

INTRODUCING THE NEW LOCAL CHURCH PROFILE



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!

Rachel Hackenberg

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

St. Paul United Church of Christ
Kahoka, Missouri

Pastor, St. Paul UCC, Kahoka, MO

The Iowa Conference of the St. Paul United Church of Christ
The Southeast Association of the Iowa Conference of the United Church of Christ

[Validation Date]

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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.

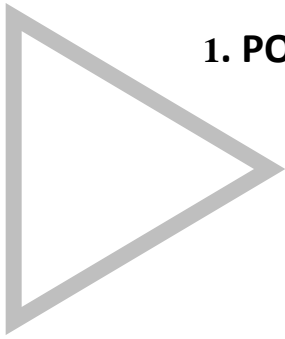
Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings 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

Church name: St. Paul United Church of Christ

Street address: 323 North Washington Street, Kahoka, MO 63445

Supplemental web links: <https://www.stpaulucckahoka.org/>

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

Conference: Iowa Conference of the United Church of Christ

Association: The Southeast Association of the Iowa Conference of the United Church of Christ

UCC Conference or Association Staff Contact Person:

Rev. Samantha Houser

Associate Conference Minister

She/Her/Hers

samantha@ucctcm.org

402-350-1714 (Cell)

www.ucctcm.org

5609 Douglas Ave

Des Moines, IA 50310

Summary Ministry Description:

Our membership is looking for a pastor who is approachable and truly interested and concerned about the church members and community. We are striving for a good leader truly called to the ministry who is knowledgeable and loving. St. Paul UCC wants to continue keeping our youth interested and find more opportunities to keep them involved. We love our traditional church but want to add some contemporary ideas. We are seeking more outreach, both inside and outside our church walls. We want to be a welcoming church that is united in our mission, remaining open-minded and supportive. The congregation and pastor will need to work together, harmoniously, to provide that outreach. The congregation consists of many wise and kind

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church members who work hard to ensure the church flourishes. Members are looking for an energetic pastor who gives the church a greater purpose by helping us create and grow small groups, missions, and family-oriented activities.

Photographs St.Paul UCC Kahoka, Missouri:



St. Paul United Church of Christ Parsonage - Kahoka, Missouri



St. Paul United Church of Christ - Kahoka, Missouri



St. Paul United Church of Christ, Christian Education Wing, Kahoka, Missouri



St. Paul United Church of Christ Sanctuary - Kahoka, Missouri

What we value about living in our area:

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Kahoka is a small community of 2,078 located in the northeast corner of Missouri. (right across the Des Moines River from Keokuk, Ia.) Although viewed primarily as a farming community there are several thriving locally owned businesses. These range from restaurants, to medical clinics, florists, hair salons, grocery stores, newspapers, car dealerships, antique stores, and many more. Events offered locally include the Mule Festival, Old Settlers, Agricultural Fair, Parade of Champions for high school bands, and car shows. The Clark County R-1 School District is the largest employer in the county, and the community has great pride in our school district academically and wholeheartedly support the many extracurricular activities the school provides. There is a city park with a pool, shelter houses, playground and walking trail. Located just east of town is Twin Lakes public golf course. Kahoka offers two local medical clinics that are extensions of larger medical groups in the Tri-State area. The community also offers two local dentists, and the Clark County Health Department which offers medical services for the community.

Although there are no Starbucks locally; there are two located within a 50 mile driving radius. This circle includes the larger communities of Keokuk and Ft. Madison, Iowa, Quincy, Illinois, and Mark Twain's boyhood home of Hannibal, Missouri. All of these communities offer shopping, dining and larger medical facilities.

Current size of membership: 404 (137 average attendance prior to COVID-19)

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

Position Title: Pastor, St. Paul UCC, Kahoka, Missouri

Position Duration: Settled Pastor

Compensation Level: Negotiable - Full-time position

Does the total support package meet conference compensation guidelines?

St. Paul UCC in Kahoka has always met conference compensation guidelines and will try to continue to do so.

1b. SCOPE OF WORK

Statement of Purpose: Guide members through a journey of faith in their lives. This includes working with lay leaders of the church to provide all services needed by the membership such as

Bible study, Sunday school, visitation of hospitalized and shut-ins, special holiday services, and regular Sunday worship. The Pastor will have a relationship with and dependence upon the Holy Spirit. Meaning that by using essential traits such as wisdom, understanding, biblical knowledge and fear of the lord, our pastor will be able to minister the people of this church with assured confidence. (Assured because they feel the Holy Spirit present!)

Qualifications:

Seminary graduate, who is ordained or eligible for ordination.

Effective communicator

Effective facilitator

Roles of the Pastor:

- Spiritual Guide—Encourages development of the spiritual life of all in the congregation.
- Minister of the Word/Teacher of the Congregation—Finds primary fulfillment in preaching and teaching and is attracted to a congregation with a strong educational emphasis.
- Counselor/Healer—Spends time in pastoral counseling and visiting in homes and hospitals; finds fulfillment in helping people face crises.
- Celebrant/Liturgist—Feels most at home leading the congregation in worship.
- Enabler/Facilitator—Centers ministry around work with groups of people, helping them relate interests and needs to the Gospel and helping them fulfill the ministry of the church; within the walls and beyond.
- Witness/Evangelist—Focus of ministry is sharing the Gospel with those in and outside the church.
- Community Involvement—May serve on community committees and task groups.

Pastoral Responsibilities:

1. Plan and lead worship services sensitive to the needs of the congregation.

- Preparation and presentation of Sunday worship service(s)—prepare the message along with scripture references and arrange the music.
- Assist in preparing and presenting special/holiday services.

- Preparation and presentation of funeral services and visitations.
- Weddings and rehearsals.

2. Attend to the spiritual development of members and self.

- Assist with or lead Bible study.
- Resource for spiritual growth.
- Personal prayer and study.
- Continuing education.
- Local ministerial association.
- Routinely meet with Pastor Parish Relations Committee (PPRC).

3. Support the local, regional and world missions of the church.

4. Visit sick, hospitalized, shut-ins, and bereaved.

- Support and utilize the Stephen Ministry program.

5. Counsel members having personal, family and/or work related problems.

- Premarital counseling.
- Personal and spiritual counseling.

6. Assist with and support educational programs for children and youth.

- Prepare for and lead confirmation classes.
- Provide guidance for Sunday school and other youth programs.

7. Provide administrative support for the congregation's ministries

- Meet with elders and committees as needed.
- Attend monthly consistory meetings and provide a written report on activities.
- General office administration.

8. Actively and visibly support the church's stewardship program.

9. Participate in local community activities and issues.

- Examples: Food pantry and meals-on-wheels.
- Be visible to the community through other activities—school, community events, etc.

10. Be supportive of adult education programs

- Forums
- Young Adults

11. Visit members and friends of UCC as time allows.

- Prioritize calls with an emphasis on requests.
- Those who are in need.
- Active members.
- Inactive members.

12. Participate in denominational activities beyond the local church at regional and national levels.

- Attend monthly UCC or DOC area meetings.

15. Communicate suggestions for enhancement of the ministry of the church.

Core Competencies:

The congregation was surveyed and overwhelmingly is looking for a settled pastor with the following characteristics: They should be caring, sociable, and hard-working.

1c. COMPENSATION AND SUPPORT

Salary Basis

St. Paul UCC of Kahoka will negotiate based on the call agreement Workbook. The salary schedule will be used based on the average attendance of the congregation, the church parsonage, and utilities will be provided.

Benefits: Salary plus Benefits include the standard 14% UCC Annuity Fund, 1.5% disability insurance, standard UCC health, dental & vision insurance, social security offset.

There is also a negotiable stipend for continuing education, travel reimbursement, and business planning.

What is the expected living situation for your next minister: The consistory and congregation would prefer the next settled pastor live in the parsonage full time.

Comment on the residential/commuting expectations for your next minister. Kahoka is located approximately 30 minutes to 1 hour from the surrounding hospitals. Kahoka does have a nice nursing home within city limits, where most nursing home visits would take place. If visits need to be made to other nursing homes, they would be located within a one hour radius, most of the time.

State any incentives: The consistory is willing to negotiate a 10 year retention bonus.

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

Southeast Iowa Association Clergy
Clark County Ministers Alliance
Community of Practice
Iowa Conference of the St. Paul UCC Office

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

The congregation will expect this to be a full-time position with a full salary and benefits package.

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

Our congregation is striving for more Biblical knowledge and ways to approach and engage others within our walls and beyond.

We are looking for a leader who helps us see the needs beyond our walls and helps us in our journey to find the best ways we can to help meet those needs. St. Paul is looking for a leader who encourages us to be better followers of Jesus in asking people to come to church and find the best ways to talk to people about the wonderful God we serve.

We are an English speaking community and would be considered mono-cultural. Most of our members are local business owners, educators, community leaders and often involved in agriculture in some way. Being a small rural community we are close knit and take interest and pride in what's happening locally; from church, to youth in school and sports, to government, and in local business. The new Pastor will hopefully take an interest in these things as well.

We would hope that the next minister will display the following areas of excellence:

- Building transformational leadership skills.
- Engaging sacred stories and traditions.
- Working together for justice and mercy.
- Strengthening inter- and intra- personal assets.
- Affirming, instructive, uplifting sermons and services.



2. WHO IS GOD CALLING US TO BECOME?

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

Who is God calling you to become as a congregation?

We are simply called to love God and love one another. We are striving to be faithful followers of Jesus' teachings and putting them into practice, as well as caring for each other and spreading God's word.

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

We have been called by God to truly pull together as one body to provide in-reach, up-reach and out-reach to our community and our congregation through two major events at the same time - a pandemic and placing a full time pastor. First, due to our self-imposed, social-distancing restrictions were implemented to keep our members safe, our weekly attendance is down. This causes a reduction in weekly donations. However, the annual (one-time) donations have been more abundant which is one way our congregation has come together to keep our church going, financially. We have been fortunate enough to be able to remotely reach parishioners by streaming the sermons, weekly, and, more recently, via podcasts offered by our interim pastor. Which brings us to the second major event, placing a full-time pastor. Our congregation immediately formed a pastor search committee and together, with the consistory, reached out to the conference to start our search. Uniquely, the combination of these two events has enabled our church to reach out to our community through social media. Meaning, people who are not currently members of our church are watching the sermons and listening to the podcasts and will hopefully consider attending in person, when we get back to normal!



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.

The vowed purpose of this church is to; worship God; to preach the gospel of Jesus Christ; to celebrate the Sacraments; realize Christian fellowship and unity within this church and the

Church Universal; to render loving service toward humanity; strive for righteousness, justice and peace. This church acknowledges as its sole Head, Jesus Christ, the Son of God and Savior of all people. It acknowledges as its brothers and sisters in Christ all who share in this confession.

Describe several strengths or positive qualities of your congregation.

We are a generous congregation and have many deep-rooted families that have been members for many generations. We have new members who are faithful in worship as well. Many people volunteer to keep our church going. We are a strong and loyal congregation. Give us a challenge and we will see it through. Our youth programs and Christian education wing are vibrant parts of the church. Our congregation is known for incredible musical presentations by our adult choir, children's choir, bell choir (currently not performing), and the wonderful organ and piano in the sanctuary.

Describe what worship is like when your congregation gathers.

Our normal services are a great combination of contemporary ideas and traditional values. We are always looking to engage our congregation in a variety of ways. It is not uncommon to have musical performances by our choir members (both adults and children), children's time, puppets have been known to perform. The sanctuary is beautiful and pops on Sunday mornings when the sun is shining through the various stained glass windows. Services generally last about an hour with prayer, scripture reading, sermons, monthly communion, and brotherhood.

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

It affirms the responsibility of the Church in each generation to make this faith its own. In accordance with the teachings of our Lord and the practice prevalent among Evangelical Christians, it recognizes two Sacraments: Baptism and Holy Communion. Practices include baptism, which is encouraged in infancy but may occur at any age with the vows being taken by the parents if the child is under Confirmation age. Confirmation shall take place when the child is at least 13 years of age. If we have two small Confirmation classes consecutively they can be combined. If that happens; there may be a year when we do not have a Confirmation class. In the last 40 years; there have been no confirmands that have decided to not get confirmed. Holy Communion shall be performed at least 4 times annually. Church membership can be achieved through: Confirmation; affirmation of faith; a letter of transfer; participation in a new member class conducted by the Pastor. Members shall: pledge themselves to attend regular worship of the Church; participate in the celebration of the Lord's Supper; live a Christian life; share in the life and work of the Church; contribute to the Church's support and benevolence; seek diligently the spiritual welfare to the membership and community

Describe how your congregation is organized for ministry and mission.

Members of the church are the governing body. An assembly of 50 members is required for a Church meeting so decisions can be made for: buying and selling property; building projects; extensive repair of Church property; the call or rejection of candidates for the office of pastor; questions of policy by the congregation. The management of programming and physical Church upkeep shall be delegated to the Consistory. The pastor is in charge of setting up the monthly consistory meeting, and working with the Consistory President in setting up the agenda. The Consistory is composed of the pastor and 9 members of the Church. The pastor has a voice at consistory meetings, but does not vote when decisions are made. The positions of Secretary, Treasurer and Financial Secretary are voted on by the congregation. From the remaining 6 members, the Consistory will appoint a President, Vice-President, 3 members to serve as a Building and Grounds committee and a member-at-large. The Consistory shall appoint future committees or task forces when deemed necessary. All organizations, committees and groups shall be subordinate to the Consistory and report to the congregation annually.

- **When it comes to decision-making, how many hours are spent in meetings per month?** The Consistory meets monthly, The Board of Christian Education meets quarterly, Congregational meetings are held quarterly and other committees meet quarterly, sometimes more often if needed. Therefore there are at least 6 hours a month spent working on decisions being made for the Church. The pastor is required to attend Consistory and congregational meetings, and welcome at all other meetings.
- **Think of a time when action had to be taken quickly, for example when a crisis or a disaster occurred. How was that accomplished?** We had a flood in the basement of the Church causing serious damage. Prompt action was taken by the senior members of the Church, the Pastor and the Consistory to clear out the contaminated areas. A plan and budget was developed to protect the basement from future issues and approved by the congregation.
- **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, those items are available in the church office.

3b. 11-YEAR REPORT

Church#: 222570
 Assoc: 276 Schedule: 0 St Paul United Church of Christ Kahoka MO 63445

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2009	360	150	136	0	0	0	4	0	-4
2010	358	150	120	3	0	1	6	0	-2
2011	358	150	120	0	0	0	0	0	0
2012	361	121	102	4	0	6	7	0	3
2013	369	130	127	8	1	6	7	0	8
2014	396	162	127	4	6	18	1	0	27
2015	408	154	127	12	0	6	6	0	12
2016	402	142	130	0	0	4	10	0	-6
2017	414	143	154	12	0	0	0	0	12
2018	416	137	105	8	0	0	6	0	2
2019	416	125	127	8	0	1	9	0	0

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES ANI OFFERING
2009	\$121,137	\$0	\$6,000	\$4,986	\$10,986	\$1,774	\$12,760	4.95	\$133,897	\$124,50
2010	\$129,477	\$0	\$6,000	\$1,366	\$7,366	\$0	\$7,366	4.63	\$136,843	\$120,46
2011	\$129,477	\$0	\$6,000	\$2,834	\$8,834	\$0	\$8,834	4.63	\$138,311	\$
2012	\$110,708	\$0	\$3,000	\$4,883	\$7,883	\$3,874	\$11,757	2.71	\$122,465	\$119,87
2013	\$119,661	\$0	\$9,000	\$2,693	\$11,693	\$0	\$11,693	7.52	\$131,354	\$109,36
2014	\$117,210	\$0	\$6,000	\$966	\$6,966	\$2,214	\$9,180	5.12	\$126,390	\$129,37
2015	\$130,016	\$0	\$6,000	\$1,003	\$7,003	\$2,189	\$9,192	4.61	\$139,208	\$123,50
2016	\$126,608	\$0	\$6,000	\$1,618	\$7,618	\$580	\$8,198	4.74	\$134,806	\$116,21
2017	\$133,355	\$0	\$7,000	\$3,346	\$10,346	\$1,125	\$11,471	5.25	\$144,826	\$128,73
2018	\$133,541	\$0	\$7,025	\$2,800	\$9,825	\$1,025	\$10,850	5.26	\$144,391	\$124,98
2019	\$144,350	\$0	\$3,500	\$1,446	\$4,946	\$1,050	\$5,996	2.42	\$150,346	\$137,53

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2014-2019	5.05	-22.84	0.00	-67.86	800.00	23.16	-29.00	18.95
2009-2019	15.56	-16.67	-6.62	0.00	125.00	19.16	-54.98	12.28

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

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	262	✓
Number of active non-members:	142	✓
Total of church participants (sum of the numbers above):	404	✓

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	55%	✓
Less than 10, more than 5 years:	25%	✓
Less than 5 years:	21%	✓

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>
72	47	44	38	63	54	33	30	23	✓

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	14%	✓
Households with minors:	41%	✓
Single adults age 35-65:	8%	✓
Joint households with no minors:	26%	✓
Single adults over 65:	5%	✓

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	18%	✓
College:	73%	✓
Graduate School:	4%	✓
Specialty Training:	5%	✓
Other (please specify):		✓

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	73%	✓
Adults who are retired:	21%	✓
Adults who are not fully employed:	6%	✓

Describe the range of occupations of working adults in the congregation: Members come from all types of local business, farming families, educators, and other community leaders.

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?

Our active congregation is primarily made up of local members of our community. Like most congregations in Southeast Iowa and Northeast Missouri; our congregation is primarily Caucasian and the overall congregation would be considered mono-cultural. We do have African-American children as part of our youth groups and Sunday School classes. The congregation would welcome interest from all cultures, and is hoping to become more diverse as the community grows and changes.

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

Our congregation welcomes diversity on many levels. Our congregation has discussed extensively reaching out to members of our community to welcome anyone who wants to worship with us regardless of socio-economic status. Our congregation is also becoming more diverse politically as we have a good mix of political ideologies within the congregation. Theologically we welcome diverse ideas.

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	Who plans each of the listed gatherings? <i>(list any and all worship</i>

	people involved in attendance	<i>planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	20	Kathy Calvert
Baptisms (<i>number last year</i>)	6	Pastor
Children's Groups or Classes	40	Katrina Nixon
Christmas Eve and Easter Worship	275/325	Pastor
Church-wide Meals	40	Various Families do Koinia Meals
Choirs and Music Groups	20/15	Children's/Adult - Keri Kearns/Bob Dooley
Church-based Bible Study	12	Pastor
Communion (<i>served how often?</i>)	135 (15)	Consistory, 1st Sunday of Month
Community Meals	125	Father/Son Banquet (once annually)
Confirmation (<i>number confirmed last year</i>)	7	Pastor, Mentors
Drama or Dance Program	N/A	
Funerals (<i>number last year</i>)	8 (6 members)	Pastor, Funeral Homes
Intergenerational Groups	N/A	
Outdoor Worship	125	Pastor (church picnic)
Prayer or Meditation Groups	N/A	
Public Advocacy Work	N/A	
Retreats	N/A	
Theology or Bible Programs in the Community	Varies	Nursing Home Church Services
Weddings (<i>number last year</i>)	5	Pastor
Worship (time slot: 10:30)	130 avg.	Pastor
Worship (time slot: _____)	N/A	
Young Adult Groups or Classes	15	Kathy Wilson

Youth Groups or Classes	20	Nolene James, Carrie Hamner
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)
N/A				

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

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer) Salary+Benefits	Supervised by	Length of Tenure for current person in this position
Dan Moore	Interim Pastor	25,000	Consistory	12 months
HL Plenge	Organist	2,850.00	Pastor	6 years
Kathy Wilson	Pianist/YA Class	1,140.00	Pastor	15 years
Melissa Bevans	Housekeeper	4,400.00	Pastor	21 years
Robin Harper	Housekeeper	4,400.00	Pastor	21 years

Bob Dooley	Adult Choir	1,035.00	Pastor	7 years
Keri Kearns	Children's Choir	625.00	Pastor	4 years
N/A	Sec./PT Pastor	28,000.00	Pastor	N/A

****REFLECTION**

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

The church has a long-ranging commitment of working together to make the church run smoothly and efficiently. We have a great mix of worshiping, fellowship, mission, and financial security.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$137,530.59
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$0.00 (\$4250.00) interest only
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0.00
Fundraising Events - we have no annual church fundraisers	\$0.00
Gifts Designated for a Specific Purpose - Various Families	\$0.00
Grants	\$0.00
Rentals of Church Building	\$228.00
Rentals of Church Parsonage	\$0.00
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$0.00
Transfers from Special Accounts - OCWM from Farm Account	\$7000.00
Other (specify):	\$0.00
Other (specify):	\$0.00

TOTAL	\$166,944.99
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Current annual expenses (dollars budgeted for most recent fiscal year): \$

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

General Fund Budget			
A. PASTORAL EXPENSE		2020 Budget	
1.	Accountable Bus. Reim. Plan	200.00	
2.	Accountable Continuing Ed. Reim Plan	300.00	
3.	Accountable Trav. Reim. Plan	2,000.00	
4.	Annuity Fund (14%)	8,500.00	
5.	Disability Insurance (1.5%)	900.00	
6.	Health, Dental, Vision Insurance	10,000.00	
7.	Salary	46,500.00	
8.	Social Security Off-set	4,625.00	
Sub Total		73,025.00	
B. CHURCH EMPLOYEE EXPENSES			
1.	Employer Social Security/Payroll Expenses	2,500.00	
2.	Chancel Choir Director	1,035.00	
3.	Children’s Choir Director	625.00	
4.	Bell Choir Director	300.00	
5.	Housekeepers	8800.00	
6.	Caretaker	500.00	
7.	Organist	2,850.00	

8. Pianist		1,140.00
9. Secretary		0.00
10. PT Pastor		0.00
11. COMBINE 9&10 Full Time Position		28,000.00
12. Worker's Compensation		2,850.00
Sub Total		48,600.00
C. Operating Expenses		2020 Budget
1. Alter/Worship		600.00
2. Choir Music		0.00
3. Church Electric/water/sewer		4,300.00
4. Church Natural Gas		3,500.00
5. Church Imp/Rep		1,500.00
6. Church Telephone		1,800.00
7. Christian Education		0.00
8. Housekeeping Expenses		500.00
9. Confirmation Expenses		600.00
10. Miscellaneous		500.00
11. Office Supplies		4,000.00
12. Elevator Maintenance/Inspection		1,000.00
13. Organ/Piano Sound Maintenance		1,000.00
14. Parsonage electricity/water/sewer		1,500.00
15. Parsonage/natural gas		1,000.00
16. Parsonage Improvement Repairs		500.00
17. Parsonage Telephone/Internet		1,200.00
18. Postage		600.00
19. Property Insurance		10,000.00
20. Trash Removal		550.00
21. Pest Control		650.00
22. Southeast Association Dues		625.00

23. Supply Minister		800.00
24. Mowing (Snow Removal 2016) Rodgers		1,200.00
25. Snow Removal 2017 - Behnke		1,200.00
26. Landscape Maintenance		400.00
27. Vacation Bible School		800.00
28. 150th Anniversary		0.00
	Sub Total	40,325.00
	TOTAL	\$161,950.00

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 70%

Has the church ever failed to pay its financial obligations to a minister of the church? No, the church has always been in good financial standing.

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? We are a 5-for-5 church and we have participated in all five activities listed.

 ✓ Our Church's Wider Mission (OCWM – Basic Support)

 ✓ One Great Hour of Sharing

 ✓ Strengthen the Church

 ✓ Neighbors in Need

 ✓ Christmas Fund

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

The church takes the \$7000.00 from the farm account to provide the basic support for OCWM.

What is the church's current indebtedness?

There is currently no debt involved with the church.

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.

The church does not have any current building projects underway.

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

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

If a capital campaign is underway or anticipated, describe:

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

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

We currently do not have any major capital campaigns in progress.

Does your church have an endowment? yes

What is the market value of the assets? \$236,647.29

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

Funds have not been drawn in the recent past.

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

Funds have not been drawn in the past 5 years.

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: The church has not had to draw from the endowment fund for any operating expenses in the past five years.

At the current rate of draw, how long might the endowment last? We will have additional funds coming into the endowment fund so it will not be in danger of running short for the foreseeable future.

Please comment on the above calculations or estimates: The church has been conservative with the endowment fund and has not drawn from it. It currently requires an 80% vote by the congregation to release endowment funds.

Other Assets

Reserves (savings): \$ N/A

Investments (other than endowment): \$ N/A

Does your church have a parsonage? Yes

Fair market rental value of the parsonage: \$650 per month (per Dana Justice)

How is the parsonage used? Primary Residence of Settled Pastor

Parsonage Address: 330 N. Washington St., Kahoka, MO 63445

Finished square footage: 1500

Number of Bedrooms: 3

Number of Bathrooms: 2

Assessed real estate value: We do not rent; no assessed value.

Available for minister residence: Yes

Expected minister residence: Yes

Condition of structure, systems and appliances:

Entity in the church responsible for review and needed repairs: The consistory, specifically the building and grounds chairperson and the Vice President of the consistory.

Describe all buildings owned by the church: Church building and parsonage.

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

Which spaces are accessible to wheelchairs? The church has a working elevator that can get patrons to all levels of the church. This includes the sanctuary, brotherhood room, upstairs education wing, the basement area with fellowship room and kitchen areas. If needed, all areas of the church can be accessible. We do have accessibility to the pulpit.

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

The church finances are extremely strong. We have never had any question about meeting all of our financial obligations. The church has consistently made repairs to the church and parsonage as needed to keep facilities in great condition. We have always given to the missions associated with the church, and met all obligations to the pastor and other employees of the church. Ownership of the church farm brings in additional money to help with any type of shortfall. The church has a large endowment and has not had to pull from that account.

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.

We feel like the next pastor we hire will be the most important event in the life of our church. However, in the last 10 years, we have celebrated the 150th anniversary of our church and were assigned our first female interim who “broke” the idea that ministers had to be male and led to the hiring of our first full-time female pastor.

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

With covid-19 among us, we have had to make many changes. With the pandemic and guidelines ever changing, we are constantly reevaluating and acting in the best interests of the church and its members.

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.

With our church having such a passionate congregation there are many who have strong opinions and like to be involved in discussions prior to a decision being made. We also have a wonderful congregation with a firm belief in the rights of a governing body and due process. We encourage and respect any debate that helps us come to a final solution.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Dixie Laube	7	Yes
Rev. Kenneth Beckman	16	Yes
Rev. Dale Thompson	5	Yes
Rev. Don Hartman	2	Yes

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

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

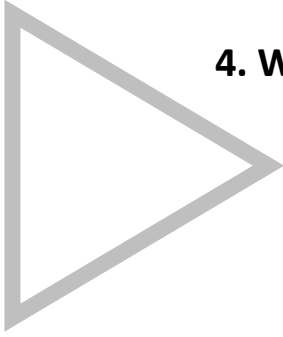
No

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?

The St. Paul UCC of Kahoka has a long-lasting relationship with the Clark County Nursing Home. The church provides services there through the ministerial alliance and the outreach group provides communion there. Members of the church and the pastor have taken initiative to help with the local food pantry. The congregation also advocates through Helping Hands which donates food goods and monetary donations to the Food Bank at Columbia, MO which helps food pantries through Central and Northern Missouri. Members also feel that service and advocacy is an area that could use improvement.

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

Our pastors and members have participated in the General Synod, the National Youth Events, Regional Youth Events, and maintain participation in Association and Conference meetings.

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

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 |

Inter-Cultural/Multi-racial (I'M) None

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

Our congregation would like the new pastor to give us knowledge and guidance on the various facets of the UCC Faith Community. We currently do not formally participate in the statements listed above, but our congregation has made it clear that we want to enter and improve our community. We would expect the new pastor to work with the consistory and congregation on which aspects of the UCC Faith Community could make the most positive impact on our community.

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

The pastor meets once a month with the Clark County Ministers Alliance. Lenten services and National Day of Prayer activities are shared among local churches. Baccalaureate is a shared responsibility of the Ministerial Alliance.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities?

With it stated that the purpose of our church is to worship God, preach the gospel of Jesus Christ, celebrate the Sacraments, realize Christian fellowship and unity within this church and the Church Universal; render loving service toward humanity, and strive for righteousness, justice and peace we are sincere in our efforts but aware that we would benefit from a strong leader which we are seeking.

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

The congregation expects the pastor's scope of work to be of a balanced approach. We expect them to work hard for the congregation and be prepared for the various challenges that occur weekly in this position. We also understand that all people need family time and want our pastor to have time for their individual needs. There may be times when the pastor is needed for long hours with counseling, community obligations, other church duties, but there will also be periods when they can rest, reflect and recharge for the betterment of themselves and the congregation. There will also be an expectation to stay on top of current trends in the church, education and innovative ideas to connect with 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?

An overview of the MissionInsite report for our area will show we are a 3,100 and moderately growing town of mostly white/non-Hispanic, well educated, hardworking families mostly employed in the education, transportation, manufacturing, managerial, sales, and agriculture/construction fields. Looking into ancestry it shows the three highest groups are unclassified 35%, German 20%, and American 11%. English is the primary language used by everyone.

The mosaic insight will show the area is made up of:

- 39% J36 Autumn Years - Settled and Sensible
- 17% Q64 Golden Year Guardians - Town Elders
- 15 % M45 Families in Motion - Diapers and Debit Cards

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

The demographics for our church are much like the report shows. You will find however that the percentages for education, employment, and income will be higher amongst our congregation.

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

In the past our ministers have been closely matched to our demographics giving them a greater chance to be comfortable and grow in the community.

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

St Paul UCC is known for its long history in the community and our beautiful church. We are also well-known for our music and Christian education programs. We are known for sharing our church throughout the community. We have hosted Girl Scouts, dance classes, and youth programs following school.

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

New members often cite the friendliness of the congregation, warmth and welcoming members, and the beauty of the sanctuary. Services are uplifting and motivational. Our youth program is also very strong, which has brought several new members to our congregation. New members have been made to feel a part of the church and have been asked to hold important positions within the church.



REFERENCES

REFERENCE 1

Jonna Jensen / Associate Conference Minister / Iowa Conference - UCC

Phone: 515-669-5243 / email: johnna@ucctcm.org / Iowa Conference Minister (July 2020)

REFERENCE 2

Dr. Ritchie Kracht / Local School Leader / Local School District

Phone: 660-727-2377 / Email: rkracht@clarkcounty.k12.mo.us / School Superintendent

REFERENCE 3

John Huffman / Local Business Owner / Grinnell Mutual Insurance Company

Phone: 660-727-2177 / Email: N/A / Insurance Broker

DES MOINES OFFICE:
5609 DOUGLAS AVE
DES MOINES, IA 50310
515.277.6369



**IOWA, NEBRASKA
& SOUTH DAKOTA**
• CONFERENCES •
UNITED CHURCH OF CHRIST

SIoux FALLS OFFICE:
3500 S PHILLIPS AVE, STE 100
SIoux FALLS, SD 57105
605.338.8738

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Elleen Gebble
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Terry Kaduce
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Jean Morrow
Jim Oleson
Barb Paulson
Al Schaefer
Martell Spagnolo
Sharla Steever
Linda Sue Weidenbach
Melinda Williams

Tri-Conference
Board of Directors:*
Conference reps: * above
Jim Judkins, IA-At Large

July 2, 2020

God's grace and peace to you, dear searching pastor.

Thank you for your openness to ministry at St. Paul UCC in Kahoka, MO, a mission-hearted and community-active congregation!

I will never forget my first visit to St. Paul UCC. After Sunday morning worship, I stayed for the evening Sunday School Christmas program. The fellowship hall was packed. I had never in my life (and I'm not that young!) seen so many children bouncing around in a single congregation. There were at least 100. I remember touring the Sunday school rooms and finding them so well cared-for and so well-equipped. A second dear memory was shaped a few years later, on a communion Sunday. A line of children, coming forward for blessings, stretched all the way down the center aisle of the large sanctuary and wrapped halfway up a side aisle. Youth and chaperones from St. Paul UCC are regular participants in regional and national youth events and in General Synod. From my vantage point, faith formation for children and youth is at the heart of St. Paul's ministries.

A growing edge for St. Paul UCC is continuing discernment around what fruitful and faithful leadership will look like in the congregation. Certainly St. Paul has been blessed to have faithful and gifted pastors serving alongside faithful and gifted lay leaders and many who lean forward into opportunities for volunteer service. Discernment continues, as it does in many congregations at any given time, around how to build the best leadership collaborations among the congregation's pastor and lay leaders and volunteers. How do we most faithfully and fruitfully collaborate in casting visions for the congregation? How do we most faithfully and fruitfully carry this holy work all the way from visions to daily decisions? This is essential and ongoing discernment in any healthy congregation, and I hope you look forward to engaging these Spirit-stirred questions alongside the saints at St. Paul UCC.

I think you will be especially happy during your years in Kahoka if you are called to serve alongside servants who cherish their rural and small-town roots. Some experience in or even curiosity about ministry in rural and small-town settings will be a fine gift to bring to your ministry at St. Paul UCC.

With great hope, I raise a prayer as I send these words: "Come, Holy Spirit!"

The Rev. Jonna Jensen
Associate Conference Minister



Clark County R-1 Schools

427 W. Chestnut, Kahoka, Missouri 63445
(660) 727-2377 Fax (660) 727-2035

"Educating Today's Children For Tomorrow's World"

St. Paul United Church of Christ
c/o Search Committee
323 North Washington Street
Kahoka, MO 63445

To Whom it May Concern,

The St. Paul United Church of Christ is well renowned for having an active congregation within our community. The Church provides leadership in our school district, city and county government, civic activities, and many of the businesses within our community. Our community economy is based on agriculture and the St. Paul Church has many farm families and families that participate in farm business as well.

The church mission has organized to help the local food pantry, and takes its ministry to many of the elderly both inside our local nursing home and around the county. The church provides our only local children's choir and is known for outstanding musical programs throughout the year.

Personally I have had the opportunity to work with several of the church's talented parishioners during my time as superintendent. Several members of the church have stepped up and participated in the Board of Education during my tenure. We have many talented teachers throughout the district that attend St. Paul.

I would give my highest recommendation to the St. Paul Church of Christ in Kahoka, MO. The church has a lot to offer, and will need strong leadership moving forward.

Sincerely,

A handwritten signature in cursive script that reads "Ritchie Kracht".

Ritchie Kracht
Superintendent of Schools
Clark County R-1, Kahoka, MO

An Equal Opportunity Employer

HUFFMAN INSURANCE AGENCY, INC
PO BOX 3
108 N WASHINGTON ST
KAHOKA, MO 63445
PHONE 660-727-2177
FAX 660-727-2118

St. Paul United Church of Christ
C/O Search Committee
323 North Washington Street
Kahoka, MO 63445

To Whom It May Concern:

St. Paul United Church of Christ has a broad range of talented parishioners. The church members not only volunteer their time to the church but also to the community as a whole. This church membership provides our community with teachers, farmers, Principals and business leaders. I think this a great strength for the church.

I worked with the church leadership to develop a Safe Sanctuary policy. I was very thankful the membership agreed that there was a need and worked to complete the policy. This is not always the case in a rural community.

The church has a dedicated group of volunteers for youth choir and adult choir. This ministry provides joy to members and non-members. The church is very welcoming to new members.

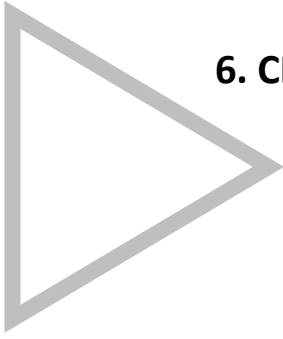
I would like to give St. Paul and the church members my highest recommendations.

Sincerely,



John D. Huffman
Huffman Insurance Agency, Inc.
Owner





6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

Faithful God,
your promises stand unshaken through all the generations.
Renew us in hope,
that we may be awake and alert
as we watch for the glorious return of Jesus Christ,
our judge and Savior,
who lives and reigns with you
in the unity of the Holy Spirit,
one God, now and forever. 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 a suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. **Which individuals and groups in the church contributed to the contents of this Local Church Profile?** Search committee and Consistory
2. **Additional comments for interpreting the profile:** We are continuing in our efforts to complete the profile.

Signed: Jason S. Harper, Search Committee Member
St. Paul UCC
322 N. Washington
Kahoka, MO 63445
Church Phone: 660-727-3611
Personal Cell Phone: 660-216-1613

March 8, 2021

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: Y

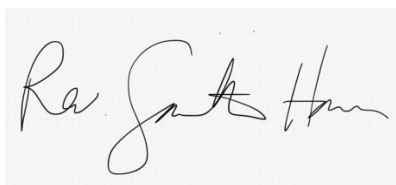
To the best of my knowledge, ministerial history information is complete.

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.

A handwritten signature in black ink on a light gray background. The signature is cursive and appears to read "Rev. Samantha Houser".

Signature:

Name / Title: Rev. Samantha Houser

Email: samantha@ucctcm.org

Phone: 402-350-1714

Date: March 11, 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