

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

First Congregational United Church of Christ
Onkama, Michigan

Settled Pastor

United Northern Association
Michigan Conference

November 18, 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.

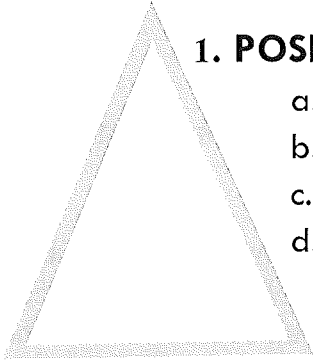
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – WHO ARE WE NOW, WHO IS OUR NEIGHBOR, and WHO IS GOD CALLING US TO BECOME – are meant to be updated every 3-5 years. Known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

1 a. LISTING INFORMATION

Church name: **First Congregational United Church of Christ**

Street address: **4920 Spring St. P.O. Box 307, Onekama, MI 49675**

Supplemental web links: **Facebook: First Congregational Church of Onekama**

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

- **We are part of a cadre of churches who provide worship services at the Manistee County Medical Care Facility. Our commitment is quarterly.**
- **We were faithful participants in the Manistee County Crop Walk for over 20 years. Unfortunately, this service has been discontinued at the county level.**
- **We have joint Lenten Soup Suppers and devotional time with the Church of the Brethren congregation in Onekama.**

Conference: **Michigan**

Association: **United Northern**

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

**Rev. Jody Betten, Area Minister, United Northern Association, 616-706-3549,
pastor@newwavesucc.org**

Summary Ministry Description:

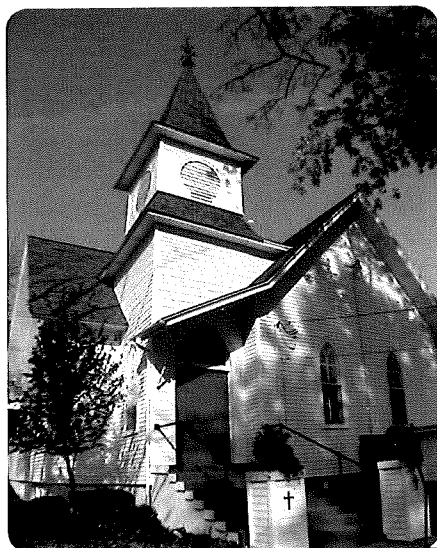
In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?

Our church plays an important role in the community and for its members by providing a place for worship, for instruction in how to live a Christian life in today's world, for fellowship, for celebration and for renewal of the spirit. The members pride themselves in being a welcoming church and the church of the big heart where summer residents of this recreation community find a home. Interested in the welfare of the whole

community is of concern to the members of this church. It is what we see as one of our strengths and what we hope to strengthen in the years ahead. To help us with this mission, we seek a person of strong faith, aware of the importance of Christian values in finding guidance and meaning in today's world, who is a strong teacher, who can rapidly embrace the culture of our church and community and advance and strengthen who we are.

Photographs:

inserts 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):

Our community is a small recreational community surrounded by natural beauty and the gift of two lakes. Many generations of the same families live in the area and many who have moved away come back in the summers and often to retire here. Families know one another as do the merchants and the citizens who depend on their services. We have a strong education program of grades Pre-k through 12 and beyond with a strong relationship with the local community college. Our parents support the schools. Our community is also a diverse socio-economic community with events held regularly that bring us all together.

Current size of membership: 77

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

Position Title: **Settled 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*):

¾ Time

Does the total support package meet conference compensation guidelines?

Yes, with consideration for years of experience and personal life circumstances.

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.)

Based upon the results of member surveys, we believe the top three core competencies of the pastor that would fit our needs is someone with sound Bible knowledge who can relate the sermons to daily life and also someone who is compassionate and cares for the lives of others. Closely aligned with those core competencies would be a person who displays openness and who facilitates fellowship among members and who supports the initiatives of members.

1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*) **\$39,000 (cash salary plus housing allowance)**

Benefits (*choose one*):

Salary includes Optional Benefits (negotiable and reviewed annually)

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*)?

Living nearby with a housing allowance

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

Attending meetings and social activities at the church

Visitation in the surrounding area

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

Negotiable

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

The local UCC Michigan Conference United Northern Association has regular meetings and interactions available. For young ministers they offer mentoring relationships. We also offer Boundary Training, Racial Justice Training and Conference wide opportunities for continuing education.

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

If bi-vocational, will work with the pastor and negotiate needed adjustments.

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.

As noted above, it is the hope of our members to maintain and strengthen our worship celebrations, our strong sense of fellowship and our desire for guidance in applying Christian values in our lives. We also hope to find support in strengthening our services to the community and in attracting young families to the church. As our community is in many ways a retirement community, providing assistance to the needs of the elderly is also an important opportunity.

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

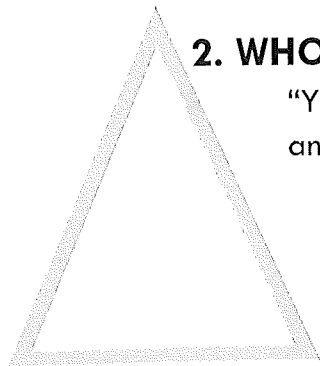
In all that has been said above, if we are successful in the desired outcomes listed and the competencies desired, the church will become important to many. The church already offers activities for the community but a focus on young adult families and their needs and perhaps providing programs after school for support of education, could be helpful to making a greater impact.

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

Our community does not have any culturally-specific requirements.

Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.

- EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE**
- ENGAGING IN SACRED STORIES AND TRADITIONS**
- STRENGTHENING INTER AND INTRA PERSONAL ASSETS**
- CARING FOR ALL CREATION**



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?

- A church that engages members of the congregation in services**
- A welcoming church to all**
- A place where young adults and families find a place to belong**
- A place where Christian values are taught and practiced**
- A place to worship and renew one’s spirit**
- A place where music is joyfully utilized in worship**
- A place where compassion and care are felt between members**
- An example of what it means to be of service to the community**

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?

**Protection of the lake, affordable housing, poverty, economic development. the community is still struggling with these; there is currently not community or church based strategies to address these challenges.
decreased participation of young families in spiritual practice.**



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?

Our mission is Caring, Hearing, Rejoicing, Inviting, Serving, Teaching (CHRIST). Also important to us are scripture, prayer, music, learning and applying God's love in the world. Signs of the Holy Spirit in our midst are a loving and accepting attitude toward anyone new and also our members' activities in the community.

Describe several strengths or positive qualities of your congregation.

- Friendly and caring**
- Coffee hours provide important social time**
- Music is highly valued in worship**
- Members participate in the services**
- We are challenged to live a Christian life**
- The church is welcoming and open to others**
- We are made up of Christian believers who embrace others and are friendly and open minded.**
- A place where embracing the community with special events is highly valued.**
- The sermon is central to the service**

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?

- Worship takes place in a traditional well- maintained facility with modern audio-visual aids.**

- **The church is alive with chatter until the call to worship is announced and the church bell rings**
- **The service begins with praise music which is a bit more jazzed than the traditional hymns, after which the opening prayer is said**
- **Shortly thereafter anniversaries and birthdays are noted and good wishes sung**
- **Then an important part of the service occurs when the minister asks for joys and concerns of the members. This is a very important as it keeps members informed about the lives of other. Prayers of gratitude and prayers asking for assistance then follow.**
- **Hymns are appropriately placed throughout the service. Old and New Testament lessons are then read and the scripture precedes the sermon, which is the main time for teaching. The keys to a good sermon are to place the lessons from scripture in the historical context of the text and then illuminate the lesson being taught that can be applicable to today.**
- **The closing of the service is marked by all members and participants in the service joining hands in the aisles and across pews after which the minister challenges all to go into the world practicing Christian values and love.**
- **Often during the service, the bell choir offers a song, the choir sings or individual members sing and play a musical instrument**
- **Communion comes once a month and the three themes emphasized is that it is a ritual of remembrance, thankfulness and recommitment.**
- **Every service is engaging. One cannot leave without having been touched by the spirit.**

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?

We have identified this as one of our challenges and will seek to work with our new pastor to address this challenge.

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?**

Ministry Council, Worship and Music Ministries meet monthly but separately for a total of 3 to 4 hours.

Community Outreach Ministry meets quarterly.

Pastoral Care, Christian Education and Property Maintenance Ministries meet as needed.

- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
 - 1) **When the COVID 19 virus required the church to shut its physical doors, there was immediate cooperation from all the Ministries with the Moderator and Sustaining Pastor providing the guidance to determine the best route to providing remote worship.**
 - 2) **When it became possible to re-open our doors, the Ministry Council again did the research to make sure we could follow the CDC guidelines, supplies were purchased, and the option for in-person or remote worship was offered.**
- 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 Constitution explains the organizational structure of our congregation and was updated in 2017. The Annual Report shows the activities of the congregation for the past year and the proposed budget for the upcoming year.**

3b. 11-YEAR REPORT

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

Our 11-Year Report is available on-line if needed.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

| | | <i>Is this number an estimate? (check if yes)</i> |
|--|----|---|
| Number of active members: | 42 | X |
| Number of active non-members: | 10 | X |
| Total of church participants (sum of the numbers above): | 52 | 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: | 40 | X |
| Less than 10, more than 5 years: | 40 | X |
| Less than 5 years: | 20 | 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> |
|------|-------|-------|-------|-------|-------|-------|-------|-----|--|
| X | 1 | 1 | 1 | x | 2 | 8 | 32 | 8 | X |

Percentage of adults in various household types:

| | | <i>Is this number an estimate? (check if yes)</i> |
|----------------------------------|----|---|
| Single adults under 35: | 3 | X |
| Households with minors: | 2 | X |
| Single adults age 35-65: | X | X |
| Joint households with no minors: | 26 | X |
| Single adults over 65: | 5 | X |

Education level of adult participants by percentage:

| | | <i>Is this number an estimate? (check if yes)</i> |
|-------------------------|-----|---|
| High school: | 100 | |
| College: | 50 | X |
| Graduate School: | 25 | X |
| Specialty Training: | 5 | X |
| Other (please specify): | x | X |

Percentage of adults in various employment types:

| | | <i>Is this number an estimate? (check if yes)</i> |
|------------------------------------|----|---|
| Adults who are employed: | 10 | X |
| Adults who are retired: | 60 | X |
| Adults who are not fully employed: | 1 | X |

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

The range of employment for our working adults includes health care, teaching, self-employed, grocery department supervisor, farming and counselor.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

Our congregation is made up of members of Western and Eastern European heritages. There are small pockets of Native American and Hispanic ethnicities in the community. Diversity in this congregation and community is expressed in career experiences, life experiences and religious backgrounds.

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:

Our congregation is a welcoming congregation in a small community.

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 | 7 | Pastor plans Bible Study |
| Baptisms <i>(number last year)</i> | 1 | Pastor |
| Children’s Groups or Classes | 1 to 6 | Worship/Christian Ed Ministry |
| Christmas Eve and Easter Worship | 60- 80 | Pastor/Worship/Music Ministries |
| Church-wide Meals | 25-40 | Community Outreach Ministry |

| | | |
|--|----------|--|
| Choirs and Music Groups | 20-35 | Music Ministry (choral choir, bell choir, individuals) |
| Church-based Bible Study | 6 to10 | Pastor |
| Communion (<i>served how often?</i>) | 20-50 | Once/month/Pastor/Worship Ministry |
| Community Meals | 25-30 | Lenten Soup Suppers with Church of the Brethren |
| Confirmation (<i>number confirmed last year</i>) | | |
| Drama or Dance Program | | |
| Funerals (<i>number last year</i>) | 3 | Pastor/organist & or pianist |
| Intergenerational Groups | 5 to 20 | Game Night once/month/members |
| Outdoor Worship | | |
| Prayer or Meditation Groups | 10 to 12 | Healing Service once/month/Pastor |
| Public Advocacy Work | | |
| Retreats | | |
| Theology or Bible Programs in the Community | | |
| Weddings (<i>number last year</i>) | | |
| Worship (time slot: 10-11 am ___) | 20-60 | Pastor/Music/Worship Ministries |
| Worship (time slot: _____) | | |
| Young Adult Groups or Classes | | |
| Youth Groups or Classes | | |
| Other | | |

Additional comments:

Other regular activities include: Halloween Trunk or Treat(100-150); Easter Bunny Gala(50-100); collaboration with Onekama School to provide for a family at Christmas through their Giving Tree program(all members); contributing to the Onekama School Supply Pantry(all members); providing assistance to church families for fees to attend summer Bible camp(3-8 youth); service at the Manistee County Medical Care Facility quarterly with pastor, pianist and 3-8 members.

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) |
|------|--|------------------|-----------------------|----------------------|
| None | | | | |
| | | | | |
| | | | | |

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

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

| Staff Position | Head of Staff? | Compensation (full time, part time, volunteer) | Supervised by | Length of Tenure for current person in this position |
|----------------|----------------|---|------------------|--|
| Secretary | | PT | Ministry Council | 1 year (renewed annually) |
| Treasurer | | PT | Ministry Council | 1 year (renewed annually) |
| Custodian | | PT | Ministry Council | 1 year (renewed annually) |

REFLECTION

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

These activities reflect service and education to its members and outlets for community members to become familiar with our church. They also reflect the need for more multi-generational participation and membership.

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year) **These figures are for 2019, the last year we had a settled pastor (¾ time).**

| Source | Amount |
|---|--------------------------|
| Annual Offerings and Pledged Giving | \$69,300.41 |
| Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>) | \$0.00 |
| Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>) | \$ 0 at this time |
| Fundraising Events | \$3,592.00 |
| Gifts Designated for a Specific Purpose | \$ |
| Grants | \$ |
| Rentals of Church Building | \$0.00 |
| Rentals of Church Parsonage | \$7,400.00 |
| Support from Related Organizations (<i>e.g. Women's Group</i>) memorial fund | \$ |
| Transfers from Special Accounts: Onekama Food Pantry | \$3,179.00 |
| Other (specify): Oil and Gas revenues and Miscellaneous | \$166.22 |
| Other (specify): Interest & Dividends | \$37.40 |
| TOTAL | \$83,675.03 |

Current annual expenses (dollars budgeted for most recent fiscal year): **\$83,675.03 (12/2019)**
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.

The pandemic that began in 2020 has seriously affected the contributions and donations from our congregation. When we are able to worship in person with a full congregation and a new settled pastor, we anticipate this will improve.

Given the UCC guidance and the results of the congregation's surveys, we are prepared to welcome a candidate early in their career, a candidate in mid-career or a needing a bi-vocational setting or a retired candidate looking to work part time. We feel through prayer and God's guidance, this goal can be accomplished.

A current church budget will be available to all candidates requesting our profile.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **63% (Dec. 2019)**

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%*)

The annual contribution will be 10% of our contributions and donations minus special Giving, but not including the UCC 5 for 5 . The actual amount will depend on the year-end totals for income. The other four offerings are publicized using UCC materials and made individually.

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.

No building program is projected.

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

| Year(s) | Purpose | Goal | Result | Impact |
|---------|--|-------------|-------------|---|
| 2014 | To fix a long standing water problem in the church basement. | \$10,000.00 | \$16,000.00 | We were able fix the basement water problem and used excess funds for a new AV system, new furnace and to fix water problem at the parsonage. |
| | | \$ | \$ | |

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.

None

Does your church have an endowment? **Yes. Started in 2020**

What is the market value of the assets? **\$115,846.00 (as of 9/8/2020)**

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

Not at this time. Plans are currently being made to establish a plan for withdrawals.

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

We have not drawn from our endowment.

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: **There have not been any withdrawals as this Fund was established in 2020. Information will be available to any candidate requesting our profile.**

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

Not applicable as we do not do draw at this time.

Please comment on the above calculations or estimates:

Not applicable at this time.

Other Assets

Reserves (savings): **\$ 49,566.00**

Investments (other than endowment): **\$ 0.00**

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

Fair market rental value of the parsonage: **\$1,000 per month**

How is the parsonage used? **Currently rented to church member.**

Address: 8347 Zosel St. Onkama, MI 49675

Finished square footage: **1,700 plus full basement**

Number of Bedrooms, Number of Bathrooms: **3 bedrooms. 2 bathrooms**

Assessed real estate value: **\$88,000**

Available for minister residence: **NO**

Expected minister residence: **NO**

Condition of structure, systems and appliances: **Good; exterior painted 2020.**

Entity in the church responsible for review and needed repairs

Property Ministry under direction of the Ministry Council

Describe all buildings owned by the church:

Church building - built 1882, it has been consistently maintained and many original features are still in use. The main level has front and rear entrances, sanctuary, parlor, restroom, storage space and an elevator to access the lower level. It is 1,788 square feet. The lower level has an outside entrance, Fellowship Hall, kitchen, restrooms, office, classrooms, storage room and elevator to main level. It is 1,200 square feet.

Storage shed – located in backyard

Parsonage – located across the street from the church on a corner lot. Built in 1963. Living/dining room, kitchen, bathroom and 3 bedrooms on main level. Family room, 2nd bathroom and storage/furnace room on lower level. Also has a tuck-under garage with access into the lower level.

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.*)

The rear church entrance is accessible from the parking lot. Also the sanctuary and restroom on the main floor are accessible. The altar is not accessible. The lower level with Fellowship Hall, kitchen, restrooms, office and classrooms is accessible by elevator from the main level.

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?

Our congregation is able to support our minister, our outreach and maintain our properties. Our budget and expenditures are determined by the Ministry Council. Large expenditures are voted on by the congregation. We supported a seminarian with a monthly stipend for 4 years ending in 2020.

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.

In the 1980s a significant addition was made to the rear of the 100 year old church building that included accessible access to both levels of the church including an elevator

and accessible restroom. This demonstrated foresight by the congregation to the future needs of the members.

God graced us with the event of a retired pastor moving into the community and finding our congregation in need and re-discovered his calling with us, remaining for 8 years.

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

Managing to have both in person and online worship during the COVID19 pandemic.

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?)

Serious conflicts are rare. No specific policies or procedures for dealing with serious conflict are in place at this time.

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

| Staff member’s name | Years of service | UCC Standing (Y/N) |
|----------------------------|------------------|--------------------|
| Rev. William J. Morris | 2013-2020 | N (RCA) |
| Rev. Franklin Haines | 2008-2011 | Y |
| Rev. Dr. Roger O. Sherwood | 1999-2007 | Y |
| Rev. John Peterson | 1994-1999 | Y |

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

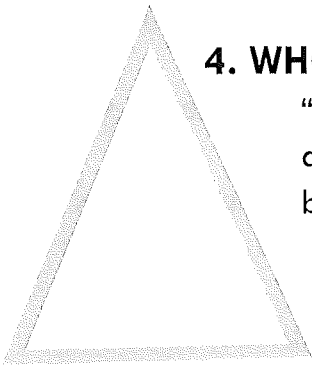
Has any past leader left under pressure or by involuntary termination?

NO

Has your church been involved in a Situational Support Consultation?

NO

Has a past pastor been the subject of a Fitness Review while at your church?
NO



4. WHO IS OUR NEIGHBOR?

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

a. COMMUNITY VISION

b. MISSION InSite

4a. COMMUNITY VISION

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

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?

The answers in this section are based on activities we engaged in during 2018 and 2019 as the pandemic seriously limited what we could do during 2020.

Our energies are focused on local service activities for the Onekama community and around Manistee County.

- **We have been hosting an Easter Bunny Gala for families with young children that includes crafts, snacks and photos.**
- **The Main Street Block Party in July offers us an opportunity to be involved with other community organizations and churches in providing fun activities for families. We set up our booth with games and prizes.**
- **During Onekama Days in August we set up a large bake sale and have as our specialty items Pigs in Blankets and Bankets filled with Almond Paste as well as traditional bake sale items.**
- **Our largest fundraiser, Apple Dumplings, offers our community friends an opportunity to participate with us in making 200-300 dozen apple dumplings from scratch over a 3 day period in October.**
- **At Halloween we host an indoor Trunk or Treat event. Since our church is located in the village, we provide a hot dogs and cider to the families that come to Trick or Treat in the village. Our average attendance is 75-100.**
- **At Christmas time we collaborate with Onekama School's Giving Tree, where our members select a gift for a family in our community.**
- **Onekama Food Pantry – we contribute monetarily throughout the year and several members volunteer on a regular basis.**

- **We are part of a cadre of churches who provide worship services at the Manistee County Medical Care Facility. Our commitment is quarterly.**
- **We were faithful participants in the Manistee County Crop Walk for over 20 years. Unfortunately, this service has been discontinued at the county level.**

Our participation in global connections of care and justice are through the materials provided by the UCC and our contributions to the 5 for 5 ministries.

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

Our representative to the United Northern Association meetings is a faithful participant at their bi-monthly meetings.

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

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

- | | |
|--|--|
| <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?

Due the size of our congregation, we direct our energies and resource to our community with emphasis on poverty, educational support and community support.

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

We have joint Lenten Soup Suppers and devotional time with the Church of the Brethren congregation in Onekama. Our relationship with them has included other activities over several decades. The Food Pantry is coordinated by St. Joseph Catholic Church and supported by the Lutheran and Church of the Brethren congregations. There have been other joint seasonal events that we have participated in with the congregations of greater Manistee County.

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.

We implement activities that support of our mission of Caring, Hearing, Rejoicing, Serving, and Teaching. These statements are reflected in the activities listed above.

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?

One of our goals is to increase our membership and our engagement in the community. We are looking for our new pastor to provide leadership in this area.

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 encourage any candidate who would like to see the demographics of our community to refer to the MissionInsite study. Please refer to our congregational surveys for more specific information about our congregation. You can request our surveys if desired.

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?

There are four congregations within the Onekama Village limits (Congregational UCC, Lutheran, Church of the Brethren and Roman Catholic), all with similar demographics.

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

The challenge of a resort community is the rise and fall of the population and the low population of younger families.

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

Our letters of reference show that we are a welcoming community, actively involved in the community and provide a spiritual experience for all who attend our church.

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

That we are welcoming, friendly, low pressure and spiritually renewing.



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

David Nesburg, former Executive Director of Portage Lake Covenant Bible Camp
231-920-3328/Dnesburg@portagelake.org/sustaining pastor March-September 2020

REFERENCE 2

Micheal and Sharon Phelps
616-610-9580/mickyphelps@hotmail.com/active non-members

REFERENCE 3

Rev. Dr. Thomas Jasperse, Pastor, Church of the Living Christ, Fremont, MI
231-225-5920/tjasperse@yahoo.com/our former pastor (1984-1994)

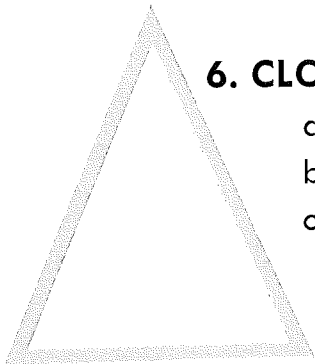
PROMPTS FOR REFERENCES

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:

CHURCH IN SEARCH

A beautiful white church
Up on a hill
Full of history of
generations of families
Who worshipped here

In a beautiful
recreational village
With two lakes in which
to play, to fish, to sail
Or just relax

A welcoming place;
A place where members
Make God's love real
Where summer residents say
You can feel;

The spirit all about
As God's lessons we
all learn
and take with us into
the community without
a doubt

An active group are we
Where festivals, parades
and Holidays will find
Our influence celebrating
with citizens young and old
And lending talents and energy too

To make things better we.

And now as happens we
find ourselves in search
A search for a Pastor who
Embraces who we have become
And too can
Take us yet beyond
To realize dreams
We have defined

We seek someone who,
Can give us guidance
in this changing world
With skillful teaching and
With compassion and empathy
too in leading us to find
The age-old lessons that
The Bible lets us see

And one who with us knows
There are generations about
Who need us to help,
With meaning in their lives
And who, we need too
To sustain
Who we are and
Carry on the lessons,
The attitudes
And character
Found here

At the Little White Church
on the hill
Where all are welcome
And all who enter here
Do feel the spirit
All about because
We make God's love real

CHURCH IS NOT AN
ORGANISATION YOU JOIN; IT
IS A FAMILY
WHERE YOU BELONG,
A HOME WHERE YOU ARE
LOVED AND A HOSPITAL WHERE
YOU FIND HEALING.

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.)*

Search & Call Committee had the major responsibility for pulling together this information with congregational and Ministry Council input.

2. Additional comments for interpreting the profile:

We welcome any questions that might arise regarding this Profile

Signed:

Dan Behring – member Search & Call Committee

Steve Brooks - member Search & Call Committee

Rod Exo – member Search & Call Committee

Lynn Jans – member Search & Call Committee

Vickee Sawhill – member Search & Call Committee

October 7, 2020

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: First Congregational United Church of Christ in Onekama, MI is a gem. The members are gracious and welcoming. The church is known for its friendliness in the community. The community is beautifully situated in all that is unique and wonderful about Michigan! They are a positive presence in the United Northern Association. They are a true manifestation of God's love in their community and for their members.

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

Staff Comment: Yes

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

Staff Comment: Yes

My signature below attests to the above three items.

Signature:

Name / Title: Rev. Jody Betten, Area Minister, United Northern Association, Michigan Conference, United Church of Christ

Email: pastor@newwavesucc.org

Phone: 616-706-3549

Date: October 20, 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.

7th 5th

Name FIRST CONGREGATIONAL UNITED CHURCH OF CHRIST
Share Post <http://oppsearch.ucc.org/id/4268>

| | | | |
|-----------------------|--|---|--|
| City | Onekama | Who To Contact | |
| State | MI | Name: | MERRILYN VAUGHN-HOFFMAN |
| Church Size | 75 | Title: | PLACEMENT COORDINATOR |
| Part Time / Full Time | FULL TIME | Phone: | 517-332-3511 |
| Duration | Settled | Email: | merrilyn@michucc.org |
| Type of Position | Pastor | What to Know | |
| Salary Basis | \$53,000 includes housing allowance | Conference: | MICHIGAN CONFERENCE UCC |
| Benefits | NEGOTIABLE - based on individual needs | Association: | United Northern Ministerial Profile sent at candidate request; search committee shares Local Church Profile if interested. |
| Housing | Housing Allowance provided as above | Typical Search Process in our Conference: | |

WGS 5/7/08

Salary includes national benefits

Download More Information

Note: This church has a Local Church Profile but it is not downloadable. The full document will be made available to select candidates.

Salary + Benefits 11-4-21

Ministry Description
Onekama First Congregational United Church of Christ is a strong Christian congregation with stable finances composed of people at different stages in their faith journey. We are a congregation where 30% of the members are engaged in the community through volunteer service, work positions, elected office or membership in community organizations. As a church we actively participate in events such as Fall Festival, Onekama Days and school promoted family support programs. We are located in a four-season recreational community with an

excellent pre-school to grade 12 program and a wide range of services, including excellent medical services in the extended community of Manistee. The town is nestled along Portage Lake and Lake Michigan.

Our community has a wide breadth of socio-economic family conditions that is reflected in the membership of the church. There is also a vibrant retirement community that lives in the town year- round and a summer population of generational families that increases our population 100%. Attendance at the church almost doubles during the summer

The church conducts services and celebrations in a well-maintained classical church. Church services are joyful and engaging. Music is important to members and there is a strong sense of fellowship into which all are welcome. Through readings, conversations and sermons, members strengthen their understanding of the application of Christian values in today's world. We seek a Pastor who can strengthen and advance who we are as a church community, who will guide us to engage young families and enhance services to our senior citizens. We welcome candidates early in

their careers, those in mid-career who are looking for a change and those who, in transition to retirement, may want to join a dynamic congregation. We will also consider co-career applicants.

Date Posted 11/19/2020

Status: **Active**

