

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Zion United Church of Christ
Union, Missouri

Senior Pastor

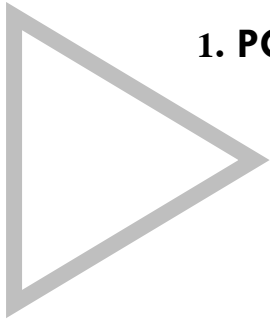
Missouri Mid-South Conference
Eastern Association

[Validation Date]

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)*



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

Church name: Zion United Church of Christ

Street address: 115 S. Washington Avenue, Union, Missouri

Supplemental web links: www.zionunion.org; facebook – zionunitedchurchofchrist,union,mo

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

None

Conference: Missouri Mid-South Conference

Association: Eastern

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

Reverend Nicole Havelka, Interim Search and Call Minister; nicole@mmsucc.org; 314-962-8740

Summary Ministry Description:

Zion UCC was founded on August 19, 1912 as Zion Evangelical Church by those of German heritage. Through three name changes, it became Zion UCC in 1968 and has retained that name to date. We have an impressive physical layout, as can be seen by the pictures below. The original church was torn down in 1958 so that the present sanctuary could be built. Later, a steeple, chapel, addition and beautiful stained-glass windows were added. The pictures do not do the beauty of the Church justice. We are located in the downtown business district of Union, Missouri, the county seat of Franklin County. Our grounds are always immaculate and inviting.

More important than the physical attributes, the Church is distinguished by a loving and caring Congregation. We are diverse in terms of theological and political orientations, making for some interesting discussions and interplay. While we are a vibrant Congregation, sometimes we have to agree to disagree. We have wonderful lay leaders involved in both the Church and community and a vibrant faith program that involves all ages. We are seeking to be more

welcoming and inclusive to new people and ideas, although this is challenging at times. Change does not occur overnight.

Zion UCC has proud traditions of the past and yet is looking forward to future growth. We wish to build upon our strong foundation and move into the present and future, poised for growth. We need to attract and engage younger individuals, with or without children, yet continue to provide opportunities for meaningful worship and service to all. We seek an individual with a solid background in these areas and collaborative personality traits to enable us to accomplish these goals. We seek someone who lives their faith.

If you feel you may be this person, please read our entire Profile. If our opportunity is of interest to you, please begin this process by sending us your profile and we will begin a discussion. We are confident God will send us the right person and that person will find an exceptional opportunity for their future.



What we value about living in our area:

Union, Missouri is the county seat of Franklin County and has a population of approximately 10,000. Life is relaxed, the people are friendly but not pushy, and the cost of living is relatively modest. Many civic and cultural activities are nearby, including East Central College (located in Union) and those in the City of St. Louis, which is only an hour away.

Current size of membership:

364 active

Languages used in ministry:

English only

Position Title:

Senior Pastor

Position Duration:

Settled

Compensation Level:

Full Time

Does the total support package meet conference compensation guidelines ?

Yes

1b. SCOPE OF WORK

Preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.

Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them.

Leadership development by working with people in the church to create ministry and programs.

Pastoral care in collaboration with lay people.

Community engagement and leading the way for the church to be an ambassador of God's love.

Weddings and funerals for participants in the worshipping community.

Attend meetings and give leadership as needed to church programs, in collaboration with lay leadership.

Participate in wider church activities such as conferences and association meetings.

Administration responsibilities (unless delegated) such as email, website, church supplies, etc.

Faithful financial development and stewardship.

Responsibility for respectful supervision of staff.

Counseling, listening and referral.

Study and prayer to increase faith and to improve skills so as to lead, teach, and preach better.

Energizing and deepening spiritual connections and faith understandings of others in all they do.

Core Competencies:

Relatable
Organized with good time management
Empathetic

1c. COMPENSATION AND SUPPORT

Salary Basis: Zion will establish an overall compensation package bearing in mind the UCC guidelines for our Conference. The package will be comparable to that of other professionals living in the area having positions requiring similar education and experience. The low cost of living in the Union area will be taken into account when establishing this package.

Benefits:

Salary plus Benefits

What is the expected living situation for your next minister

Pastor will be expected to live nearby in the community. Housing allowance is provided.

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

See above

State any incentives :

None

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

There is an area cluster group (the Grape Cluster) in which lay and clergy participate. The group is mostly for fellowship, networking, resource sharing and mutual support. The Association and Conference provide numerous opportunities for collaboration and fellowship. Structured and informal peer committees have been organized throughout the Conference. Zion is located in an area with several other UCC churches in near proximity. Our future pastor will receive a warm welcome and support from these colleagues.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: Not applicable

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.

Attraction and engagement of new members of all ages. Participating in and helping to grow youth, outreach and music ministries.

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

Our new pastor will be people oriented and a leader, not a passive follower. They will become a vital part of the community by living their faith within and outside of the church. They will see individual talents in each person and encourage development of these gifts.

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

None, but should treat individuals of all ethnic backgrounds as children of God.

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.

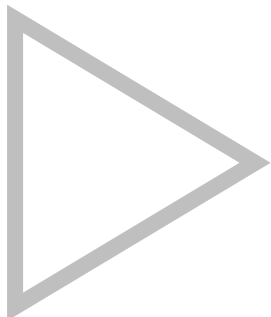
Exhibiting a spiritual foundation and ongoing spiritual practice

Engaging sacred stories and traditions

Nurturing UCC identity

Strengthening inter-and intra-personal assets

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)

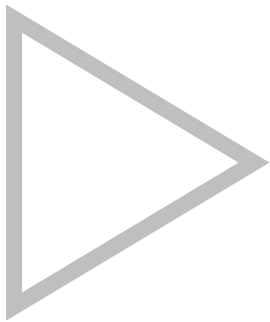
Who is God calling you to become as a congregation?

God is calling Zion UCC to be more open, accepting and welcoming towards all individuals.

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

Our Mission Statement is “Zion United Church of Christ is a Christ centered community, We commit ourselves. . . to worship God, to form faithful followers of Jesus, and to care for our wider community.” We are diligently working toward the realization of this goal. Many of our opportunities and challenges are enumerated elsewhere in this Profile.

3. WHO ARE WE NOW?



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

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

Our mission statement is “Zion United Church of Christ is a Christ centered community. We commit ourselves . . . to worship God, to form faith followers of Jesus, and to care for our wider community. Our mission is to *care as Christ cares.*”

We believe strongly in service to others, which will be enumerated later. God is described as all inclusive and loving in our services. His works and teachings are explained and brought into present day context to serve as examples for leading our lives. The Holy Spirit is present when we worship together, exemplified by the compassion and caring love exhibited to all present.

The Holy Spirit then accompanies us in our daily lives as we strive to be better persons and help others.

Describe several strengths or positive qualities of your congregation

Members are able to express differing opinions on matters and be respected. We are a family. We have differences, but we get along together. Zion has exceptionally strong outreach and youth programs. We are very active in outreach. For example, in 2002, after our Centennial Celebration, we had money left over. We decided not to keep it for ourselves, but to help others. Members started a backpack food outreach program whereby students were given weekend and holiday meals to take home in their backpacks. This program has grown well beyond our Church and now sends home over 200 meals per week. It is in addition to other programs, such as Good Samaritan, Community dinner, recycling and scrap cleanup, food pantry, etc. They are too numerous to name here. We believe strongly in helping others. For example, over the years, over 30 Members have been recognized by the Union Chamber of Commerce for excellence in leadership and community service.

Describe what worship is like when your congregation gathers.

Worship primarily takes place at two services (one in summer) on Sundays. An informal worship gathering occurs at the Fellowship Hour, which is between services. People share their everyday and faith experiences there. People are enthusiastic, but respectful. Newcomers are welcomed, but not overwhelmed. The service is based around a theme for living our lives. Readings and music are coordinated. Baptisms are special events. The baptized is then welcomed into our Community. Good preaching centers around one theme, is succinct, and leaves us with model behavior for the week to come.

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

Every child is a blessing and a promise from the Lord. It is our desire to nurture the children and families. A comfortable environment for children of all ages is provided enabling each child to feel happy and loved. The seeds of later faith in God are rooted in positive experiences at home and within the Church. Parents are the primary spiritual caregivers for their children. Parents are called to their role beginning with the sacrament of baptism. They are then equipped to continue the role through regular opportunities for worship and learning for the entire family. Zion is responsible for nurturing and equipping each family, led by parents, to grow in Christ.

Teens participate in weekly discussions on liturgical scripture. They ask and answer questions that are relatable and require deep thought and reflection. These discussions bring teens closer to each other, their leaders and parents and to their faith.

Our Adult Study Group meets on Sundays. They recently read and discussed the book “Case for Christ” by Lee Strobel. They were impacted by the realization of skepticism toward Christ that has and now exists. This was especially impactful since almost all of them had grown up in a Christian atmosphere. They were exposed to other beliefs.

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

Five hours are spent per week in meetings. The Pastor is not expected to attend all these meetings, with the exception of Church Council, Staff meetings and meetings associated with worship preparation. Council is held monthly. Staff meetings and those associated with planning of worship are held at the call of the Pastor, usually once a week. Depending on the crisis, action is coordinated among Pastor, staff and lay persons. Necessary input is gathered. Level of authority is ascertained. The decision is then implemented in due course, making sure that all necessary facts and approvals are obtained. We do not linger unnecessarily in times of great need, nor do we rush ahead and make an impulsive decision.

3b. 11-YEAR REPORT

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	364	Y
Number of active non-members:	10	Y
Total of church participants (sum of the numbers above):	374	Y

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	344	Y
Less than 10, more than 5 years:	15	Y
Less than 5 years:	15	Y

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>
43	38	20	17	49	32	38	88	82	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:		This section is impossible to estimate
Households with minors:		
Single adults age 35-65:		
Joint households with no minors:		
Single adults over 65:		

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	30	Y

College:	22	Y
Graduate School:	18	Y
Specialty Training:	30	Y
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	46	Y
Adults who are retired:	49	Y
Adults who are not fully employed:	5	Y

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

The range is very broad and includes all types of occupations from professionals to laborers.

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?

We are welcoming to all. However, we are presently predominately Caucasian. Given that, it should be noted that our heritages span much of the globe, to include, England, Scotland, Czech Republic, France, Germany and many other continents and countries. The community is also a genealogical mix of various sources of immigration, albeit several generations ago.

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:

We are working toward diversity and welcoming all. We are making solid progress in this area. Several of our members are very active in helping homeless and addicted persons. We are also making progress in the area of intellectual diversity through events such as the Spiritual Book Club, Fellowship Hour, and Adult Sunday School Class. If you were to attend either of these, you might find yourself in a spirited discussion where people disagree on issues, but respected each other’s opinion.

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? (<i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i>)
Adult Groups or Classes	30	Lay leaders
Baptisms (<i>number last year</i>)	6	Pastor
Children's Groups or Classes	30	Staff and lay leaders
Christmas Eve and Easter Worship	500 (total)	Pastor
Church-wide Meals	85	Lay leaders
Choirs and Music Groups	45	Staff and lay leaders
Church-based Bible Study	20	Lay leaders
Communion (<i>served how often?</i>)	Monthly and holidays 150	Pastor
Community Meals	50	Lay leaders
Confirmation (<i>number confirmed last year</i>)	11	Pastor, lay leaders, staff
Drama or Dance Program	12	Lay leaders, staff
Funerals (<i>number last year</i>)	11	Pastor
Intergenerational Groups	80	Lay leaders, staff
Outdoor Worship	30	Pastor
Prayer or Meditation Groups	0	
Public Advocacy Work	20	Lay leaders

Retreats	20	Staff, lay leaders
Theology or Bible Programs in the Community	0	
Weddings (<i>number last year</i>)	2	Pastor
Worship (time slot: _8:00 am_____)	70	Pastor
Worship (time slot: __10:30am_____)	65	Pastor
Young Adult Groups or Classes	5	Staff
Youth Groups or Classes	15	Staff, lay leaders
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)
Rev. David Brune	No	Inactive		N
Rev. Dr. Gil Bisjak	No	Supply ministry on Sundays		Y
Reverend Armin Klemme	No	Active in many matters		Y

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:

Reverend Brune, a former Pastor to Zion, is inactive. Reverend Bisjak is a relatively new member. When our Interim Pastor, Reverend Beebe became hospitalized in late November

2019, Reverend Bisjak filled in with Sunday supply work, Reverend Beebe died in early 2020. Reverend Bisjak then was appointed our Transitional Pastor. He is paid on an hourly rate not to exceed 30 hours per week. Reverend Klemme is very active in many Church matters, but does not have a ministerial role.

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
Administrative assistant	No	Full time	Pastor	39 yrs
Minister to Youth and Families	No	Part time	Pastor	10 yrs
Minister of music	No	Part time	Pastor	Just starting
Coordinator of elementary education	No	Part time	Minister to Youth and Families	7 yrs
Organist	No	Part time	Pastor	6 yrs
Custodian	No	Part time	Administrative Assistant	1 yr

REFLECTION

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

Our overall ministry, while declining in size, continues to be active and vibrant. We play a significant role in the community and surrounding areas. We are very supportive of our Pastor and staff and they, in turn, are engaged with us.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$316,680

Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$0
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0
Fundraising Events	\$0
Gifts Designated for a Specific Purpose	\$0
Grants	\$0
Rentals of Church and other buildings	\$8330
Rentals of Church Parsonage	\$0
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$0
Transfers from Special Accounts	\$0
Other (specify):	\$
Other (specify):	\$
TOTAL	\$325,010

Current annual expenses (dollars budgeted for most recent fiscal year): \$288,787

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 71 percent

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*)

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

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

Contributions to OCWM are made on a voluntary basis. Our weekly envelope has a section to make this contribution.

What is the church’s current indebtedness? \$100,000

Total amount of loan debt:\$100,000

Reason for debt: Improvements to church and parking lot area

Are capital and other payments current? Yes

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

None is underway

If the church has had capital campaigns in the last ten years, describe: None

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

If a capital campaign is underway or anticipated, describe: Not anticipated

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

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

Does your church have an endowment?

No

What is the market value of the assets?

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

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

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

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

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): Small amount in checking

Investments (other than endowment): \$64,000 (CD and Money market)

Does your church have a parsonage? No

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church: Main building located on Washington Avenue in Union, Missouri. Consists of main floor, balcony, meeting and class rooms, upper and lower commons, fellowship hall with full kitchen and chapel. Small house nearby. Rented for \$550 per month.

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

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

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

We are a operationally and financially conservative Church and endeavor to have a balanced budget. We project expenditures and income on an annual basis and make budget adjustments when necessary. The Congregation is updated on the status of the budget each month in the Newsletter. In the next several years it has become necessary to make some major improvements and undertake some additional maintenance. We recently took out a 5 year fixed rate loan in the amount of \$100,000. We are confident we will be able to repay our loan according to its terms.

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.

The three happenings are the establishment of a backpack food program, implementation of an intergenerational weekly meal and educational event, and reaching a decision to terminate the Call Agreement of Pastor Mike Bone

As stated elsewhere, after our Centennial Celebration, we had money left. We decided to establish a backpack food program to give meals to students to take home on weekends and holidays. This program has grown well beyond our Church and now sends over 200 meals per week home. We learned that it is a privilege to be able to help others and by giving we receive. Several years ago, we established a program called LOGOS. It is held every Wednesday around 6 pm, except in the summer. A meal is served and there are always programs of a religious and spiritual nature. We also have lots of fun! The program is intergenerational. We have learned the value of all generations sharing while having a meal.

The most difficult decision was made two years ago to terminate the Pastor's Call Agreement. It was made for financial and other reasons. We were divided on this issue. We had many discussions, both on and off the Church premises. We learned that we had to take care of ourselves economically to survive. Opinions of all were respected. Pastor Bone was treated very fairly and with dignity and respect.

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

The most significant change was reaching a decision to release Pastor Bone from his Call Agreement. The congregation was divided on this issue, driven by financial and other considerations. We engaged in several listening sessions, both on and off our premises. People were free to state their opinion with respect for the opposing side. The decision was then reviewed by Council and voted upon by the Congregation. It was accomplished with respect for all members and Pastor Bone.

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.

The example of a recent conflict is stated above. We learned that all individuals must be heard and respected. Also, when a decision is made, the Congregation must gather together and support that decision. Sometimes people leave as a result. This is their right and is respected. We have policies in place to allow individuals to address the Church Council and entire Congregation, provided they give required advance notice and their topic is deemed appropriate. We still have conflict regarding the theological/faith beliefs of our Congregation, ranging from very theologically liberal to very theologically conservative. We are very diverse in this regard. We are striving to respect each other’s beliefs and live together in relative harmony.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. John Stevesand	31	Y
Rev. David Brune	16.5	Y
Rev. Dr. Michael Bone	9.5	Y

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

We have learned that communication is the key and that issues should be addressed soon after they emerge and not ignored.

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

Pastor Bone left in 2018 after serving over 9 years. The decision to release him from his Call Agreement was made for financial and other considerations. He was involved in this

decision. He was given a fair severance package and treated with respect and compassion throughout his departure.

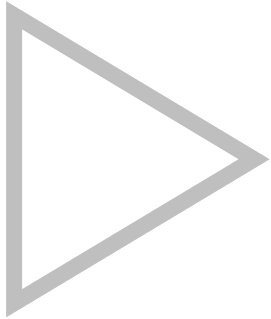
Has your church been involved in a Situational Support Consultation?

No

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

No

4. WHO IS OUR NEIGHBOR?



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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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

We are actively involved in many aspects of the Community. We participate in or have started many noteworthy projects. Some of these include Good Samaritan Fund, Wildcat Backpack Program, Green Team, Community Dinners and call to care teams for individuals desiring visitation. We make our building available to outside organizations including two 12 Step Programs. Over the years, many members have been recognized with community awards for long and distinguished service.

Zion members are active in many groups including, without limitation, Grape Cluster, Church Women United of Franklin County, Festival of Sharing, Friends Foundation, Union Food Pantry and Honor Flight. Members of Zion belong to and hold or have held leadership positions in American Legion, Kiwanis Club, Lions Club, Rotary Club, 4 Rivers Family Y and Gateway Regional Y.

We have special annual collections for many outside organizations and hold an annual rummage sale, the proceeds of which partially benefit Community organizations.

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

With regard to the Eastern Association, one of our members is a member of the Committee on Ministry and holds a seat on the Association Council. Our members also provide delegates for the Eastern Association Meetings and are on the Nominating and Stewardship Committees. We also host various Committee meetings in Union.

We are also active in the Missouri Mid-South Conference. Members are delegates for Annual Conferences as well as on the OCWM Committee. We provide volunteers at Camp MoVal and many of our youth attend camp there.

We are active in national UCC matters. Our Minister to Youth and Families was on the planning team for the 2018 Regional Youth Event. Our Interim Pastor was a member of the Historical Council. Our youth participate in national and regional youth events.

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

- | | |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input 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"/> X 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?

While we have not formally adopted any of these tenants, we are headed toward adopting of many of them. As the years pass, we believe we will come closer to formal adoption. Most of them are practiced now. We are particularly interested in working towards Accessible to All (A2A) and God Is Still Speaking (GISS).

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

We are very active in this regard. At last count, we were able to identify at least 25 separate activities. These are wide in range and aimed at a broad spectrum of issues. A focus of our Congregation is to reach out to those in need and assist them.

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.

The Mission Statement is “Zion United Church of Christ is a Christ centered community. We commit ourselves . . . to worship God, to form faithful followers of Jesus, and to care for our wider community. Our mission is to *care as Christ cares.*” We spend only the necessary amount of time in governance. We are not a Church of endless meetings. Our emphasis is on going out and achieving our Mission.

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 expect our Pastor to be active in the Community and wider Church. Time spent on these activities is considered time spent on the job. Our Interim Pastor was a member of the Stewardship Committee of the Eastern Association, Parliamentarian of the Missouri Mid-South Conference, and member of the National Historic Council. We are supportive of these worthwhile endeavors. Our next Pastor will be encouraged in this direction and have numerous opportunities and introductions to local civic organizations, made possible through past and present service of our Members.

4b. MISSION InSite

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

Franklin County is a growing area. It is an area with a great variety of individuals, encompassing a wide range of backgrounds and beliefs. It is almost predominantly Caucasian. It is growing faster than the state and family households are increasing at a rate greater than the population increase. This would indicate a greater number of young families with children. The average age is 38. There are a large number of families with children and empty nesters. 51

percent of individuals are married. There is an opportunity, given a collaborative pastor, to bring these individuals together for worship, in a common cause of forming faith followers of Jesus.

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

Our internal demographics are somewhat similar to adjacent and nearby neighborhoods. We still must concentrate on attracting and maintaining membership of young to middle aged families, while providing solid worship for those of all ages and ethnic backgrounds.

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

They are shaping ministry by allowing a realization of areas of growth and retention. Our emphasis will always be on all individuals within the Community. However, it is important to attract and retain younger families, both with and without children. Our new pastor should be a solid compliment to our already established Minister to Youth and Families. We must also work hard to retain all members of our Congregation, whatever their age. Emphasis on attraction of new members and engagement/ retention of current members.

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

We are known for our outreach and extensive participation in the community and adjacent areas.

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

Many things, including, our openness and adherence to fundamental UCC beliefs. We believe that all are welcome, wherever they are in their journey of life. We also believe that we must go out and care for the poor and comfort the afflicted. They are also very impressed with our youth programs and music ministry, and outreach programs.

5. REFERENCES

REFERENCE 1

Reverend Aimee Appell, Pastor of Peace Lutheran Church, Washington, Missouri
636-221-4325
pastoraimee@gmail.com

REFERENCE 2

Russell Rost, City Administrator, Union, Missouri
636-583-3600
rrost@unionmissouri.org

REFERENCE 3

Steve Weinhold, Superintendent of Schools, Union, Missouri
636-583-8626
weinholds@unionrx.org

6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

“Indeed, the body does not consist of one member but of many.”

1 Corinthians 12:12 NRSV Adaptation

God, the voices of Zion are many and varied. Guide us to the Pastor that you desire for us. We ask that you guide a Pastor to us that will lead us to be a more welcoming place in our community, the community in which we actively support with our numerous gifts. 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?

The Profile was primarily composed by the Pastoral Church Committee, consisting of seven individuals, ranging widely in age, occupations, theological and political beliefs, and time as members of Zion. Our Church Council President and Interim Pastor contributed. In addition, all Members of the Congregation were given an opportunity to have their views heard at several “Speak Up” sessions held in late December of 2019. About 80 persons attended these sessions.

2. Additional comments for interpreting the profile:

Signed: /s/ Alan Klobasa

Name / Title / Date: Alan Klobasa, Chair of Pastoral Search Committee, January 16, 2020

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

My signature below attests to the above item.

Signature:

A handwritten signature in cursive script, appearing to read "Nicole Havelka", is centered on the page. The signature is written in black ink on a light-colored background.

Name / Title: Rev. Nicole Havelka, Interim Minister for Search and Call Discernment

Email: nicole@mmsucc.org

Phone: (314) 301-9842

Date: 6/23/2020

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