preparation and clean up for communion.
Community Meals	30-35 avg	Monthly breakfasts, and Wednesday Night Live (weekly)

Confirmation (<i>number confirmed last year</i>)	0	Several years ago, we began having confirmation every other year.
Drama or Dance Program	1	Dance at a Ordination Celebration
Funerals (<i>number last year</i>)	12	
Intergenerational Groups	1	Wednesday Night Live
Outdoor Worship		
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats	1	
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	0	
Worship (time slot: __10:15__)	115	
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes		
Other		

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?	Ministry Setting	Type of Ministry Role	Retired?
Rev. Donald Bernhardt	No		Pastor Emeritus	Yes
Carlos Haskins	No		Lay leader of Sunday School and men's Bible Study	Yes
Rev. Dr. Stephanie Weiner	No		Interim Lead Pastor	No
Rev. Neneng Paniamogan	No		Member	No
Rev. Elmer Paniamogan	No		Member	No

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:

Don Bernhardt and his wife Jean participate in worship and Sunday School on a regular basis. Don is currently serving on the Congregational Care Team, and the Early Childhood Team. He only participates in past functions at the request of the current lead Pastor. The current Interim Pastor, Rev. Dr. Stephanie Weiner, will not participate in church for the year following her service.

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staffperson 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
Custodial	No	2 part ime	Senior Pastor	Varies
Church Secretary	No	full time	Senior Pastor	8 years
Financial Secretary	No	part time	Senior Pastor	3 months
Music Director	No	part time	Senior Pastor	11 years
Paid Musicians/Section leader	No	part time	Director of Music	varies
Program Director	No	part time	Senior Pastor	< year

REFLECTION

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

Bethel seeks a lead pastor to help us navigate our next steps. We hope to find an innovative, entrepreneurial individual that will be a strong leader. This person will have the opportunity to help us rethink our current staffing model and mold our future. We are willing to be flexible and creative in order to grow our church.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving (2017)	\$282,365
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$67,711

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	\$ 0
Grants	\$25,738
Rentals of Church Building	\$ 8,263
Rentals of Church Parsonage	\$0
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$0
Transfers from Special Accounts	\$0
Other (Miscellaneous):	\$4,413
Other (specify):eScrip, and ancillary income	\$1,263
TOTAL	\$389,753

Current annual expenses (dollars budgeted for most recent fiscal year): \$385,470.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **38.2%**

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

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year?

- ☒ 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? **3.75%**

At Bethel UCC, total benevolent giving is calculated on 10% of the pledged giving for any year, OCWM has a starting minimum of \$12,000 with additions made if the overall annual income will support higher numbers. In 2017 OCWM support was 3.75% of total expenditures.

What is the church's current indebtedness?

Total amount of loan debt: **None**

Reason for debt:

Are capital and other payments current? **N/A**

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.

Bethel has no building programs at this time.

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

Year(s)	Purpose	Goal	Result	Impact
2017	Whole church renovation	\$ 548,408	\$548,408	All paid for with member bequests
2017	Partial Roof Repair	\$60,000	\$81,000	New roof. Remainder of the monies went into the property fund.

If a capital campaign is underway or anticipated, describe:

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

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

Renovations were made to maintain and keep the church as an inviting and useable resource for the community.

Does your church have an endowment? **Yes**

What is the market value of the assets? **\$2,604,972 as of 30 September 2018.**

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

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

Last Year (2017): **2.68%**

Five Years Ago (2014): **2.75%**

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

Through June 2018: \$65,796 (2.53%)

Total for 2017: \$67,711 (2.68%)

Total for 2016: \$68,700 (2.76%)

Total for 2015: \$70,325 (2.97%)

Total for 2014: \$65,222 (2.75%)

In 2017 the congregation, recognizing the need to provide coverage for future church expenses, voted to approve a change in the withdrawal procedures on the endowment. Beginning in 2018, the draw on the endowment will be 5% annually, paid out each quarter, calculated on the average endowment value of the previous 12 quarters. Ten percent of that 5% from the endowment goes directly to the property fund to maintain and improve buildings and grounds.

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

As the current draw formula is seen as not allowing the amount withdrawn to exceed the fund's income over multiple quarters, the endowment is expected to last in perpetuity.

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): **Ameriprise Property Fund \$107,980 and Benevolent Fund \$19,000.**

Investments (other than endowment): **None**

Does your church have a parsonage? **No**

Describe all buildings owned by the church:

The church stands on a little less than 9 acres of land on North Green River Road in Evansville, Indiana. The church structures and parking lot cover approximately half of the total property with a large grassy area to the east. The buildings are comprised of a large sanctuary with

capacity for 400 worshipers connected to offices for ministers and administrative staff. On the east end of the complex is a large gym with a basketball court that is used for many church and outside gatherings; including volleyball, pickle ball, and annually for a YMCA summer camp serving elementary age children. In between the two principal church buildings is a multi- purpose room with a full service kitchen. Completing the center of the church structure are several rooms for Sunday school classes and general meetings, a library, a large children's church room, and facilities for a preschool that operated in the church for 28 years but is currently on hiatus, pending a review of future operations. The only free standing church structure is a large garage on the southeast end of the parking lot that is used for storage.

Describe non-owned buildings or space used or rented by the church: **None**

Which spaces are accessible to wheelchairs?

Sanctuary, Fellowship Hall, Multi-purpose room, classrooms, hallways and restrooms (the pulpit and chancel are not wheelchair accessible)

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

Bethel UCC is a church where support for a greater purpose in life, the local community, and people in need are emphasized and acted upon. Mission is not just a word at Bethel. It is a central part of the long-time ministry of the church that is well demonstrated by other elements in this profile. From all sources in the church, Bethel UCC gave funds to 55 individuals and groups in 2017 totaling \$68,503. Beyond those specific numbers were many hours of volunteer effort, both to the church itself but more so to the community in general. Bethel keeps the faith through its aid and support of many causes, both financially and through individual efforts.

Having related the large role of mission and ministry at Bethel UCC, it can also be said that the church is very much aware of the great pressures facing many mainline Protestant churches today, and Bethel is certainly not impervious to those forces. Church membership numbers, attendance, and giving are all a concern at Bethel as they are in many of today's congregations. Bethel is making efforts to offset those issues. It can be truthfully stated that Bethel has maintained its finances in a pragmatic and prudent manner over many decades. Due to the diligence of past ministers and lay leaders, coupled with the generosity of members over many years, Bethel has a considerable endowment that has been a long-time support for church finances. Finance leaders, and the Interim Minister, labored last year to stabilize the church's future finances, by designing, and gaining congregational acceptance, on a procedure to draw money from the fund annually for greater budget needs without appreciably affecting the fund's principle. If the new procedure is maintained going forward, it should give Bethel the time and

support to weather the current broader church circumstances and to move into the future to grow and continue to be a beacon of Christ in the world around us.

To reiterate, at Bethel UCC, financial matters and activities are not seen as just maintaining the church and its activities but also as a way to support the greater good of the community. The extension of the church in supporting the community's needs has been confirmed once again in recent member surveys indicating the congregation's strong backing of that mission. Prayers are being lifted up for a minister to be sent to the church to lead it in support of the mission and ministry described.

3f. 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.

For a period of over twenty years, Bethel had two pastors that served our congregation. Since their retirement, we have struggled to retain a "permanent" settled pastor. We have called several pastors that we hoped would join us in our mission to seek and serve; for various reasons, those pastors left and/or were called to other churches. Our interim pastor has helped us work through some changes and we pray we are ready to grow into our new future.

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

Bethel tried to change from two traditional services to one traditional and one contemporary service. The service times were altered and many members did not like the change. Eventually, the contemporary service was discontinued and one traditional service with a variety of music styles, guest musicians, speakers, and occasional digital resources would describe our current services.

Ministerial History

Staff member's name	Years of service	UCC Standing (Y/N)
Reverend Raygan Baker (Associate)	3	Y
Reverend Joseph Schulte	4	Y
Reverend Robert Melhorne	<1	Y
Reverend Michael Erwin (Associate)	4	Y
Reverend Dr. Joseph Fraccarro	22	Y
Reverend Donald Bernhardt (co-pastor)	21	Y

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

In the past 10 years, we have been in a state of change and growth. Like any living organism, growth includes movement, metamorphosis and sometimes pain.

The last two senior pastors that were called to Bethel were thought to be “seasoned, mature” leaders. We thought this type individual would be the best fit for Bethel. While it was in some ways beneficial to have an experienced pastor, we discovered that a young, passionate pastor can also be advantageous. Reverend Baker was an Associate Pastor that served as Senior Pastor until our current Interim was called. He moved from a position of “Director of Youth and Young Adults” to Acting Senior Pastor when Pastor Schulte left. He grew into the position and was a blessing in many ways. We learned from this that we should be open to all candidates that might be called to serve God with us.

With transition, we question, pray and continue to move forward seeking to do God's will. One of our strengths is banding together and moving programs forward because of our core foundations and caring congregation. Our goal is stabilization with consistent leadership for several years so the next decade will be one of unfailing service in seeking God's will and serving all God's children.

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

Y/N/Ask us

Yes. Please ask us.

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us **No**

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

Y/N/Ask us **No**

4. WHO IS OUR NEIGHBOR?

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

4a. COMMUNITY VISION

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

Bethel is a very service oriented church. This past year, we supported our youth when they participated in the CROP Walk and their yearly Appalachian Service Project mission trip as well as Thanksgiving Food Baskets. For more than ten years, members of our church, along with adults and youth from the community have gone to the Appalachian mountains to make homes warmer, safer and drier. The church also helped sponsor a veteran’s home that recently opened to assist homeless veterans and provide case management. We are committed to actively being available with volunteers and support to Stockwell Elementary School for many of their needs and activities. Some of our adult groups identify specific causes they have passions for and support them, such as blankets for Riley Children’s Hospital. The Missions Board also decided to have a monthly emphasis on current concerns for the community. Habitat for Humanity, the Helping Hand Fund, and United Caring Services continue to receive support from Bethel. The church recently built and supplied 2 “Little Free Libraries” for community use. The Engaging Young Adults had a free community service project last fall. Bethel hosts classes for English as a second language as well as recent Relay for Life events. During the summer school break, the YMCA uses our building to house a day care program for school age children.

Globally, Bethel supports a village through the Heifer Project. Each month, proceeds from our Second Sunday Celebration support this endeavor. Bethel has supported the Watoto Children’s Choir and we also support Our Church’s Wider Mission, One Great Hour of Sharing, Strengthen the Church, the Christmas Fund, and Neighbors In Need.

Transformational engagement for our church continues each time we host our monthly free Saturday breakfast. Encouraging our youth to engage in Merom retreats or even attending local retreats with other youth programs keeps God active in their lives and the focus on that relationship with God and others in the church. Lively round-table discussions keep ideas and

information current and create opportunities to build relationships within the church and throughout the community by inviting speakers, family members, and peers to participate.

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

Bethel's members participate in our local association/conference and attend yearly 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"/> Global Mission Church |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Economic Justice | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> None |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | |
| <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?

Bethel is discussing becoming an ONA congregation. Currently, we are "Open and Accepting".

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

Many members of Bethel are active in a variety of UCC and interfaith activities in our community. Bethel members have participated in prayer gatherings regarding immigrant family separation. We have also been present at interfaith prayer services at the Four Freedoms Monument located in downtown Evansville.

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.

Bethel has a good balance of ministries for its members, the community and beyond.

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?

We would expect that the majority of our new pastor's time be allocated toward leading worship and meeting the needs of its members. Part of the time will be reflected in community work and mission work alongside our members.

4b. MISSION InSite

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

- **Based on a 2 mile radius, Bethel's "neighborhood" has:**
 - **A population of 22,425 with substantial growth at nearly twice rate. 1.5% vs. the National Average of .8%**
 - **A mainly white population at 86% vs. the National Average of 62%.**
 - **Hispanic population is low at 1.4% vs. the National Average of 17.3%.**
 - **Blacks population is also low at 6% vs. the National Average of 12%.**
 - **Nearly 1/3 of its population is over the age of 55. This is 5% higher than the National Average.**
 - **In addition, 36% live alone. 30% never married and 8% are single parents.**
 - **48% are married but of those, only 15% have children.**
 - **40% rent which is greater than the National Average of 32%.**
 - **High School graduates are higher at 93% vs. the National Average of 87%.**
 - **Household income is 32% lower than the National Average.**
 - **While income is lower, the percentage of people living below poverty is 9% vs. the National Average of 15%.**
- **Based on data, our neighborhood is rapidly growing with a white population over 55, both married and single but few having children. Most work, live above poverty and rent.**
- **Possibly there is an opportunity to provide a quiet, "park like" setting (minus a playground) for those who rent?**

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

We represent the neighborhood well. The demographics show that the age and ethnicity of our congregation matches the area around us.

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

Our worship services reflect the preferred style of its members.

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

Bethel has a beautiful building, large campus, and our facility is well maintained. Bethel continues to be instrumental in Habitat for Humanity. United Caring Services continues to expand their services with the help of a grant with which Bethel matched some funds. Mr. G (a local philanthropist) continues to offer us the joy of giving a matching grant to whatever missions we decide.

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

From a church survey, comments were made that Bethel is fit and friendly, welcome and warm. Bethel is open, yet traditional.

5. REFERENCES

Letters from references are attached at the end of this document.

REFERENCE 1

Mrs. Kendra Schmidt

Former Youth and Young Adult Advisor

(217) 840.7651

kendraschmidt6@gmail.com

REFERENCE 2

Ms. Tijuanna Tolliver
Principal Stockwell Elementary School
2501 N. Stockwell Rd
Evansville, IN 47715
(812) 477.5345
tijuanna.tolliver@evsck12.com

REFERENCE 3

Lewis Plane
Long-time Visitor
100 NW First St, Unit 501
Evansville, IN 47708
(812) 476.1477

6. CLOSING THOUGHTS

Gracious and loving God,

Please guide us in your will and give us patience as we seek our new pastor. Please help us to be open and willing to hear your voice and do what is best for your church. We know you have already selected the perfect individual for our church. We pray that person will feel our prayers and allow the spirit to lead them to us.

We thank you for all of your blessings and ask that you continue to bless our community, our nation, our world, and us.

**In your Son's Holy name we pray,
Amen**

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 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? **A Search Committee is responsible for the contents of this profile.**
2. Additional comments for interpreting the profile:

Signed: Leesa Scales

Chair of the Bethel United Church of Christ Search Committee
November 17, 2018

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: Yes

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

Staff Comment: Yes

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

Staff Comment: Yes

My signature below attests to the above three items.

Signature: Monica J Ouellette

Name / Title: Associate Conference Minister for Search, Call & Congregational
Transitions

Email: m.ouellette@ikcucc.org

Phone: 814-571-6542

Date: November 29, 2018

UNITED CHURCH OF CHRIST
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC
YEARBOOKS



Church#: 180580

Assoc: 224

Schedule: 0

Bethel United Church of Christ

Evansville

IN

47715

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2007	757	250	123	2	0	26	16	59	-47
2008	599	230	167	8	1	2	32	137	-158
2009	591	184	165	3	0	8	19	0	-8
2010	568	174	160	10	0	7	40	0	-23
2011	546	180	80	1	5	0	28	0	-22
2012	528	112	65	0	3	0	29	0	-26
2013	527	139	62	4	6	1	12	0	-1
2014	521	145	33	6	3	0	15	0	-6
2015	499	132	31	0	0	0	22	0	-22
2016	502	107	43	4	0	12	13	0	3
2017	450	115	52	0	0	5	57	0	-52

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2007	\$429,026	\$0	\$29,000	\$25,584	\$54,584	\$66,157	\$120,741	6.76	\$549,767	\$365,730
2008	\$446,698	\$0	\$29,136	\$26,016	\$55,152	\$55,000	\$110,152	6.52	\$556,850	\$384,851
2009	\$419,772	\$0	\$29,290	\$17,701	\$46,991	\$57,312	\$104,303	6.98	\$524,075	\$348,267
2010	\$362,010	\$0	\$24,900	\$12,449	\$37,349	\$16,177	\$53,526	6.88	\$415,536	\$344,672
2011	\$284,181	\$0	\$24,420	\$15,150	\$39,570	\$69,901	\$109,471	8.59	\$393,652	\$307,068
2012	\$321,761	\$0	\$23,701	\$19,706	\$43,407	\$35,537	\$78,944	7.37	\$400,705	\$288,249
2013	\$354,660	\$0	\$24,546	\$8,735	\$33,281	\$44,545	\$77,826	6.92	\$432,486	\$272,018
2014	\$311,405	\$0	\$15,656	\$21,688	\$37,344	\$20,468	\$57,812	5.03	\$369,217	\$273,187
2015	\$342,312	\$0	\$15,556	\$3,288	\$18,844	\$25,256	\$44,100	4.54	\$386,412	\$273,112
2016	\$376,313	\$0	\$15,556	\$3,271	\$18,827	\$38,318	\$57,145	4.13	\$433,458	\$234,322
2017	\$343,004	\$608,480	\$12,863	\$7,615	\$20,478	\$48,025	\$68,503	3.75	\$411,507	\$282,365

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2012-2017	-14.77	2.68	-20.00	66.67	96.55	6.60	-52.82	2.70
2007-2017	-40.55	-54.00	-57.72	-82.14	-24.00	-20.05	-62.48	-25.15

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

Bethel United Church of Christ
3029 N. Green River Road
Evansville, Indiana 47715

I have been asked to serve as a reference to provide information for prospective pastors. My written comments follow in this letter, and I will also be willing to answer any questions by phone. My contact information follows:

Lewis Plane
100 NW First Street, Unit 501
Evansville, Indiana 47708
812-476-1477

I am not a member of Bethel, but am an active member of a Methodist church. My wife is a member of Bethel and we participate together in non-Sunday morning activities of each of our churches. This gives me a close look at Bethel, but from an outsider's view.

Bethel is an open and welcoming church and members are eager to include visitors and neighbors in their programs. They reach out to neighbors living close, but much of their neighborhood is commercial, except for several apartment complexes. Bethel has been strong in organizing and supporting an inner city program for the homeless, and in its history was the initiator of the development of a nursing home. Bethel has a strong history of working in the community to alleviate suffering.

The church has an outstanding facility including Sunday School rooms, parlors, a gym, and a sanctuary that is beautiful and inspires a worshipful attitude. The facility is well cared for, having had recent extensive renovation.

There are many adult fellowship opportunities including dining groups, bible study, and adult Sunday School classes. There are youth programs including a summer mission trip, but the children's and youth programs are probably not as strong as the congregation would like.

While the congregation is open and welcoming, I sense that the members are discouraged about its current growth or lack of growth. This may be typical of all main-line churches at the current time. Until the latest interim pastor, Bethel has not had strong pastoral leadership and this has affected the attitudes of members.

I have recently participated in a Wednesday evening bible study and found the fellowship and learning to be very positive. This has been an extremely difficult letter to write, and I hope that it is accurate and that I have not offended anyone.



Lewis Plane

Tijuanna Tolliver/ Principal – Stockwell Elementary School

812-477-5345 tijuanna.tolliver@evsck12.com

I oversee the partnership between Bethel Church and Stockwell Elementary School

The church has assisted us with school supplies, uniforms, gift cards, etc. for the past several years. They also volunteer for different events at our school. They are very supportive and can often be found volunteering at our Moms n' Muffins, Grandparents Day, Dads n' Donuts, Movie Night and other family engagement activities.

Answer to reference questions by Ms. Kendra Schmidt:

Describe some areas of strengths in Bethel's ministry.

Bethel is a church with many strengths. There are people who are very committed and caring and are willing be the backbone of the church. There is a love for Christ and a willingness to help bring others to Christ. Bethel is a church that has deep history of serving others through outreach and missions. It is a church with a lot of history and traditions. Bethel has an amazing church campus and a great location and has been blessed with financial resources. It has all the right ingredients to be a pillar of the community.

Describe some areas of weakness of Bethel's ministry.

Bethel is an aging congregation and has struggled to draw in new and younger families and keep them there. Bethel has struggled with holding on to the past too much...the old adage "the way it has always been done!" Society has changed dramatically, even in the last 10-15 years, we can't expect to keep doing ministry the way we have always done it and be able to reach a new generation. We have struggled in getting the right pastors and youth ministers and all the turnover has left brokenness in the church. When we have found new pastors and youth ministers we have had council/church members/people in leadership positions micro manage the ministries they were trying to create and hindered them. Instead of being trusted and allowed to let God work through them and do the work they were called to do, they often had to fight constant battles just to make minor changes to a program and over time the minister loses energy to try new things. I think traditions are very important, but Bethel needs to find a better balance in keeping important traditions and being willing to let go and move forward and make new traditions. Getting new members through the door is half the battle; the harder part is keeping them. And I think Bethel needs to find a better way of connecting with people and truly being more relational. That's what most people seeking to be part of a church are looking for...a way to become connected and feel included almost immediately.

Significant Experience

Well, honestly, it is hard for me to describe just one experience. Bethel is the church that my children call home, even though we don't attend regularly anymore and will always be near and dear to my heart, as well. When I started working at Bethel, there was less than 15 children and youth attending on a weekly basis. At the peak of my ministry, there were 30 children coming on Wednesday nights, and 20 plus middle and high school students attending a weekly youth group and lots of extras that were peripheral and attended a lot of events. We also had small groups going for adults on Wednesday nights. I think what made all of this a success, was finding a place for everyone, and making it easy on families to plug in. We provided a meal and child care. It was exciting and energizing to see people wanting to come and be a part of it all and seeking to grow in their own faith and relationship. We worked hard to span the gap of young and old. I think the key to Bethel's future is having a strong leader with a strong faith that is a relational minister. There are many things that divide us in this world today...I started to list them, but there are too many and that list my stomach ache. There is one thing that can trump all that at church...God and our belief in his son, Jesus Christ. Bethel doesn't need any other labels other than Christian...everything else is included. We just have to figure out how to better meet the needs of our community by creating programs that speak to those needs. Sometimes by focusing outward on others, we actually meet our own needs better as well. People are broken, weird, quirky, difficult, etc, but everyone has a story that makes them who they are, when we take the time to know their story, then it is much easier to love them and have compassion for each other, despite our flaws and imperfections. Bethel is a church I have always said, "has the power to move mountains, we just need all the pieces in the right place!" I think it is an exciting time to join ministry at Bethel and move it in the direction Christ has been calling it for years! I think Bethel has learned from some of its past mistakes and is ready to grow!

Answers from Kendra Schmidt

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

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

UNITED CHURCH
OF CHRIST

