

INTRODUCING THE NEW LOCAL CHURCH



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

Peace United Church of Christ
Fredericksburg, Iowa

Pastor

Iowa Conference, NE Association

October 29, 2020

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- Consent and Validation

*“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.

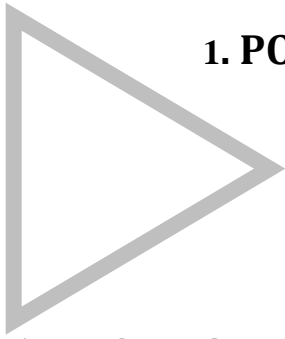
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – WHO ARE WE NOW, WHO IS OUR NEIGHBOR, and WHO IS GOD CALLING US TO BECOME – are meant to be updated every 3-5 years. Known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

Street address: 221 Oak Street

Supplemental web links: <http://tinyurl.com/PeaceUCC-Calendar>
<https://peaceuccburgia.org>

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):
Not applicable at this time.

Conference: Iowa

Association: NE

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

Samantha Houser

Associate Conference Minister

402-350-1714

samantha@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?

We want to continue maintaining and expanding our ministry for young adults and young families. We hope this will show up in a greater population of active leaders for our future. These younger members will be growing in faith. Our older generation will need to continue showing appreciation and value in what the younger families are doing for our congregation as all ages work together. We are seeking a pastor who is able to help with this process and comfortably relate to all generations.

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):

Fredericksburg is in a beautiful rural area close to the urban communities of Cedar Falls and Waterloo, Iowa. It is also within easy driving distance of Rochester, MN, Mason City, IA, Cedar Rapids, IA and Iowa City, IA. Fredericksburg is a small caring community working together to help each other. This forward-thinking community has a Middle School, Elementary School, a doctor and medical clinic, chiropractor, local grocery and hardware stores, library, restaurants, and an art gallery. For recreation there is a golf course, bike trail, parks, and a swimming pool.

Current size of membership: 167

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*):

Full Time

Does the total support package meet conference compensation guidelines? yes

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 and Sensitive**
- **Scripture oriented preaching, connecting today's events with the scriptures**
- **Sociable**

1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): \$37,000. - \$45,000.

Benefits (*choose one*):

Salary plus 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*)?

Parsonage is provided.

Double attached garage, separate entrance to home study (left)

Front enclosed porch

Almost a full unfinished basement



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

The parsonage is right next to the church. The pastor and family are expected to live in the parsonage.

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*): **We would welcome conversations about possible incentives, examples would be a study leave or a sabbatical.**

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

Conference staff and the committee on ministry provide support for pastors. Intentional Covenant Communities for Pastoral Excellence supported by trained leaders are also offered both on site and by the web through the Iowa Conference. The Conference staff makes Communities of Practice available as additional support. There are other opportunities for clergy connections through the NEIA Association annual meetings and clergy clusters.

The Fredericksburg Ministerial Association is made of four pastors who work together meeting community needs, through Fredericksburg Food Bank and providing individual assistance as needed.

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

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.

- 1. Expand current efforts being made through the ministerial association and through the Outreach Committee to serve people in the community who might need assistance.**
- 2. Encourage everyone to be involved in the life of the church in some way with fewer standing committees and more project-based planning and organizing.**
- 3. Continue meeting needs of our senior members, including outreach by church members.**
- 4. Encourage communication to members and community through our website and social media.**

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

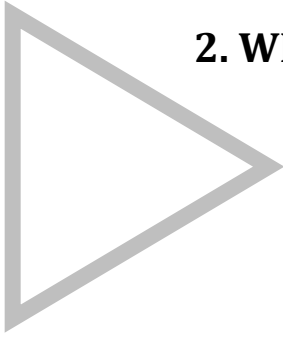
We expect the minister to find his/her place in the community. Such opportunities include Lions' Club, school events, ecumenical activities, local food bank, and other community activities and events.

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

The vast majority of this community speaks English. There are also a few Spanish speaking families.

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.

- 1. Exhibit a Spiritual Foundation and Ongoing Spiritual Practice**
- 2. Nurturing UCC Identity**
- 3. Building Transformational Leadership Skills**
- 4. Strengthening Inter-and Intra- Personal Assets**



2. WHO IS GOD CALLING US TO BECOME?

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

Who is God calling you to become as a congregation?

God is calling us to be partners in Christ’s service. God is calling us to be a family of believers and a family of faith. God calls us to love one another and take care of those less fortunate. We want all of our members to be involved in the life of our church and outreach in our community and beyond.

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?

Our congregation initiated the Visioning Process. We went through the Discovery (gathering information, stories, and ideas from the congregation) and Dreaming process. We chose three planning priorities to achieve our Dream. They are youth involvement, service to others and providing assistance and programming to the parents of our youth (0-18 years).

We want to increase youth involvement as our first priority. We have a youth leader who had a meeting with parents and youth, however, because of the pandemic we are still considering when it is appropriate to resume in-person meetings. Our second priority is service to others. We had arranged a food packing event at the Middle School from “Meals From the Heartland” for May 2020. It, too, was postponed for safety reasons until a later date. Our final priority is assistance and programming for parents of our youth. After talking with the Christian Education Committee we started a Heartfelt Giving program to provide meals to families as help during the pandemic. We plan to provide more activities for parents after the pandemic.

We have reached out to the community by including all children and all ages in our Vacation Bible School. We have added GLOW (God's Love on Wednesday) to our Christian education program on the first Wednesday evening of each month. During the pandemic we have postponed these meetings until it is appropriate to have in-person meetings. We also have organized and operated a Trunk or Treat on Halloween for all community members in our church parking lot. The Fredericksburg Library asked to be part of this year's Trunk or Treat. The community has responded well to these events.



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?

God is described as being merciful, forgiving, caring, and being with us in our daily life. God is above us and with us in worship and Bible study. People live out their faith through a variety of volunteering opportunities in our community and church family. We have multiple volunteers who help take care of our building.

Describe several strengths or positive qualities of your congregation.

- **Younger adult member participation**
- **Meeting the needs of congregation and community**
- **Children attending Sunday School and worship services**
- **Spirit of cooperation among members**
- **Great response of volunteers to accomplish projects**
- **Growing interest in adult education**
- **Good organization and participation on Christian Service Committees**
- **Joyful giving of time and services toward upkeep of church property**
- **New members joining our congregation in recent years**

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?

Our worship service is in the sanctuary on Sunday mornings and is based on Scripture and music. All families and children are welcome. There is a children's time during the service. After children's time on the second and fourth Sundays we have children's church in the Sunday School rooms. During the pandemic we are encouraging children to stay with their families instead of having children's church. Choir participates in services twice a month and on special occasions, however, not at this time due to safety reasons. Baptism takes place during worship service in front of the congregation with congregational promises being made and parental vows being offered. Preaching is Biblical and makes connections with current events, easy to follow and understand, and keeps the congregation interested. We use a projection system with a Power Point during the service.

During the coronavirus pandemic we have been able to offer our worship service online using a YouTube link. Now we are able to have in-person worship in our sanctuary with social distancing and safety protocols based on the state recommendations and council decisions. We continue to offer the worship service online.

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?

The Christian Education Committee includes participation by young adults and uses social media for communication and committee work. Sunday School takes place on the second and fourth Sundays before worship service from Labor Day until Memorial Day. GLOW (God's Love on Wednesday) takes place on the first Wednesday evening of each month for children and adults of all ages. Confirmation classes are led by the pastor for early teens.

Adult Bible study classes are offered. After finishing one class during Lent, the pastor was asked to conduct a second class which took place during May. The Lenten study was based on a resource about embracing uncertainty in our faith. The second adult study was about how God calls us to serve each other in the small things in everyday life. We continue to offer adult Bible study classes

during Lent and at other times during the year. The pastor and other members of the congregation have led these classes.

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?

Organization is centered on the church council and is efficiently streamlined. Other than the council there are only four other committees. These committees would be the Christian Service Committee, the Christian Ed Committee, PPRC (Pastor Parish Relations Committee), and the Altar Committee. The council makes decisions and sets the direction for our congregation. Communication to our members takes place through monthly newsletters which are both in e-form and paper form. Many members are serving short time commitments for various projects rather than making a multi-year commitment to a specific committee.

- When it comes to decision-making, how many hours are spent in meetings per month?
approximately 4 hours
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

Requests have been made to the church office or the pastor. Then emails have been sent to the congregation asking for immediate assistance and help was readily received. (A family needed beds for children. After the email was sent, several beds were offered within a few hours.)

- 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/No]

Yes, upon request

3b. 11-YEAR REPORT

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



Church#: 220950

Assoc: 268 **Schedule:** 0 Peace United Church of Christ Fredericksburg IA 50630

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	175	83	30	3	0	0	2	0	1
2010	175	74	19	2	0	0	2	0	0
2011	167	80	22	0	0	0	8	0	-8
2012	167	70	20	0	5	0	5	0	0
2013	171	66	20	0	3	6	5	0	4
2014	184	70	37	3	0	9	4	0	8
2015	176	69	29	0	0	0	8	0	-8
2016	174	63	24	0	0	0	3	0	-3
2017	172	58	34	0	0	0	2	0	-2
2018	167	62	35	0	2	0	7	0	-5
2019	167	56	28	3	0	5	8	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 AND OFFERINGS
2009	\$92,613	\$0	\$7,000	\$2,799	\$9,799	\$572	\$10,371	7.56	\$102,984	\$90,541
2010	\$93,398	\$0	\$0	\$8,192	\$8,192	\$0	\$8,192	0.00	\$101,590	\$88,903
2011	\$99,839	\$0	\$5,000	\$2,071	\$7,071	\$1,875	\$8,946	5.01	\$108,785	\$84,208
2012	\$91,503	\$0	\$5,000	\$1,553	\$6,553	\$400	\$6,953	5.46	\$98,456	\$88,710
2013	\$94,374	\$0	\$0	\$272	\$272	\$1,000	\$1,272	0.00	\$95,646	\$86,186
2014	\$103,178	\$7,683	\$0	\$0	\$0	\$758	\$758	0.00	\$111,619	\$86,495
2015	\$102,269	\$0	\$7,000	\$292	\$7,292	\$1,586	\$8,878	6.84	\$111,147	\$92,027
2016	\$105,040	\$0	\$8,000	\$0	\$8,000	\$1,557	\$9,557	7.62	\$114,597	\$98,438
2017	\$101,196	\$10,179	\$5,000	\$0	\$5,000	\$287	\$5,287	4.94	\$106,483	\$100,141
2018	\$116,065	\$6,756	\$5,000	\$439	\$5,439	\$0	\$5,439	4.31	\$121,504	\$104,955
2019	\$126,164	\$24,837	\$0	\$263	\$263	\$0	\$263	0.00	\$126,427	\$108,534

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2014-2019	-9.24	-20.00	-24.32	-33.33	100.00	22.28	0.00	13.27
2009-2019	-4.57	-32.53	-6.67	166.67	300.00	36.23	-97.32	22.76

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	103	X
Number of active non-members:	38	X
Total of church participants (sum of the numbers above):	141	X

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	76%	x
Less than 10, more than 5 years:	12%	x
Less than 5 years:	12%	x

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>
20	10	5	12	15	15	15	26	23	x

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	4%	x
Households with minors:	10%	x
Single adults age 35-65:	2%	x
Joint households with no minors:	74%	x
Single adults over 65:	10%	x

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	57%	x
College:	20%	x
Graduate School:	8%	x
Specialty Training:	15%	x
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>

Adults who are employed:	45%	x
Adults who are retired:	52%	x
Adults who are not fully employed:	3%	x

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

service, health care, education, agriculture, business

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?

European (mainly German) Caucasian

Our diversity is based mainly on heritage, education, and economic situation.

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:

We have not specifically addressed diversity, however we talk about welcoming diversity in generalities.

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	15	Pastor, Social Events Committee
Baptisms (<i>number last year</i>)	3	Pastor
Children’s Groups or Classes	20	Christian Education Committee
Christmas Eve and Easter Worship	125, 80	Pastor

Church-wide Meals	40	Rotating church members
Choirs and Music Groups	15	Choir director
Church-based Bible Study	10-12	Pastor
Communion (<i>served how often?</i>)	50	Monthly and special occasions Pastor
Community Meals	175	Special Committee
Confirmation (<i>number confirmed last year</i>)	3	Pastor
Drama or Dance Program		
Funerals (<i>number last year</i>)	2	Pastor
Intergenerational Groups	20	Pastor and Council
Outdoor Worship		
Prayer or Meditation Groups	1	Secretary sends information
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	0	Pastor
Worship (time slot: 10:00 am)	56	Pastor
Worship (time slot: _____)		
Young Adult Groups or Classes	8	Youth Leader
Youth Groups or Classes	2	Confirmation class beginning in fall 2020
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)
Andy Rosulek				Yes
Jim Reid				Yes

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: **Sings in choir**

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Minister	yes	full time	Council	3 years
Office Administrator		part time	Council	6 months
Custodian		part time	Council	18 months

REFLECTION

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

Even though we are a small congregation, we are active and strive to meet the needs of all members.

3e. CHURCH FINANCES

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

Source	Amount
--------	--------

Annual Offerings and Pledged Giving	\$109,120.35
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	\$ 877.00
Gifts Designated for a Specific Purpose	\$ 541.00
Grants	\$
Rentals of Church Building	\$
Rentals of Church Parsonage	\$
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$
Transfers from Special Accounts	\$
Other (specify):	\$
Other (specify):	\$
TOTAL	\$ 110,538.35

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.

We do have an annual budget. Our most recent copy would be the 2019 financial reports. These reports were approved at our annual meeting in January 2020. It is in a PDF form and cannot be attached to this document, but is available as a separate email upon request.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **64%**

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

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (*indicate those included during the most recent fiscal year*)

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

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (*recommended 10%*) **It comes out of our budget. 4%**

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.

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): General Savings: \$ 4,746.70

, Memorial Savings: \$19,713.32

Investments (other than endowment): \$ 250,000.00

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

Fair market rental value of the parsonage: **\$700. per month**

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

Address: **407 Grove Street, Fredericksburg, Iowa 50630**

Finished square footage: **2,152 sq. ft, plus an enclosed porch with 192 sq. ft**

Number of Bedrooms, Number of Bathrooms: **5 bedrooms, 2 bathrooms**

Assessed real estate value: **\$90,000 - \$100,000**

Available for minister residence: **Yes**

Expected minister residence: **Yes**

Condition of structure, systems and appliances **good to excellent**

Entity in the church responsible for review and needed repairs **Church Council**

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

There is a pastor's office available in the parsonage and at the church. The parsonage has an attached two stall garage.

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

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

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?

The council does the budgeting process. The church financed the visioning process. We are consistently meeting our expenses. No major changes have been made in our budgeting process.

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.

- **VBS, Trunk or Treat (Halloween) and Spuds n More Dinner are annual events in which our congregation reaches out to the community.**
- **Visioning has been the most important event in the last ten years, Our congregation spent two years in the visioning process. The visioning process helped us set our congregational goals/priorities and provided direction. The process involved an outside leader and congregational committee work.**

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

- **Our Sunday school is now taught on the second and fourth Sundays in multi-age classrooms. Sunday school classrooms have been remodeled to provide more space for these multi-aged classes. The Christian Education committee requested permission for the remodeling and the council approved it. We have also added GLOW (God's Love on Wednesday) once a month for children and other adults. It includes a meal, a lesson, and an activity. The Christian Education committee felt there was a need to offer an alternative to Sunday morning Sunday School, and wanted to involve the parents. Thus GLOW was developed.**
- **Growing interest in adult education has led to a Lenten class and other classes. There had been a pause in offering Adult education classes/series for several**

years and now there is a growing interest. Some members missed that opportunity to learn.

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?)

A council member made structural changes in the building without council approval. The other council members questioned why this was done before it was approved. The council member did not feel he needed permission before making the changes. The rest of the members disagreed. As a result of this discussion, he chose to resign. The council members were open to him staying on the council, but the council member chose to resign.

At the present time we do not have a policy for dealing with conflict, other than open dialogue.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Jim Reid	2017-2020	yes
Burt Williams	2008-2017	yes
Art Clippinger	2005-2006	yes
Joan Fumetti	2000-2003	yes
Barb Bullock	1990-1998	yes

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

We have experienced a pastor who wanted to bring changes to our worship. Some of the changes were welcome and other changes were not readily accepted by our more

traditional members. The changes did bring new people into our church. We learned that communication is essential as our church continues to change and grow. We discovered if there was open communication and willingness to listen between members and the pastor, it is easier to accept and welcome change. The PPRC committee was re-established to help with this communication.

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

Yes, a pastor left under pressure.

The pastor wanted complete control over the finances and daily operations. The pastor tried to isolate the church from the community and the UCC denomination, which successfully happened in a neighboring community. We had no desire to disassociate ourselves from the denomination. The pastor “knew” he/she was always right. This led to an extremely unhealthy and very stressful work environment. This caused a rift with the council, resignations of the financial secretary and the office manager and divisions in the congregation. It was determined that this pastor was not a good fit for our congregation which resulted in the pastor leaving.

Has your church been involved in a Situational Support Consultation?

Yes, Associate representatives came in to meet with Pastor to try to work things through.

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?

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?

Our church has participated in serving Senior citizen meals, meals for the Lions Club, and VBS for the community. We have also provided a kitchen and meals for Project Flo, which is a service group that remodels and improves homes for community members. Heartful giving provided meals to families during the early part of the pandemic.

We sponsor 2 Compassion children around the world as a congregation and individual members also support additional children.

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

Our participation has decreased. This is an area where our congregation could see improvement.

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

Check any statements below that apply to your UCC faith community.

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

In recent years we have not had any guidance to be a part of these groups and missions.

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

We are supportive of other congregational activities/fundraising meals in our community. This includes benefits for the Lutheran daycare and preschool, Methodist

pancake supper, and the Baptist Brethren breakfast. We have had ecumenical services during Lent and Thanksgiving.

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 Mission Statement: As followers of Jesus, we continue his work through worship, service, fellowship, and education.

We continue to use this as our guideline for our ministry and outreach.

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 pastor shall fulfill the following duties:

- **Worship leadership, which includes forming the liturgy, hymns and sermons.**
- **Administration, which includes office hours (at the discretion of the pastor), creating bulletins (office manager formats and prints them), writing a pastor's message for the monthly newsletters, creating the PowerPoint for the worship service (can be with the help of others), preparing for committee meetings, and other duties as needed.**
- **Consultation with the governing body, committees, and program leaders. The pastor attends most meetings and sets the agenda for some. The pastor works in conjunction with the committee members.**
- **Oversight of the congregation's communications. The pastor should be aware of communication between committees and congregation,**
- **Visitation and Spiritual care**
- **Funeral Ministry**
- **Wedding Ministry**
- **Confirmation Instruction. The pastor and Christian Education Committee determine the curriculum. The current curriculum is Re:form. It is a one-year program.**
- **Participation with congregational representatives in denominational and ecumenical activities**

We encourage our pastor to be an active member in our community. We do encourage participation in the wider church.

4b. MISSION InSite

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

Increase in single parent families

Average population age is increasing

10-year projection for children is stable and is maintaining current numbers.

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 neighborhoods adjacent to our church in Fredericksburg would be similar to our internal demographics.

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

Our ministry needs to be serving our aging population in this area as well as looking forward to the needs of our young families and youth.

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

We are known for our choir and music. We are the only church in our community that still has an active choir. Of the churches in our community our congregation is considered to be closer to the liberal side of the spectrum than some of the others. We are one of the two larger churches in our community.

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

A recent new member and family said that after moving to this community, friends and neighbors talked about Peace Church. We were invited to attend an ice cream social. The congregation was warm and welcoming and asked us to join them in worship. We feel comfortable here and enjoy the church's activities.



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

Hugh Mackintosh

Certified Lay Minister, Fredericksburg United Methodist Church

Friend of the congregation

319-269-027

handcmack63@gmail.com

September 25, 2020

To: United Church of Christ

To whom it may concern;

It is a pleasure to be able to comment on my association with the Fredericksburg United Church of Christ. I have been personally involved with this church on an ecumenical basis since moving to Fredericksburg in 1969. Our United Methodist Church has had a very positive relationship with the Peace church and members while working on the Share the Harvest project and, most recently, the Volunteer Reading Program at the Fredericksburg Elementary School.

I have filled the pulpit at Peace UCC several times and sang in joint choir events. It has been a blessing to get know and establish friends with many of the members. It has helped that the United Methodist Church and the United Church of Christ are part of a covenant relationship on a denomination status.

If you need any other information feel free to contact me. God bless you during these challenging times and in your recruiting process.


Hugh Mackintosh Certified Lay Minister, Fredericksburg United Methodist Church

2979 310th Street

Sumner, Iowa 50674

Phone number: 319-269-0279

REFERENCE 2

Betty Schmudlach Retired Pastor
641-394-4319 Friend of the Congregation

October 11, 2020

To Whom it May Concern,

The Peace UCC has served the Fredericksburg community for many generations. Having a parsonage right next door is convenient for a single or family of a pastor to have a Sunday in-church service, even with inclement weather, until this Covid-19. Music is special in this church with an organist, choir director and singers providing special music at regular services, as well as through Lent and Christmas Cantatas. With coffee hour or potlucks, these members are great cooks to socialize with a pastor to better acquaint themselves. These men, women and young folks are willing to volunteer for any function or need in the area for the United Church of Christ, or any other organization. Many couples have repeated their wedding vows in this sanctuary, including my parents and my own 60 year ago. With the support of a pastor, members receiving prayers at times of sickness or hospitalization for recovery. In the loss of a loved one, the times of personal remembrance is never forgotten with this congregation. The new normal has changed for churches, but may we never forget our Lord and Savior, Jesus Christ.

Thank You.

Sincerely,
Betty Schmudlach
2250 290th Street
Fredericksburg, IA 50630
Ph #641-394-4319

REFERENCE 3

Bryan Hugeback

Funeral Director

641-394-5027

bryanhugeback@gmail.com

As a funeral home who nearly exclusively serves the congregation at Peace Church, we have always been met by the clergy and the congregation with much respect as we mutually serve families. As we go about organizing a service for a member we deal initially with the clergy, then the musicians and those helping with the luncheon details. The facility is always clean and welcoming to us. If we anticipate a very large crowd, we always get help setting up. All our experiences with those at Peace Church have been positive.

Feel free to call me at 641-394-4334 if you have any questions or concerns.

Funeral Home Director

Bryan Hugeback

Hugeback-Johnson Funeral Home

PROMPTS FOR REFERENCES

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

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

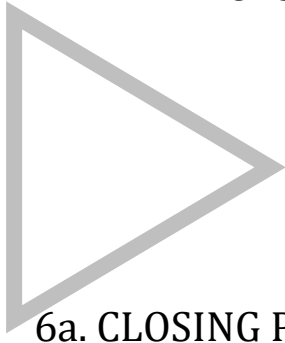
Describe a significant experience you have had of this church's ministry.

Anything else you wish to share.

6. CLOSING THOUGHT

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:

A meaningful closing response at the end of our worship is “Go Now in Peace.”

**Go now in Peace, never be afraid. God will go with you each hour of every day.
Go now in faith, steadfast, strong and true. Know God will guide you in all you do.**

**Go now in love, and show you believe. Reach out to others so all the world can see.
God will be there watching from above. Go now in peace, in faith, and in love.**

Amen, Amen, Amen.

Our prayer for you is that your ministry will reflect the spirit and words of this song.

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.

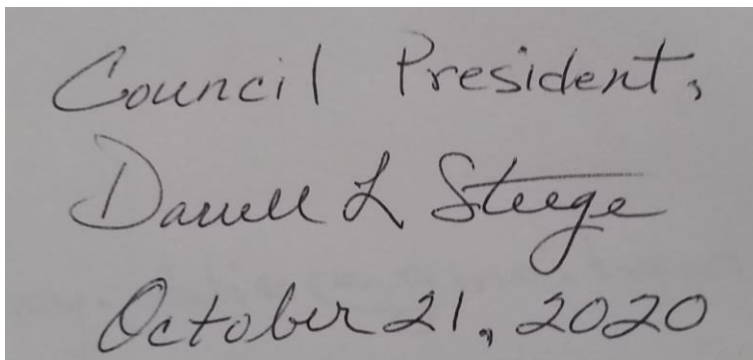
As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about 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

2. Additional comments for interpreting the profile.

Signed:



Council President,
Darrell L. Steege
October 21, 2020

Darrell Steege, Church Council President

October 21, 2020

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.

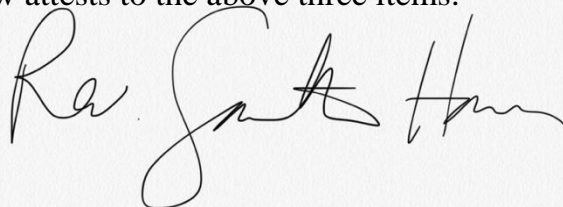
Staff Comment: Y

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.

Signature:



Name / Title: Reverend Samantha Houser Associate Conference Minister

Email: samantha@ucctcm.org

Phone: 402-350-1714

Date: 10/29/2020

**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