

## 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**

**Larchwood United Church of Christ  
935 Edwards  
Larchwood, IA 51241**

**Pastor – Full Time**

**The Northwest Association of the Iowa Conference**

July 22, 2021

**LOCAL CHURCH PROFILE CONTENTS**

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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.

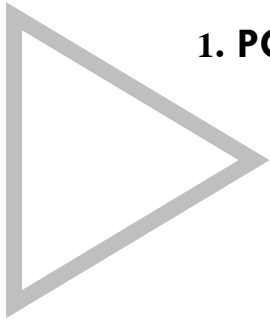
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. 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.



## 1. POSITION POSTING

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

### 1a. LISTING INFORMATION

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Church name: **Larchwood United Church of Christ**  
Street address: **935 Edwards Street, Larchwood, Iowa**  
Supplemental web links: **<http://larchwooducc.org>**

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*): **None**

Conference: **Iowa Conference**

Association: **Northwest Iowa Association**

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

**Rev. Samantha Houser**

**Associate Conference Minister of the Tri-Conference Ministries**

**Phone: 605-301-0418**

**Email: [samantha@ucctcm.org](mailto:samantha@ucctcm.org)**

Summary Ministry Description:

**Our goal is to be the community church where everyone is welcome, no matter where they are on their faith journey. Welcoming the diversity of beliefs and maintaining that open door is a high priority. With that commitment, we strive to be accepting and willing to have conversations about our differences, and to know there will never be a final conclusion our journey because we will be ever-evolving.**

Photographs:



What we value about living in our area:

**Larchwood is a small community right next door to Sioux Falls, SD combining the charm of small-town living with easy access to city resources. People in Larchwood are invested in each other and help out whenever needed. We wish good upon our fellow citizens and appreciate them. With a strong school system and an active community, this is a great place for all generations.**

Current size of membership: **117**

Languages used in ministry (*other than English*): **none**

Position Title: **Pastor, Full-time**

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**

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- 1. Worship Planning and Preparation**
  - a. Scripture selection and study**
  - b. Crafting liturgy and the weekly bulletin**
  - c. Sermon preparation and delivery**
  - d. Planning music**
  - e. Finding readers**
  - f. Working with volunteers to live-stream worship services**
- 2. Pastoral care in collaboration with lay people**
  - a. Contact sick, elderly or grieving as needed**
  - b. Work with lay visitation team to keep in touch with members**
  - c. Provide resources to lay person visitation committee**
  - d. Counseling as needed**
- 3. Involvement in the community**
  - a. Help to create a larger awareness of our church**
  - b. Work with lay members to accomplish this**
- 4. Weddings, funerals, baptisms**
- 5. Education**
  - a. Confirmation**
  - b. Assist but not lead**
    - i. Youth Groups**
    - ii. Sunday School**
    - iii. Vacation Bible School**
    - iv. Adult Bible Study**
- 6. Communications**
  - a. Prepare a monthly article for the church newsletter**
  - b. Provide advice and direction when necessary for social media**
  - c. (Church administrative staff creates and distributes the newsletter, copies bulletins, and handles incoming email and phone calls**
- 7. Church, community, Association and Conference meetings as time allows**
- 8. Practicing self-care and life balance**

Core Competencies:

- **Teaching**
  - **A strong message that motivates**
  - **A way to grow our personal faith**
- **Collaborative**
  - **Works well with others**
  - **Encourages members to be active**
  - **Flexible and willing to change**
- **Invested**
  - **In youth programming**
  - **In community**
  - **In family**

### 1c. COMPENSATION AND SUPPORT

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Salary Basis: **Per Iowa Conference guidelines**

Benefits: **Per Iowa Conference Guidelines**

What is the expected living situation for your next minister: **Parsonage in Larchwood.**

Comment on the residential/commuting expectations for your next minister. **The pastor's residence is near the church, so there will be no commuting expectations to the church. However, there are nursing homes within thirty minutes. In addition, Sioux Falls has two major hospitals within a 30 minute drive.**

State any incentives: **We will negotiate a seminary debt reduction of up to \$3,000 after 3 years of service in this church.**

Describe peer and professional supports available for ministers in your association/conference: **NW Iowa Association Committee on Ministry. NW Iowa Association Cluster Meetings. Sioux Falls (SD) Area Clergy Group. There is a local ministerial group, shared resources from the Tri-Conference Ministries, as well as the Iowa Conference.**

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

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

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

- **Expand outreach to the community. The ministry outside these walls.**
- **Create new opportunities to share the ministry of this church**
- **Attract and retain membership to share this ministry**
- **Help our members better connect with each other about their faith**

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

- **The encourage us to continue to be a welcome and friendly community.**
- **To challenge us to be the owners of our church and invested in the success of our congregation. And then to help us grow that sense of ownership**

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.

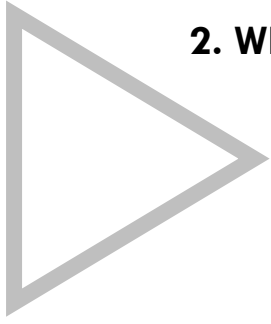
**Bringing life to sacred stories and traditions in worship, proclamation, and witness. This means we want to hear a good message during worship that relates to our world, brings an understanding of the scripture and brings our Christianity to relevance today.**

**Leading faith formation effectively across generations. Building good relationships of trust and acceptance, while learning to grow our personal faith and be willing to have difficult conversations with each other.**

**Practicing self-care and life balance and teaching about self-care and life balance to provide hope and healing.**

**Engaging in mission and outreach. We want to be present in our community as a service focused congregation, but also want to give opportunities to members and/or non-members to learn about themselves by going on a mission trip.**





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

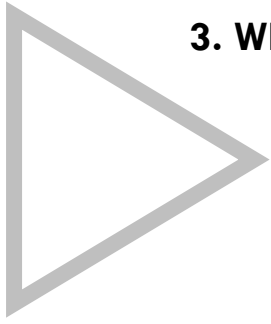
“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

- **An example of the pure love of God – no judgement.**
- **A place where people can explore their faith and their journey not only on their own, but in the loving company of all of us.**
- **A place of that is inviting and inclusive, embracing differences.**

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

- **Getting younger families engaged and involved. Changed the times for Sunday School and changing the worship service.**
- **Finding an energy in the congregation that hasn't been there for a while. The challenge is keeping that going.**
- **Food Pantry**
- **Be the community church, open to all. Kids are welcomed from any church to attend youth activities**



### 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

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Describe your congregation’s life of faith.

- **God is a loving God. There is no specific gender identification of God.**
- **Having Jesus Christ as an active part in everyone’s life.**
- **Gathered together we can sense the present of the Spirit.**
- **We can feel the Spirit in small group relationships**
- **We can feel the Spirit in music.**
- **We can feel the Spirit when something has happened and we all gather.**
- **We know the church support is with us, even when we are struggling.**

Describe several strengths or positive qualities of your congregation.

- **This is a younger congregation**
- **We have a nice number of kids in high school and junior high**
- **Strong lay leadership**
- **There is a loyalty to the membership that runs deep**
- **There is a strong family atmosphere here – it’s welcoming**
- **The membership understands they have ownership in this church**
- **This congregation has renewed energy and high potential in the community.**

Describe what worship is like when your congregation gathers.

**The Larchwood UCC has a sense of family that unites us in celebration and helps us grow in faith. It is based around making it a meaningful worship experience by using our members within the service. The congregation goes outdoors twice a year. We like to use words like concise, relative and engaging to describe our worship.**

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

**We value learning from ages three through life, looking at faith formation as life-long learning. With that, we want to help all our members of all ages to grow in their faith. It is our vision to build up an adult focused study group to have discussions. This is not a bible study where they would be taught what the bible tells them, but rather a time for everyone present to reflect on and explore their personal faith.**

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?*

When it comes to decision-making, how many hours are spent in meetings per month?  
**Two to three hours per month for the governing committee. Others meet for a couple hours quarterly.**

1. Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
  - a. **When our previous pastor left, we did not have a transition plan. The members responded by creating a plan that allowed us to implement lay leadership. Changes in worship were made, attendance increased, and a new energy was evident within congregation.**
2. 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**

### 3b. 11-YEAR REPORT

Church#: 221380

Assoc: 272                      Schedule: 0      United Church of Christ                      Larchwood                      IA      51241

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2008	154	80	40	1	1	6	3	4	1
2009	152	78	43	0	2	1	5	0	-2
2010	152	68	35	0	0	2	2	0	0
2011	158	82	47	4	0	8	6	0	6
2012	160	75	61	0	0	4	2	0	2
2013	161	82	55	0	0	2	1	0	1
2014	167	90	68	6	0	3	3	0	6
2015	165	78	60	4	0	0	6	0	-2
2016	162	72	47	0	0	0	3	0	-3
2017	166	71	73	4	0	2	2	0	4
2018	117	68	72	7	0	1	4	53	-49

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
2008	\$93,711	\$0	\$1,125	\$293	\$1,418	\$8,377	\$9,795	1.20	\$103,506	\$72,582
2009	\$80,415	\$0	\$1,445	\$931	\$2,376	\$7,014	\$9,390	1.80	\$89,805	\$75,544
2010	\$78,278	\$0	\$1,520	\$1,552	\$3,072	\$10,124	\$13,196	1.94	\$91,474	\$67,702
2011	\$89,900	\$0	\$1,250	\$950	\$2,200	\$9,948	\$12,148	1.39	\$102,048	\$70,480
2012	\$86,233	\$0	\$0	\$0	\$0	\$12,770	\$12,770	0.00	\$99,003	\$72,714
2013	\$91,709	\$0	\$2,840	\$3,953	\$6,793	\$27,067	\$33,860	3.10	\$125,569	\$75,271
2014	\$88,187	\$0	\$1,320	\$734	\$2,054	\$31,771	\$33,825	1.50	\$122,012	\$101,806
2015	\$132,169	\$0	\$1,300	\$1,643	\$2,943	\$0	\$2,943	0.98	\$135,112	\$90,099
2016	\$88,045	\$11,750	\$885	\$1,064	\$1,949	\$29,927	\$31,876	1.01	\$131,671	\$106,702
2017	\$92,978	\$0	\$1,445	\$2,559	\$4,004	\$0	\$4,004	1.55	\$96,982	\$95,423
2018	\$120,992	\$0	\$0	\$1,678	\$1,678	\$27,456	\$29,134	0.00	\$150,126	\$94,081

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2013-2018	-27.33	-17.07	30.91	300.00	5600.00	31.93	-75.30	19.56
2008-2018	-24.03	-15.00	80.00	0.00	714.29	29.11	18.34	45.04

### 3c. CONGREGATIONAL DEMOGRAPHICS

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Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	<b>89</b>	<b>No</b>
Number of active non-members:	<b>7</b>	<b>Yes</b>
Total of church participants (sum of the numbers above):	<b>96</b>	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	<b>58%</b>	<b>No</b>
Less than 10, more than 5 years:	<b>26%</b>	<b>No</b>
Less than 5 years:	<b>16%</b>	<b>No</b>

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>
<b>20</b>	<b>25</b>	<b>7</b>	<b>4</b>	<b>25</b>	<b>16</b>	<b>12</b>	<b>20</b>	<b>2</b>	<b>No</b>

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	<b>10%</b>	<b>No</b>
Households with minors:	<b>31%</b>	<b>No</b>
Single adults age 35-65:	<b>10 %</b>	<b>No</b>
Joint households with no minors:	<b>28%</b>	<b>No</b>
Single adults over 65:	<b>19%</b>	<b>No</b>

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	<b>49%</b>	<b>Yes</b>
College:	<b>43%</b>	<b>Yes</b>
Graduate School:	<b>5%</b>	<b>Yes</b>
Specialty Training:	<b>4%</b>	<b>Yes</b>
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	<b>63%</b>	<b>No</b>
Adults who are retired:	<b>35%</b>	<b>No</b>
Adults who are not fully employed:	<b>2%</b>	<b>No</b>

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

**Health Care                      Agriculture                      Finance**  
**Non-Profit                      Professional                      Education**

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?

**This is a mono-cultural congregation.**

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)?

**We have had casual conversations about diversity and what it means to welcome everyone. Nothing formal has ever been proposed.**

### 3d. PARTICIPATION AND STAFFING

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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	<b>TBD</b>	<b>Various Lay Leaders and Pastor</b>
Baptisms ( <i>number last year</i> )	<b>1 or 2</b>	<b>Pastor</b>
Children's Groups or Classes	<b>12</b>	<b>Christian Ed Committee &amp; Lay Leadership</b>
Christmas Eve and Easter Worship	<b>120 each</b>	<b>Pastor</b>
Church-wide Meals	<b>70 per time</b>	<b>Lay Leadership</b>
Choirs and Music Groups	<b>12</b>	<b>Lay Leadership</b>
Church-based Bible Study	<b>N/A</b>	
Communion ( <i>served how often?</i> )	<b>65</b>	<b>Monthly</b>
Community Meals	<b>N/A</b>	
Confirmation ( <i>number confirmed last year</i> )	<b>0</b>	<b>Pastor &amp; Christian Education</b>
Drama or Dance Program	<b>N/A</b>	
Funerals ( <i>number last year</i> )	<b>5</b>	<b>Pastor or Lay Leadership</b>
Intergenerational Groups	<b>N/A</b>	
Outdoor Worship	<b>2</b>	<b>Pastor or Lay Leadership</b>
Prayer or Meditation Groups	<b>N/A</b>	
Public Advocacy Work	<b>N/A</b>	
Retreats	<b>N/A</b>	

Theology or Bible Programs in the Community	N/A	
Weddings ( <i>number last year</i> )	1	
Worship (time slot: <b>9:30 AM</b> )	60	<b>Right now Lay Leadership</b>
Worship (time slot: _____)		<b>(be open to Wednesdays)</b>
Young Adult Groups or Classes	N/A	
Youth Groups or Classes	20	<b>This involves two youth groups. Planned by Lay Leadership</b>
Other		

Additional comments:

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)
<b>NONE</b>				

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: **N/A**

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
<b>Full-Time Pastor</b>		<b>Full Time</b>	<b>Church Council</b>	<b>N/A</b>
<b>Administrator</b>		<b>Part Time</b>	<b>Church Council</b>	<b>1 year</b>



## REFLECTION

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

**As a church, we are a community that is engaged with a wide range of ages. We want to be a community church, but we realize we need to be actually being that church and not trying to be like another church. Within this congregation is a wide variety of ages and vocations. Our ministry must be focused on these people and their personal faith education and faith formation.**

### 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	<b>\$73,618.12</b>
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	<b>\$0.00</b>
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	<b>\$0.00</b>
Fundraising Events	<b>\$8,539.00</b>
Gifts Designated for a Specific Purpose	<b>\$0.00</b>
Grants	<b>\$0.00</b>
Rentals of Church Building	<b>\$0.00</b>
Rentals of Church Parsonage	<b>\$0.00</b>
Support from Related Organizations ( <i>e.g. Women's Group</i> )	<b>\$0.00</b>
Transfers from Special Accounts	<b>\$0.00</b>
Other (specify): Interest	<b>\$407.12</b>
Other (specify):	<b>\$0.00</b>
<b>TOTAL</b>	<b>\$82,564.24</b>

Current annual expenses (dollars budgeted for most recent fiscal year): **\$ 68,442.00**

*Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation,*

	<b>Budget 2020</b>	<b>Actual 2020</b>	<b>Budget 2021</b>
<b>Income</b>			
Interest	\$200.00	\$407.12	\$200.00
Offerings & Pledges	\$95,000.00	\$73,618.12	\$95,500.00
Other Income	\$1,000.00	\$8,539.00	\$1,000.00
<b>Total Income</b>	<b>\$96,200.00</b>	<b>\$82,564.24</b>	<b>\$96,700.00</b>
<b>Expense</b>			
<b>PASTORAL CARE</b>	<b>\$76,500.00</b>	<b>\$11,791.06</b>	<b>\$74,848.00</b>
<b>PHYSICAL PROPERTY</b>			
Insurance	\$4,000.00	\$2,732.00	\$3,000.00
Maintenance & Repair	\$1,000.00	\$17,852.43	\$1,000.00
Propane	\$2,500.00	\$2,459.35	\$2,500.00
Utilities	\$2,500.00	\$2,232.97	\$2,500.00
<b>Total PHYSICAL PROPERTY</b>	<b>\$10,000.00</b>	<b>\$25,276.75</b>	<b>\$9,000.00</b>
<b>PROGRAMMING</b>			
Association Dues	\$300.00	\$360.00	\$300.00
Cell Phone	\$575.00	\$120.00	\$575.00
Meeting Costs	\$200.00	\$25.00	\$200.00
Mileage	\$2,400.00	\$0.00	\$1,000.00
Miscellaneous Costs	\$500.00	\$2,308.90	\$500.00
Office Equipment	\$1,800.00	\$1,522.31	\$1,800.00
Office Supplies	\$800.00	\$679.51	\$800.00
<b>Total PROGRAMMING</b>	<b>\$6,575.00</b>	<b>\$5,015.72</b>	<b>\$5,175.00</b>
<b>WORSHIP &amp; SERVICE</b>			
Supply Pastor	\$800.00	\$9,225.00	\$1,200.00
Fellowship Supplies	\$1,000.00	\$117.68	\$500.00
Independent Contractor	\$3,000.00	\$890.50	\$3,300.00
Music	\$250.00	\$0.00	\$0.00
Sunday School/Bible School	\$1,000.00	\$852.16	\$1,000.00
Worship Supplies	\$750.00	\$632.28	\$750.00
<b>Total WORSHIP &amp; SERVICE</b>	<b>\$6,800.00</b>	<b>\$11,717.62</b>	<b>\$6,750.00</b>
<b>Total Expense</b>	<b>\$99,875.00</b>	<b>\$53,801.15</b>	<b>\$95,733.00</b>
<b>Net Income</b>	<b>-\$3,675.00</b>	<b>\$28,763.09</b>	<b>\$927.00</b>

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **78%**

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? **Individuals give on their own. The church gathers these offerings and writes a check. OCWM is not a budget item.**

What is the church's current indebtedness? **None**

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: **N/A**

If a capital campaign is underway or anticipated, describe: **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**

**The Larchwood UCC has three small CD's. The interest from two of them (\$5,000 & \$6,000) goes to general expenses. The interest from one (\$10,000) is designated for youth programming.**

What is the market value of the assets? **\$21,000.00**  
**\$5,000, \$6,000, and \$10,000**

Other Assets

Reserves (savings): **\$36,911**

Investments (other than endowment): **(see above on CDs)**

Does your church have a parsonage? **Yes**

Fair market rental value of the parsonage: **\$225,800**

How is the parsonage used? **Pastor's residence**

Street / City / State / Zip: **301 Park Drive, Larchwood, IA 51241**

Finished square footage: **2,000**

Number of Bedrooms, Number of Bathrooms: **2 Bedrooms, 2 Bathrooms on main floor. 2 Bedrooms, half-bath in lower level.**

Assessed real estate value: **N/A**

Available for minister residence: **Yes**

Expected minister residence: **Yes**

Condition of structure, systems and appliances: **House is in really good shape. Just remodeled. Double garage and spacious lot. Newer appliances. Main floor washer and dryer**

Entity in the church responsible for review and needed repairs: **Church council.**

Describe all buildings owned by the church: **The church owns the church building and the parsonage. The church is a brick building with seating in the sanctuary for 120 people. There is a fellowship hall that will also hold 120 people. Sunday School rooms are all on a lower level.**

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

Which spaces are accessible to wheelchairs? **The main floor of the church. The parsonage, at this time, is not fully accessible.**

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

**When there is a need, people will write checks. This includes repairs and additions to assets. Also, when we have a specific ministry, whether it be feeding people or doing local mission work, the giving will come in. But we need to work on getting to a regular giving to support the larger mission of the church versus the weekly/monthly organization.**

### 3f. HISTORICAL INFORMATION

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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.

- **Becoming more of a service orientated congregation, doing mission work close to home as well as sending a team on a mission trip in the Midwest, at least 5 or 6 hours from home.**
- **Losing significant members recently in this church, prior to our last pastor moving on to a new position out of state.**
- **Financial struggles, as is common in most churches. We have been able to overcome this.**
- **The most significant event was dealing with the “split” in the current congregation with our last pastor being resistant to change while the leadership of the church wanted to explore ways to attract young families and grow the membership.**

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

**Changing the worship service order and changing Sunday School time. The Sunday School kids leave church after their children’s time and go to their class. When church is over, the kids are just finishing up. It was a struggle with the pastor who has since left to implement this change, but it did happen when this pastor was still here. And it’s working well**

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.

**Overall, our congregation has not had an effective system for dealing with conflict. Pastoral Relations committee was a one-way street so we didn’t get to deal through conflict. That in itself was a conflict. And there were no grievance procedures or policies in place.**

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

Staff member's name	Years of service	UCC Standing (Y/N)
Ron Peterson	1990-1991	Yes
Christopher Grundy	1992-1996	Yes
James Buffington	1997-1999	Yes
Duane Rhoadarmer	2000-2002	Yes
Kelly Volk	2004-2019	Yes

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

**We have learned that we don't want a pastor to completely take over, but we want to work with the pastor (as a leader). That means we also don't want to dictate the work of the pastor, and want to keep the members engaged in as many ways as possible in worship and in the function and ministry of our church. That would involve clearly defined and honored roles for the minister and the leadership/committees, etc.**

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

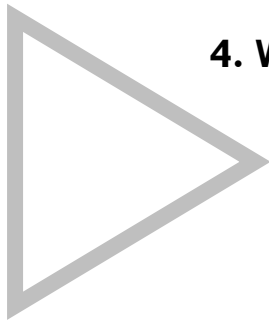
**Yes – Ron Peterson was asked to leave because of anger issues affecting his marriage and the membership of the church.**

**Yes – Duane Rhoadarmer was asked to leave because of personal issues that were seeping into his professional life and were causing chaos in the church.**

**We are willing to talk openly about both these pastors in person.**

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**

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

**We strive to seek out opportunities in our local community and beyond the local area to bring our love and show our understanding and compassion for others. We participate outside the walls of our church with**

- **The Larchwood Community Food Pantry – we host it in our building and staff with church members.**
- **The Angel Tree – a project for our congregation that allows us to adopt two or three local families in need and provide Christmas presents for all family members.**
- **Local mission work – our church spends one or two days a year doing work for local elderly residents. This involves cleaning up around the outside of houses, washing windows, and helping with small repairs.**
- **Mission trips – the congregation sends out adults and youth once a year (in the summer) to do work in other parts of the Midwest. Over the past nine years, we’ve taken 4 days and gone to Blue Springs Terrace in Blue Springs, Missouri. It’s a neighborhood dedicated to providing affordable housing to retired church workers, including pastors and others. Our part was providing maintenance work for the neighborhood.**
- **For the first time, this past summer we hosted a movie night on a summer weekend and showed a movie outdoors at the church and invited the community. There was no charge to attend and it brought in a good crowd.**
- **We are always open to providing our building for community weddings and funerals.**



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

**A lay member of this congregation has served and is serving on the Iowa Conference Board of Directors and the Northwest Association Committee on Ministry. The church has had delegates attend Northwest Association Annual Meetings as well as the Iowa Conference Annual Meetings. The last pastor served on Association Committees.**

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"/> Just Peace                            |
| <input type="checkbox"/> Creation Justice                  | <input type="checkbox"/> Global Mission Church                 |
| <input type="checkbox"/> Economic Justice                  | <input 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 checked="" 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? **Yes**

Describe your congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional). **This church is the home of the Larchwood community food pantry, a feeding ministry. Area churches participate in gathering food supplies and raising money to support this cause. This church as also hosted community worship services during Thanksgiving and Lent. It has participated in a "minister swap" during Lent. This church also participates with several other area churches in providing worship for a local nursing home in a neighboring community.**

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. **No specific mission statement.**

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? **This church is very encouraging of its pastor to be involved in the community and in the wider church. This is a big part of who we want to be, so it is expected that the pastor will be active in these roles.**

## 4b. MISSION InSite

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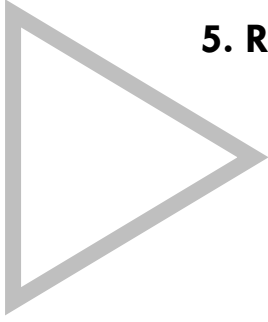
Comment on your congregation's MissionInsite report with data for your neighborhood(s) or area. What trends and opportunities are shown? **No MissionInsite report. The local community is a bedroom community located less than 15 minutes from Sioux Falls, South Dakota – population 192,000. Larchwood has just added a new housing development and is poised to grow even more with young families moving in.**

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? **Per American Fact Finder, the median age of the community is 39.8 years old. The Larchwood United Church of Christ membership median age is 35.3 years. The community is 96% white, which holds true with the church congregation.**

How are the demographics of the community currently shaping ministry, or not? **The anticipated growth of the community offers a wonderful opportunity to become a church home for families with young children. Several have expressed an interest in the past year. Having a settled pastor will make it much easier to get them to be attendees and future members. The communities, particularly in Northwest Iowa, have a conservative point of view and that is present, to some degree, in our church. We want to honor and welcome all voices to your congregation and to meet their needs.**

What do you hear when you talk to community leaders and ask them what your church is known for? **Being the home of the local food pantry. The red brick building. Mission trips. Community Vacation Bible School. Club JAM after school program on Wednesdays.**

What do new people in the church say when asked what got them involved? **Typically we don't ask new people to get involved until they have been here for a little while – maybe a year or so. And then they are ready to get more involved and typically will agree to serve in one way or another.**



## 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

**Reverend Penny Nance, a friend of the congregation and pastor of a neighboring church.  
Phone: 605-310-3519. Email: ph3735@gmail.com**

### REFERENCE 2

**Janice Stoebner, a friend of the congregation  
Phone: 605-376-0412. Email: janice@characterontrack.org**

### REFERENCE 3

**Elaine Snyders, a member of St. Mary Catholic church in Larchwood  
Phone: 712-477-2520.**

### 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

To whom it may concern:

I am happy to provide a reference for Larchwood UCC to aid in the pastoral search process. I became pastor of Grandview Covenant Church in rural Larchwood in April of 2004. Soon after I was introduced to Pastor Kelly Volk - our churches began jointly planning ecumenical events. Over the next seven years I came to know the good people of the UCC.

### Areas of strength:

Progressive worship

Approachable and welcoming people

An atmosphere of the presence of God's Spirit

Attitudes of fun

Service oriented

Community involved and focused

### Areas of growth:

As with all churches, I am sure Larchwood UCC has areas that are challenging and are in need of improvement. I did not perceive any in my interactions with the church, other than perhaps more usable space for growing ministry; and perhaps an office for the pastor on the main floor of the church.

### Significant ministry experience:

An annual favorite was our shared Vacation Bible School ministry. The planning leaders were well prepared and a joy to work alongside. Pastor Kelly and I were responsible for the daily Bible story that we acted out for each age group. Larchwood UCC hosted this ecumenical effort every year and I consider it a huge success for reaching out to local families. Our churches worked well together.

### Comments:

Larchwood UCC holds a special place in my heart. As the then pastor of the Covenant church outside of town 7 miles, I valued the friendships I made there and loved those people as if they were my own. I was blessed by them and saw how they modeled servant leadership and loved people as Jesus loves.

And who knew that less than a year after leaving that community, I would be called to become a UCC pastor and serve alongside an equally loving congregation in Alcester, SD?! God is good and I am praying for the people of Larchwood UCC as they search for their next pastor.

Sincerely,

Rev. Penny Nance

Alcester United Church of Christ

Alcester, SD

pn3735@gmail.com

(605) 310-3519 (cell)

## REFERENCE 2

To Whom It May Concern,

Like most of you, I have vivid memories of a number of things from my childhood. Most of these were simple events that no longer have a great significance of what happened and my memories of them. But, as I think back over these memories, the memories that are most memorable are of my church. I attended a small country church in the country that my great grandfather helped construct. It was a very small church and a small congregation with a LOT of love, fellowship and neighborhood friends.

As I got older and married, we struggled to find a church that would compare. While I am not a member of the Larchwood United Church of Christ, I have found many of the qualities that are what I have looked for in a church and congregation.

I have attended worship services several times at the Larchwood United Church of Christ and they have always been very welcoming. Because of a friendship I have had with a member that goes to the church, I have volunteered to help with their Vacation Bible School week for several years, helped them build parade floats, help with church fundraisers and helped design posters for some of their events and marketing. One of the most rewarding experiences I have had with this church is the Mission Trips with the Larchwood UCC. They were so kind to invite me along and I was treated as if I was one of the members. It was truly an experience that helped me reevaluate and put my life in perspective seeing the gratitude of the people that we were able to help. These are all new memories that I will never forget!

The congregation is very friendly and inviting. They quickly become good friends and I think that that is one of the most valuable qualities you can find in a church. I think that this is what makes this church special. But...if there is anything that I would point to that I see could use improvement, it would be the struggles and difficulties the church has in getting more members involved in the everyday needs and activities of the church. I think there are some of the vital leaders of the church that often end up doing most everything for the church when it comes to activities, music and church services. They quickly become burned out. Although it is part of their unique DNA to always pitch in and help, they too need a break once in a while. I have seen this first hand with friends that go there and even with their past pastor. Members seem to rely on a small group to make sure everything is done.

Of the many strengths I find in this church, I find there is a lot of love, kindness and compassion. This sense of closeness is one of the best things they have going. I think of all the qualities of a small church, this is one of the most common things that people love about the church. It helps people to feel at home and cared for.

If you have any questions I would be happy to provide you with more information if needed.

Sincerely,



Janice Stuebner

5600 W 53<sup>rd</sup> Street, Sioux Falls, SD 57106

Phone: 605-376-0412

Email: [janice@characterontrack.org](mailto:janice@characterontrack.org)

### REFERENCE 3

To whom it may concern:

I appreciate the opportunity to provide reference and input on my personal interaction with the United Church of Christ for the past 40 plus years. I am an active member of St. Mary Church in Larchwood, but have several family members and friends that attend United Church of Christ.

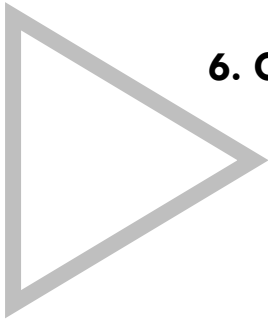
I have found the United Church of Christ community to be active and caring; welcoming of all and inspired to be of service. Committed to faith and spirituality; desiring to move forward and not be stagnant.

I don't know that I am able to identify any areas that may need improvement that almost every church or organization does not struggle with, especially the smaller ones. Most have the problem of the same people doing all, risking "burn out". I am not familiar with the protocols and doctrines of the United Church of Christ, so I feel it would be presumptuous for me to offer suggestions, when there may be a good reason why such a protocol is in place. I refer to what seems to me an extra ordinary amount of committees.

As I mentioned above, I have been peripherally involved with United Church of Christ for over 40 years. I have attended many, many worship services, programs and activities. Additionally, my daughter and son-in-law (who is the military) chose to come "home" and have two of their daughters baptized at United Church of Christ. I feel this is a strong statement for the loving personality of this church.

I can see and feel the presence of the Holy Spirit moving within the community of United Church in Larchwood and feel so blessed to have them close to me.

Sincerely,  
Elaine Snyders  
315 Park Drive  
Larchwood, IA 51241  
712-477-2520



## **6. CLOSING THOUGHTS**

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

### **6a. CLOSING PRAYER**

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This church is not just a building, it's a place where there is family.

A place for the lost, the happy and the broken.

A place where we come to praise, worship, and sing "Lord I Need You."

We are family, we are friends.

We are also strangers at times, but regardless, under this roof, we are One to worship God.

At times we may lack direction or purpose, or may even have a lack of faith, but at those times we come together the most to push through the hard times and make our church whole again.

Church is hard!

It's hard for everyone, the faithful, and the faithless.

It's hard for the people afraid of judgement and for the preacher.

But there is also beauty in our church, and when you take a moment to step back and take a breath to figure out how to move forward, you can see the most beauty.

In the congregation working together to build a church that is relevant to the world today.

We are and always will be one with God, and know God will always meet at church to guide us.

We pray that God will make us a thankful church with captivated hearts, minds, and wills so that circumstances are transcended by the fact that God for us in Christ.

## 6b. STATEMENT OF CONSENT

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

As the committee charged with the responsibility for identifying and recommending 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? **The work in this Local Church Profile was done by the Larchwood UCC Search Committee. The Committee conducted surveys in person with almost every member of the church.**
2. Additional comments for interpreting the profile:

Signed: 

Name / Title / Date:

**Rich Jensen**  
**Chair of the Local Search Committee**  
**November 19, 2019**



6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: Y

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

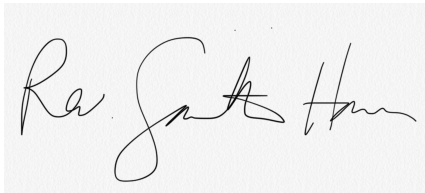
Staff Comment: Y

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

Staff Comment: Y

My signature below attests to the above three items.

Signature:



Name / Rev. Samantha Houser

Title: Associate Conference Minister

Email: samantha@ucctcm.org

Phone: 402-350-1714

Date: July 22, 2021

**UNITED CHURCH  
OF CHRIST**



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*