

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to become

?

The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Peace United Church of Christ
Walnut, Iowa

Pastor

[Names of Conference, Association]

[Validation Date]

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
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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.

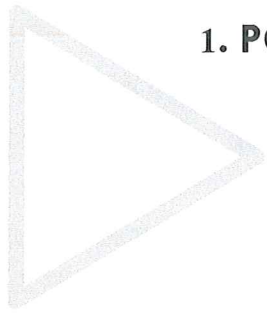
Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings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

1 a. LISTING INFORMATION

Church name: *Peace United Church of Christ*

Street address: *404 North St. Walnut, IA 51577*

Supplemental web links:

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

Conference: *Tri-State Conference (Iowa, Nebraska, South Dakota)*

Association:

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

Darrell Goodwin, Associate Conference Minister, 402-307-1107, darrell@ucctcm.org

Summary Ministry Description:

In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?

Our church has an established core community of members who enjoy fellowship with one another, community engagement activities, messages about the grace of our Lord, and worship music. We need a pastor to lead the charge to revitalize some of these activities and to expand upon them, bringing additional families in from the fringe (less involved) of the congregation, and to breathe life back into our Sunday School program. We have a large number of children participating, but we lack the leadership and participation of young parents to help drive the program.

Photographs:

Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.

What we value about living in our area (2 – 3 sentences):

We value the small town atmosphere, where people know and support one another. We partner with area churches for things such as Lenten services and Vacation Bible School.

Current size of membership:

60 active members

199 total members

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

Position Title: *Pastor*

Position Duration (choose one, delete the other options listed):

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

Compensation Level (choose one, delete the other options listed):

1/3 - 1/2 Time

Does the total support package meet conference compensation guidelines?

1b. SCOPE OF WORK

(add here the Scope of Work developed by your church using the Call Agreement Workbook)

Core Competencies:

(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)

Caring, dedicated, sociable

1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): 1/3 Time: \$15,000; 1/2 Time: \$20,000

Benefits (*choose one*):

Salary plus Benefits

Salary includes Optional Benefits

No Benefits

What is the expected living situation for your next minister (*e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)?

We own a parsonage. In the past, full-time pastors have lived there, paying only for their phone and cable. It is currently being rented, as the former pastor owned a home in town. We are willing to pro-rate the rent for the parsonage for a half-time minister or provide a pro-rated housing allowance.

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

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*):

The salary will be reviewed annually, with compensation changes discussed at that time based upon the evaluation.

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

The local ministerial association, comprised of local pastors from various denominations, meets monthly. Diane Leggett is the conference's ministerial support staff designee.

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

Regular hours during the week could be flexible, so long as the pastor is present for church services, church leadership meetings, and monthly Peace Haven Retirement Home meetings and does his/her 20-25 hours of work throughout the week. We've had a part-time pastor for several years, so we've learned to be flexible and work together, so long as the church's needs are being met.

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.

Increased involvement from fringe congregation members

Vision and direction for the Sunday School program

Meaningful and applicable messages in sermons

Call on hospitalized and nursing home members

Continued mission work

More local outreach

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

With additional involvement from members, we can expand our community involvement and outreach efforts, as we wouldn't be asking the same small core of people to always do the work.

With a stronger Sunday School program, we would be building the future of the church and affecting children's desire to be involved in church activities.

Ecumenical participation with other churches.

A minister that is outgoing and eager to attend community events.

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

Speak English loudly and clearly. We have older members of the congregation who cannot hear very well, so they need to be able to hear and understand the pastor.

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.

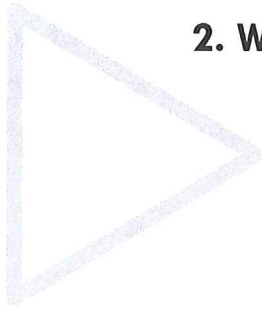
While there are characteristics from additional areas of excellence that we value in a ministerial leader, such as engaging in mission and outreach, building relationships of mutual trust and interdependence, and encouraging leadership development of self and others through continuing education and lifelong learning, we feel that the following four areas are of primary importance: Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice; Engaging Sacred Stories and Traditions; Caring for All Creation; and Strengthening Inter- and Intra-Personal Assets.

Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice: We feel this area speaks to the true “calling” that a minister feels to do their work. If one views their position as a minister as simply a job that brings in a paycheck, we believe that they neither understand the purpose of the work nor will they be effective in it.

Engaging Sacred Stories and Traditions: The characteristics within this area of utmost importance at Peace Church are “bringing to life sacred stories and traditions in worship, proclamation, and witness,” and “leading faith formation effectively across generations.” We have spoken throughout this profile of the need for meaningful messages and sermons. The congregation must both understand the message being delivered and be able to apply it to their current modern-day lives. We also have a wide range in ages of the congregation, with most of the regular attendees being over the age of 55. Our minister needs to be able to reach the younger families and children of our congregation to help draw them back into regular attendance and participation.

Caring for All Creation: One of our strengths as a congregation is how much we care for one another. The minister must do so as well, reaching out to those who are ill, shut-in, or simply hurting, in addition to making connections with our members on a regular basis. He/she must also be willing to engage in fellowship with the congregation before/after church, desiring to socialize and connect with our members.

Strengthening Inter- and Intra- Personal Assets: Open and honest communication is important in any relationship, including that of a pastor and his/her congregation. This area also speaks to treating all people with dignity and respect, as well as understanding and ministering to stages of human development across the life span. We value and respect our elders who have given a great deal of service to our church, and we want to know that they will be valued and led by our religious leader even if they are unable to physically attend church. We also value our children and want them to feel welcome and excited to attend church, knowing that they will hear a meaningful and encouraging message about Jesus’ work in their daily lives.



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 feel that God is calling us to expand the effectiveness of our message and God's word to the younger generations. We need to get them involved more at every level within our activities, as they are our future. As we mentioned previously in this profile, we feel we need to update our message a bit, making it more relatable to life today. In surveying our membership, this was a common piece of feedback we received regarding our weekly sermons in the past. We also need to support our elders in the congregation as well. Whether they're able to attend services or not, they need to feel connected to our church family through phone calls, visits, and general outreach.

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

For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/ vision taking you?

We had a very successful outdoor church service and picnic last fall, with various recorded songs and games for kids to play afterward. It was like a breath of fresh air for congregation members, and they desire to experience more services that make them feel connected and truly ministered to.

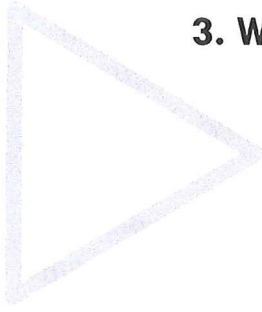
The Sunday School program experimented with a one-room Sunday School, moving the time to coincide with church in order to entice parents to attend the church service, and weekly rotations of various engagement activities (music, crafts, lesson, attending worship, etc.) This has not been successful. Parents' attendance has continued to decline, teachers have begun to quit and not want to be in charge, and students aren't learning anything.

We did a survey of members to get their input regarding their needs and priorities for the future of the church. This resulted in much of the content and goals included in this profile.

Our vision statement is the following:

We strive for this to be a place of compassion, forgiveness, kindness, humility, gentleness and patience. All who come here are accepted as a part of Christ's body. Our fellowship will receive the stranger, feed the hungry, give drink to the thirsty, care for the sick, and visit the confined. May the peace of the Holy Spirit guide us in all we do.

We need overall connectivity, for both adults and our youth. We need leadership that values time spent to build programs, writing quality sermons, establishing and nurturing relationships with members, and providing an example to the community of God's care and support for all.



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.

For example, what beliefs and commitments are stated in your congregation’s purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

In the past several years, we have heard a great deal about God’s law and expectations, and very little about his grace and love. It has been a message of religion more than a message of Christianity. This has driven people away. The cross drives out all shame and guilt, and people need to hear this message of hope.

Describe several strengths or positive qualities of your congregation.

Small core of strong, dedicated leaders

Large population of Sunday School students

Good musicians, and the congregation values music in worship

Care about one another - fellowship is important

Describe what worship is like when your congregation gathers.

For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?

We worship in our sanctuary with the choir in the choir loft and the pastor in the pulpit. The congregation values the music within the service. Members who attend are happy to be here and fellowship with one another. Most recently, with our substitute pastors, the message has been more around God’s grace and our righteousness through Him. Previously, however, the message had been about God’s law and our failure to meet expectations. Good preaching is

meaningful and applicable to people in today's world. It relates the word of God from years ago to situations people are going through now. It gives people hope and renews their strength to fight the good fight for another week.

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

For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?

Some of our teenagers who have been confirmed are now ushers or deacons. This is one of the most critical ages for a church to support. Tweens and teens are looking for purpose. They're looking for a message that makes sense to them in their daily life, one that speaks to the struggles they encounter. We had an active group of youth go through the last few groups of confirmands, but most have either fizzled in their participation or gone elsewhere to participate in a Christian youth group that speaks more directly to them and their needs. Many people grow up going to church but not really listening or finding their own personal faith until later in life because the message isn't tailored to them. It's just something their parents have made them do. It's often not until college where a dedicated young adult will explore their own thoughts and ideas about religion - and it's often later, not until a life crisis comes along, for those who became disengaged as youth and separated themselves from the church. We need to be supporting the development of our youth and their faith if we want this church and its message to thrive.

Describe how your congregation is organized for ministry and mission.

For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?

- When it comes to decision-making, how many hours are spent in meetings per month?
- 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]

The church council spends approximately 2-3 hours per month in meetings to make the majority of the decisions for the church. Other committees make their own decisions and communicate them to the council. These groups are supposed to meet quarterly and report to the council, but this hasn't occurred in some time. When quick decisions need to be made,

the council president often acts in collaboration with the minister, or in collaboration with other council members.

****Insert annual report here.*

3b. 11-YEAR REPORT

(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite)

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	61	
Number of active non-members:	3	
Total of church participants (sum of the numbers above):	64	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	73%	
Less than 10, more than 5 years:	5%	
Less than 5 years:	22%	

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
12	11	6	6	16	7	11	23	24	

Percentage of adults in various household types: *Unknown*

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

Education level of adult participants by percentage: *Unknown*

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

Percentage of adults in various employment types: *Unknown*

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

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

A large portion of our congregation works in agriculture, education, business, or are retired.

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 not very diverse. Most are Caucasian. We have 2 Korean-Americans.

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:

No.

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	None	
Baptisms (<i>number last year</i>)	1	
Children’s Groups or Classes	Sunday School 13	Sunday School Superintendent
Christmas Eve and Easter Worship	50	Pastor, choir, council members
Church-wide Meals	40	Council
Choirs and Music Groups	11	Choir leader and organist
Church-based Bible Study	None	
Communion (<i>served how often?</i>)	1 per month	Pastor and deacons
Community Meals	130	Kitchen committee
Confirmation (<i>number confirmed last year</i>)	5	Pastor
Drama or Dance Program	None	

Funerals (<i>number last year</i>)	1 per month	
Intergenerational Groups	None	
Outdoor Worship	55	Council, pastor
Prayer or Meditation Groups	None	
Public Advocacy Work	None	
Retreats	None	
Theology or Bible Programs in the Community	None	
Weddings (<i>number last year</i>)	None	
Worship (time slot: 10:15)	34	
Worship (time slot: _____)		
Young Adult Groups or Classes	None	
Youth Groups or Classes	None	
Other: VBS	30	Sunday School Superintendent, parents

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)

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 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
Church Secretary	yes	part-time	Council	26+ years
Church Custodian	yes	part-time	Council	10 years

REFLECTION

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

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$57,646
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$
Fundraising Events	\$3,408
Gifts Designated for a Specific Purpose	\$305
Grants	\$

Rentals of Church Building	185
Rentals of Church Parsonage	\$7,200
Support from Related Organizations (e.g. Women's Group)	\$
Transfers from Special Accounts	\$8,000
Other (specify):	\$
Other (specify):	\$
TOTAL	\$

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.

See annual report.

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

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) *No.*

- 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%)

2.5%

What is the church's current indebtedness?

Total amount of loan debt: *None*

Reason for debt:

Are capital and other payments current?

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

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

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

If a capital campaign is underway or anticipated, describe:

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

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

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): *See annual report.*

Investments (other than endowment): \$

Does your church have a parsonage? *Yes*

Fair market rental value of the parsonage: *\$95,500*

How is the parsonage used? *Currently used as a rental*

Street / City / State / Zip: *601 Walnut St. Walnut, IA 51577*

Finished square footage: *1,360 main level, 500 basement*

Number of Bedrooms, Number of Bathrooms: *3, 1*

Assessed real estate value: *\$95,500*

Available for minister residence: *Yes*

Expected minister residence: *No*

Condition of structure, systems and appliances *Excellent*

Entity in the church responsible for review and needed repairs *Property planning committee*

Describe all buildings owned by the church:

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

Church owns a large open lot next to the church building

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

The front door, sanctuary, Sunday School classrooms, pastor's office, fellowship hall, and a bathroom are all wheelchair-accessible.

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

For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?

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 celebrated our 100th year anniversary in 1998.

The building of the current church building in 1972 was a significant event.

*However, we feel it is the people who have come and gone in the church's history that have impacted our congregation and membership. For example, despite some adversity and controversy that was inspired and driven by some former pastors has impacted attendance, yet not broken the dedication of our core group of dedicated members. ***Wordsmith this.*

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

Sunday School

Subs during this period of time without a pastor, listening to a variety of substitute pastors' messages each month.

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.

For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)

The council was working with the former pastor throughout the past several years to get him to do his job and meet the needs of the congregation, (such as visiting our shut-ins and members who are ill and tending to grieving members) compromising with him and trying to meet in the middle on several issues. We feel that he was heard and that the council made many concessions, yet he was unwilling to change. There were active members whom he failed to support through difficult times. We used to have a pastoral relations committee to assist in some of these issues, but due to a lack of willing members to serve on committees, this committee was disbanded and the council has handled such issues. We feel that our members have concerns, but they don't bring them to the table to be heard. We want our people to feel like they can

communicate with their church leadership and that they have a voice in the activities and goals of our church.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Steve Lewis	2011-2019	Y
Gail Muckey	2005-2010	Y
Interim Howard Campbell	2004-2005	
Interim David O'Rourke	2003-2004	
Doris Ruben	1993-2003	
Interim Neil Schroeder	1991-1993	
Michelle Scott	1987-1991	

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

We've learned that we need to set expectations and communicate with one another clearly. We've also learned that we value the community and family that we've built among our members, and yet we are welcoming of new members and visitors.

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

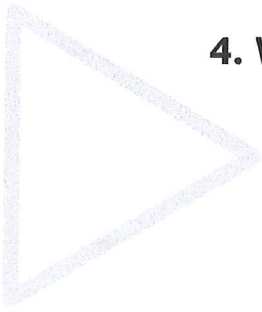
The previous pastor indicated to the council that he was planning to retire in December of 2019. He requested to stay longer for financial reasons, but the council declined.

Has your church been involved in a Situational Support Consultation?

No. (We do not know what this is.)

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

No. (We do not know what this is.)



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?

For example, which service activities has your church participated in this past year?

Where has the church participated in global connections of care and justice? What is currently transformational in your church's engagement with neighbors near or far?

Joint community Lenten services

Joint VBS with Presbyterian Church

Neighbors in Need participation

Participation in some of the 5 for 5 events

Food pantry collection

Clothing and supply collection for homeless shelters

Donations to local families in need, such as a donation to a family with a child with Leukemia

Donations to district teachers for supplies

Donation to a Southwest Iowa church to help serve flood victims

Donations to ALS Association and Lupus Foundation

Meal for local retirement home

Donation to the Navigators for a member's missionary training

We have a food stand during our local antique walk. All monies raised at this event are used to support service activities such as those listed above.

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

We do not currently participate in these activities. The former pastor used to attend these meetings, but stopped doing so in the past few years.

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.

- Accessible to All (A2A)
- Creation Justice
- Economic Justice
- Faithful and Welcoming
- God Is Still Speaking (GISS)
- Border and Immigrant Justice
- Inter-cultural/Multi-racial (I'M)
- Just Peace
- Global Mission Church
- Open and Affirming (ONA)
- WISE Congregation for Mental Health
- Other UCC designations:
- Designations from other denominations
- 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?

We are not currently active or interested in any of the above movements or statements. However, if we understood what each entailed, or had a leader to lead the charge, that is not to say we wouldn't be willing.

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

Joint community Lenten services

Joint VBS with Presbyterian Church

Since we've been without a pastor, we have collaborated with the local Presbyterian pastor for activities such as funerals.

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.

Our vision statement is as follows:

"We strive for this to be a place of compassion, forgiveness, kindness, humility, gentleness and patience. All who come here are accepted as a part of Christ's body. Our fellowship will receive the stranger, feed the hungry, give drink to the thirsty, care for the sick, and visit the confined. May the peace of the Holy Spirit guide us in all we do."

We welcome strangers and newcomers into our worship. We supply food for the hungry. It is our priority to visit the sick and confined. However, this has been a conflict with the previous pastor's interests and willingness to do so.

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?

In addition to normal Sunday service and special event planning and preparation, we expect our minister to participate with the other churches in our area to plan joint ecumenical worship events and service programs. The minister is an ex-officio member of the local retirement home's board of trustees, as this retirement home was built and founded by our congregation over 50 years ago. We also prioritize and value visitations to our sick and confined church members. While we don't have a designated amount of time or specific activities in mind, we

would hope that if something would come up, our minister would be willing to participate and support this need for our community.

4b. MISSION InSite

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

We don't know what this is.

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 demographics are pretty similar to others in our area. We are not very diverse, yet we welcome everyone into our congregation who follows Jesus.

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

The population of low income families is growing in our community and in our surrounding communities. Our local school has seen an increase in this area and in at-risk populations of students. A relatively new food and clothing pantry was opened in Walnut in the past 5-6 years, and its use has increased each year. There is also an increasing population of families in the area who have experienced trauma - be that from split homes, multiple forms of abuse, drug or alcohol use, incarceration of family members, etc. Children are coming to school without some of their basic needs being met at home. This is an area of support that we could definitely explore further as a congregation.

We are a rural community with little diversity. There are 6 churches within our small town alone, giving multiple options of worship to a small community. Additionally, there are many surrounding communities with various churches that people are willing to drive to to attend. We feel this contributes to some of our attendance struggles as well. In our survey of church members, they also spoke to their busy schedules and changing priorities as a community as reasons for non-attendance.

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

Choir

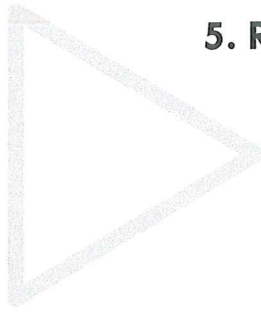
Soup dinner/annual dinner

Food stand

VBS at the splash pad

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

Our fellowship and sense of community among our congregation



5. REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1

Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)

Bill Switzer

REFERENCE 2

Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)

Joyce Isaacson

REFERENCE 3

Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)

Robin Heilig or Sharon Embree

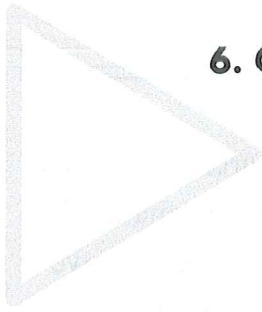
PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

Some of our past ministers have shared with us their favorite songs. The one that struck a chord with us (pun intended) was “Here I Am, Lord.” This song seems to speak to the feeling of truly being called to follow the Lord, do His work, and share His message with the world.

“Here I am, Lord. Is it I, Lord? I have heard you calling in the night. I will go, Lord, if you lead me. I will hold your people in my heart.”

We look forward to meeting and ministering with the one that the Lord is calling to Peace United Church of Christ in Walnut.

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? *(for example, church council or consistory, transition team, etc.)*

Church Council

Church Secretary

Survey input from membership

2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:

Name / Title:

Email:

Phone:

Date:

**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

