

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

First Congregational United Church of Christ

4600 Hamilton Boulevard
Sioux City, Iowa 51104

Position Opening: Pastor

Iowa Conference of the United Church of Christ

Validation Date – April 8, 2021



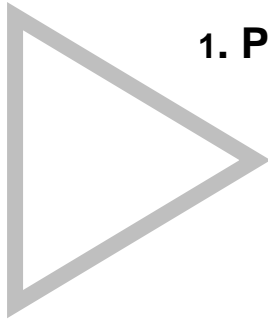
First, the church must be a place where people can be inspired to go out from there and do/act on what our community of faith believes is important.

LOCAL CHURCH PROFILE

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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: First Congregational United Church of Christ

Street address: 4600 Hamilton Boulevard, Sioux City, Iowa 51104

Supplemental web links: www.1stcongregationalucc.org

Additional ecumenical affiliations: None

Conference: Iowa

Association: Northwest

UCC Conference or Association Staff Contact Person:

Reverend Samantha Houser

(402) 350-1714

samantha@ucctcm.org

Summary Ministry Description:

First Congregational United Church of Christ (FCUCC) is positioned to step out boldly as “God’s hands in the world.” There has been a time of awakening. The faithful have taken time to reflect by praying for guidance, making tough choices, assessing their strengths and weaknesses, and learning about what programs and services are having positive impacts on congregations in order to make a difference in the community, the region, and the world. FCUCC is truly fortunate that during this time we have had strong leadership from an interim pastor, who has encouraged us to “ask the tough questions”, and to pray, discuss and reflect on what we want to become. Leadership within our congregation has stepped up and begun the strategic planning processes to use our resources to create a dynamic and multi-faceted organization.

The next step is to identify an individual who can become a part of us, a partner in faith, and a leader who brings about faithfulness and growth, leading by example and vision. This individual should have the ability to lead and collaborate with our congregation to discern God’s call toward the future. Together, we can continue to build on our existing faith and energies, empower an environment of sacred faithfulness, and kindle the inspiration to nurture each other, as well as go out into the community and do God’s work.

Photographs:



What we value about living in our area:

The Metro-Siouxland area has approximately 143,000 people, and is a composite of houses/ apartments, businesses, industries, and shopping/entertainment venues. The economy is strong as exemplified by our being ranked number one for economic development eight times since 2007 in populations under 200,000 (**Site Selection** magazine, March 29, 2020). This area is experiencing the impacts of a growing and diverse population, as well as family incomes that grew by 3% in 2019, which is higher than the US national average.

Like many Protestant religious organizations, we have lost membership in our church. However, we also recognize that it is a good time for our congregation to share our faith with the many who are in need of or seek a church community. We wish to make a difference in the lives of our neighbors. Our congregants are engaged in current inspirational worship and loving service, while also looking for opportunities to grow in our understanding of what it means to be "God's hands in the world".

Current size of membership:

- 101 Members and Participants
- 56 Worshipers (average weekly attendance)

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

Position Title: Pastor

Position Duration: Settled - A called position intended for longer-term ministry in which the minister moves church membership to the local congregation and moves standing to the Tri-Conference Ministries and Northwest Iowa UCC Association.

Compensation Level: Full-time

Does the total support package meet conference compensation guidelines? Yes

1b. SCOPE OF WORK

Statement of Leadership

FCUCC is a congregation whose members want to grow in faith by using their education, skills, and gifts to improve their community and the world around them. Our membership includes many well-educated, entrepreneurial people who are capable of applying their individual talents toward the completion of goals. Those disparate talents need the energy and facilitation of a pastor who will help us envision a wider moral and spiritual purpose for the church, and more specifically, for our church.

We are proud of our engagement with social justice agencies in Siouxland and with our collaborative efforts with other churches and faith communities such as Mayflower Congregational and Congregation Beth Shalom. Yet, we believe there is a need to encourage more collaboration between other denominations to address common problems. We want our pastor to support active ministerial associations whose members can support and motivate one another and accomplish what religious leaders and their congregations working alone cannot. We wish to foster meaningful connections. Pursuit of this goal requires leadership, communication, and consensus-building skills that our members also appreciate in our own church.

The FCUCC worshipers recognize that our facilities, caring attitude, and charitable outreach are failing to attract new individuals and families as expected. We are eager to explore new ideas for growing our faith community.

Our pastor is responsible for the oversight of paid staff. He/she also actively works with the Church Council to plan for meaningful and spiritual worship services. The pastor will

use his/her biblical knowledge, coupled with good teaching techniques, to plan for and coordinate worship, religious education, and classes on membership and confirmation.

The pastor can rely on responsible, knowledgeable lay leadership. We expect much from ourselves and from our pastor and staff. However, the successful completion of these goals requires spiritual direction and energy from the pastor, the individual who can empower us to grow as Christians and foster our potential to make a positive difference in our church, our community, and the world.

Position Description – Pastor – (see page 39).

Core Competencies:

FCUCC is seeking a leader who:

- exhibits a commitment to lifelong spiritual development and faithful personal stewardship by putting God first,
- exhibits a commitment to the core values of the United Church of Christ (i.e. extravagant welcome and changing lives),
- exercises transformational leadership with a focus on: prayer and discernment, collaboration, clear structure, and enthusiastic (En Theos = God-filled), support of our congregation’s missional activities,
- leads faith formation,
- ministers grace-fully and effectively across generations,
- builds on the ministry of Jesus Christ to confront injustice and oppression by building relationships of mutual trust and interdependence,
- performs necessary and appropriate administrative tasks, and
- promotes congregational growth.

1c. COMPENSATION AND SUPPORT

Salary Basis: \$39,024.84 – \$56,721.39

(depending on ministerial education and applicable life experience)

Benefits:

Housing: \$16,200

FCUCC provides a housing allowance using Conference Guidelines and based on the median-priced standard three-bedroom home in Sioux City, Iowa. It is the pastor’s option to rent or purchase housing.

Social Security offset: \$4,224.70 – \$5,578.49

Annuity: \$7,731.48 – \$10,208.99

Salary plus Benefits: \$67,181.02 – \$88,708.87

What is the expected living situation for your next minister?

FCUCC anticipates the pastor will secure living space in the Metro-Siouxland area.

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

FCUCC is open to consideration of alternative residential options that allow for a pastor and his/her family's needs and/or professional responsibilities.

State any incentives: Continuing Education – budgeted at \$750, annually

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

- 2030 clergy presence in Iowa Conference,
- Network of support via the Iowa, Nebraska, and South Dakota Conferences-Shared Staff model

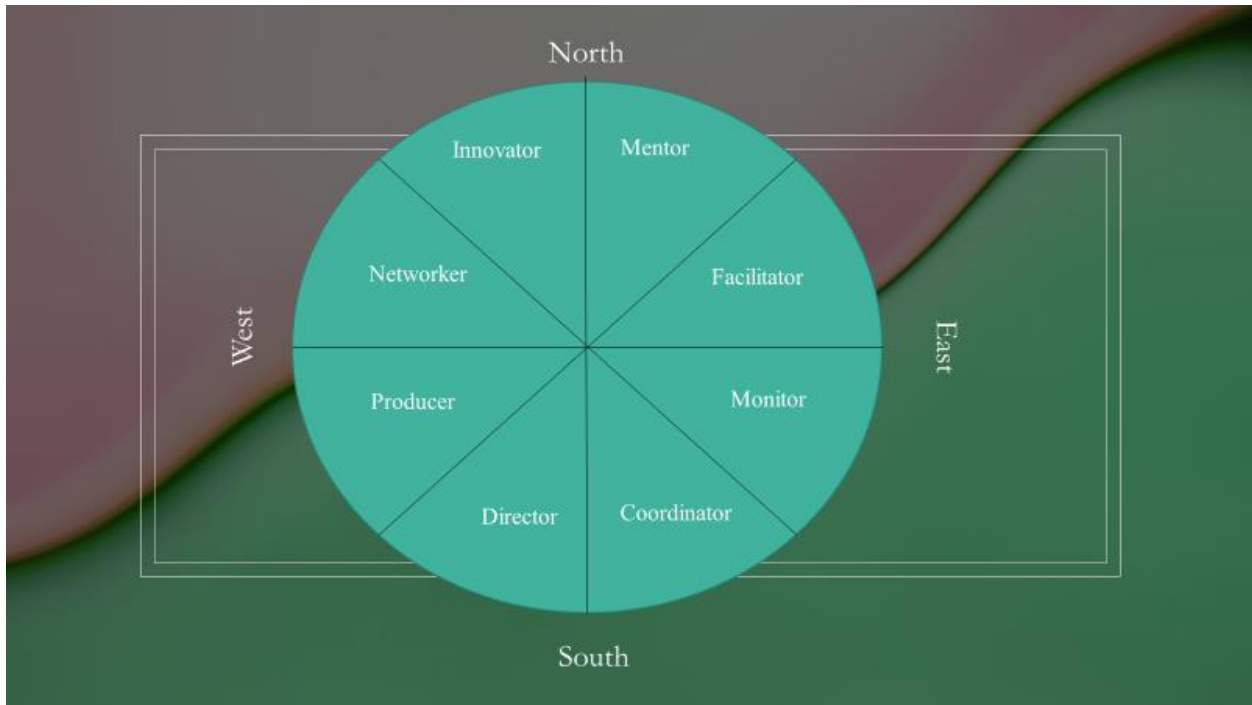
If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: N/A

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

In February 2020, the congregation at FCUCC undertook a visioning project to better define (profile) who we are now, who we intend to become, and what our strengths and weaknesses are. We used that information to develop a definition of the attributes of a new leader (Pastor) which we would use in order to prepare an accurate and up-to-date church profile. Included in the development of the profile was a definition of what was needed and desired in leadership to empower us into the future. The project was facilitated by our Interim Pastor, Rev. Dr. Anne Dilenschneider, whose education, and work experience specializes in organizational development.

As part of that discussion we adopted a working definition of transformational leadership:

Transformational leadership requires adaptive work in order to deal with a current situation. Adaptive work requires a change in values, beliefs, or behavior. The exposure and orchestration of conflict (i.e. internal contradictions), within individuals and constituencies, provide the leverage for mobilizing people to learn new ways. Getting people to clarify what matters most, in what balance, with what trade-offs, becomes a central task. It is central because our values guide us through change, and the function of leadership is to cope with change.



Transformational Leadership and the Care of Souls

Excerpted from

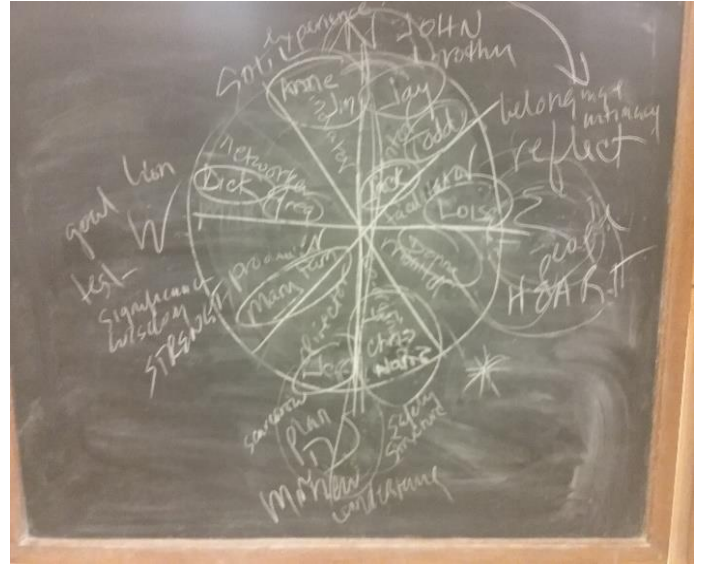
The Relationship Between the Spiritual Practices and the Leadership Styles of United Methodist Pastors and Lay Leaders

Based on her research and practice, we explored the topic: ***Why did God call together now this group of elders who are engaged in personal and spiritual growth, the arts, and the community.***



There are eight basic leadership competencies which need to balance for the health of any organization. These are networking, innovating, mentoring, facilitating, monitoring, coordinating, directing, and producing (note illustrations). No one person has all of these skills. However, most, if not all of them, are present in church communities. It is far healthier and more productive for us to start with the assumption that it is possible for everyone to lead. The key, of course, is to identify who has which gifts and which competencies. All of the leadership competencies are needed. In healthy communities, the "northern" set of networker, innovator, mentor, and facilitator are balanced by the "southern" half competencies of monitor, coordinator, director, and producer. We need a view of leadership that provides a practical orientation to evaluate events and action in process, without waiting for outcomes. We also need a

governor to guard against tendencies to become arrogant and grandiose in our visions. The concept of multiple leadership helps to address the myth that some are leaders and others are followers. The reality is that all are leaders, and all are followers. The genius is to know when to be which. An understanding of our current organizational strengths, weaknesses, and vision was built on the foundation of this organizational model. Identified strengths of those within the congregation verified that this organization has individuals in all eight leadership competencies. Having that knowledge, we will be able to develop the FCUCC vision for the future.



Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.

FCUCC envisions an individual who can become a part of us by being:

- a partner and guide in our faith journey, who can engage our imagination, and who cares about our individual development,
- a leader who assists in our efforts to build on our existing faith and insights, who might not have all the answers but helps us solve our own problems and sees the potential in everyone,
- a developer of an environment of sacred faithfulness in which we all participate,
- a steward of the church's resources, and
- a power that kindles and lights our inspiration to go forth and do God's work, whether it is in the community or by nurturing each other.

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

We envision the pastor as a stimulus, who gathers our community of faith, so that together, through prayer, study and sharing we can:

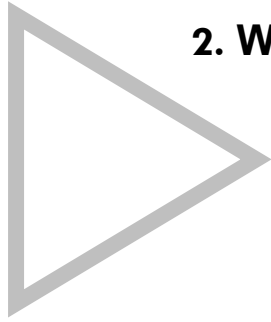
- discern the new path God is opening for us at this time,
- assess how our current efforts to impact the wider community aligns with that,
- identify additional opportunities for service and collaboration, and
- continue to grow effective means of service in justice and mercy.

Specify language requirements or culturally specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling. None

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.

FCUCC envisions that our next minister will be a person who has:

- a life grounded in faith and spiritual discernment,
- an understanding of the importance of community context in navigating change within our community,
- an ability to work collaboratively with intergenerational and intercultural awareness and sensitivity,
- an ability to help us use our gifts to strategically create the future of God's Church, and
- an ability to help us draw on the model of ministry of Jesus Christ to confront injustice and oppression.



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?

FCUCC is striving to become:

- a faith community that prays together, supports individuals on their life journey, and makes decisions based on our love for each other,
- an extravagantly welcoming group that invites others to join us from wherever they are in their personal life journey, and
- a loving force that is energized by the Holy Spirit, recognizes we are part of a much larger community, and wants to share in justice and mercy the love of God with those around us.

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

FCUCC has collaborated with area agencies (CSADV, Women Aware, and Welcome Home) that provide support and services for victims of sexual or spousal abuse and homelessness. The agencies and FCUCC have identified a need for providing support to survivors as they transition back into society and generally have limited assets available to them. A program called Moving-on Boxes was initiated, providing basic home supplies (dishes, silverware, pots/pans, sheets, towels, laundry soap, toilet paper, cleaning supplies, etc.) at the time of transition. Our congregants are encouraged to repurpose used items from their homes and/or financially support the purchase of supplies for the boxes. In 2018 and 2019, approximately 95 boxes were provided as survivors began their recovery transition. During budget planning for 2019 and 2020, a time of diminishing funds at FCUCC, the program and financial support for the Moving-on Boxes remained strong.

FCUCC also interacts with the community by partnering with the NAACP of Siouxland. In 2020 the NAACP held an annual event in our sanctuary to celebrate Martin Luther King Day. Over 325 people were in attendance to listen to the 68-member choir and a variety of speakers. As the hosts of this event, FCUCC collaborated and co-hosted with congregants from Mayflower Congregational UCC to provide a welcoming environment for both the performers and the audience members. During a social time that followed,

refreshments provided by FCUCC and MCUCC were served. Because our building is fully accessible and nearby parking is available, a larger than usual number of participants and community audience were in attendance.

The mayor, city manager, and two city council members attended the concert and were supportive in planning for an even larger event in 2021. Plans for the 2021 concert, and FCUCC and Mayflower continued to evolve and FCUCC continued to serve as hosts via live streaming with over 250 people participating in person and virtually. Consensus from area church groups was that this was an effective event, building communication and cooperation among citizens. It is an excellent example of what our congregations see as both churches' mission.

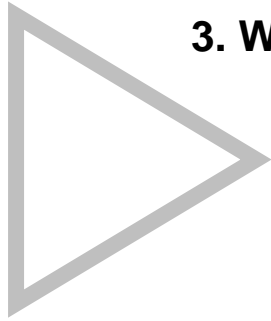
Transitional home



Moving-on Boxes



MLK Day Community Choir Concert – January 2020



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.

FCUCC considers the following points to be important in our congregation's life of faith:

- acknowledging God's omnipotent power and oneness with the mission of Jesus Christ and the compassion of the Holy Spirit for our world,
- exhibiting a commitment to lifelong spiritual development and faithful stewardship,
- attending to our spiritual learning. Practicing self-care and life balances that reflect God's mercy and goodness. Praying for personal growth and understanding that reflects Christ's mission of justice and mercy,
- appreciating and supporting the ecumenical and interfaith partnerships of the UCC, and
- engaging in mission and outreach.

Describe several strengths or positive qualities of your congregation.

FCUCC has been in existence since 1857. The FCUCC congregation is well respected in the community for our commitment to faith, quality of teaching, intention for service to our congregants, and the vision of mission to the world. This mission focus results in many volunteers available for service in the community, outside the walls of the church, and a financial commitment to the work of approximately 10 agencies that serve those in need.

Congregants are generally middle class and well-educated. Over 70% of families have at least one individual in the home with a post-graduate degree. Congregational surveys indicate a strong desire for challenging, thought-provoking sermons that touch on our everyday lives and encourage new approaches and ideas for our changing community and world environment.

Many congregants at FCUCC have leadership skills and work experience that transfers to their willingness to effectively serve on church committees and lead programs. There is a diversity of faith history among the congregants which adds richness to the fabric of our church family and our faith journey, and results in good analysis and consideration of ideas and efforts.

Describe what worship is like when your congregation gathers.

The current church facility was built in the late 1960's and provides a functional facility for worship, education and fellowship. The contemporary design of the sanctuary compliments a warm and inviting environment and has good flexibility for varying types of worship and programming. A pipe organ was built for the sanctuary and is a source of majestic music as a part of worship. Additionally, the facility is utilized for performances by individuals and organizations.

Worship is a combination of many faith traditions. It is a friendly gathering of those consciously on a life journey who wish to participate in a community that seeks inspiration and motivation to ground their faith. Our educational programs provide worship and learning opportunities for all ages, and social times provide opportunities for congregants to engage in sharing and serving in an informal and caring environment.

Church leaders and congregants actively participate in the worship service. The environment is one of sharing the responsibilities of inspirational worship and this helps to create a welcoming environment. Because we have been without a full-time pastor essentially since December 2018, FCUCC has been blessed by congregants taking an active role in planning for and facilitating worship. This hands-on characteristic has maintained the quality of the religious experience for everyone attending services. We welcome a discussion about the past couple pastor hires. Please feel free to ask.

From December 2018 through March 2019, the congregation maintained a faithful worship environment without the leadership of a pastor or an interim pastor. During this time, the congregants continued to work collaboratively, rebuilding an organization to support a spiritual and functional worship environment. With the blessing of finding an interim pastor in March, the strengthening of our relationships and our organization continued to expand and grow. Starting in January 2020, we started a visioning project to define who we are and set standards as to what we want to become by 2023. We still have work to do in this area but also believe our new pastor should be in place to finalize that vision.

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

FCUCC has a standing Christian Education Committee that works collaboratively with the Intergenerational Coordinator. The committee plans for and identifies individuals to facilitate the learning processes. Consideration is given to providing educational opportunities for all age groups.

- The last interim pastor had provided strong sermons and leadership in the identification of the educational needs for the congregation. The Christian Education committee has begun planning programs for Fall 2021, and looks forward to working with a new pastor to finalize and facilitate these programs.

The development of a learning and sharing time has grown spontaneously beginning in the fall of 2019. Congregants were interested in learning more from the sermons and teachings of an individual that provided pulpit supply. This person volunteered to meet with the group, and the Sunday morning Admiration Series began. The group identifies historical individuals who have made major contributions for good in the world community. Participants study their life experiences and applications of learning and experience that have allowed them to make outstanding contributions. From Gautama Buddha and Mahatma Gandhi, to Martin Luther King, Jr., Jane Goodall, Dorothy Day, and Mother Theresa, the group focuses on what has empowered the individual to be a disciple for good. Starting with 6-8 congregants, the group now meets weekly with an average attendance of 20-35.

With the impacts of COVID 19, The Admiration Series started meeting virtually using ZOOM technology. Interestingly, technology has expanded participation in this group study. Up to 30 people have participated on Sunday mornings. The group opted to read and study Rev. Dr. Al Hohl's new book, *The Heart of Prayer*. Rev. Hohl ministered at FCUCC and retired from the ministry in 2011. Because of the ZOOM technology, Pastor Al was able to participate in several of the discussion sessions.

- Confirmation classes are a responsibility of the Christian Education Committee. Currently, we have no youthful worshipers in this age group; therefore, planning and promotion need to be done in anticipation of making this education available for prospective worshipers.
- There is a weekly Bible study group that focuses on the lectionary Scripture passages for the upcoming Sunday led by the Interim Pastor. The informal group meets on Friday afternoons at a local coffee shop.
- JOY (Just Older Youth) Club group meets every 4-6 weeks. Each session is focused on a different topic with the intent being to help participants in aging gracefully. It has drawn a number of participants from the wider community.
- Nursery Care is provided for most events at church, including those Sunday mornings.

Describe how your congregation is organized for ministry and mission.

The FCUCC Bylaws established these committees:

Building & Grounds	Christian Education
Church Council	Missions
Pastoral Relations	Personnel
Stewardship	Worship

Members on committees include a representative from Church Council and 3-5 worshipers. All individuals participating at FCUCC are asked to serve on at least one committee and preferences for a certain committee are honored when possible. Committees are encouraged to meet following worship on the third Sunday of the month. Meeting at a common time encourages collaboration and communication among committees, sharing information in a timely manner. Church Council also meets following the Committee meetings on the third Sunday, and committee reports are up-to-date and on topic. The result is that the Council is more effective in overall communication and planning.

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

Committee and Council meetings are on the third Sunday of the month, as described above, for a total of approximately 3 hours. The majority of decisions are made during this time. After the monthly meeting on the third Sunday, copies of meeting minutes are provided by each committee to the Church Council for review, documentation, and exchange of information that may impact other committees.

Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

Church Council uses an email distribution list and a phone call list for notifications and exchange of information, especially when time is an issue. We are in the process of updating our church directory and making sure it includes emergency contact information for each person.

Committees are also encouraged to have distribution lists and phone call list, the committee chair facilitates the keeping of the list.

During this time of the COVID 19 outbreak, the congregation has been able to connect, touch base, and check-in using ZOOM technology. Interestingly, congregants have been very willing to step up and use the technology and help each other use the technology. We are learning that technology is a real strength for our efforts to communicate within and beyond our community of faith.

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. Church Bylaws and 2020 Annual Report are available by accessing the church website: www.1stCongregationalUCC.org.

3b. 11-YEAR REPORT

Copy of 11 Year Report Profile is attached on page 46.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members and participants:	81	Taken from Directory Survey
Number of active non-members:	20	Taken from Directory Survey
Total of church participants (sum of the numbers above):	101	Taken from Directory Survey

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	77%	Taken from Directory Survey
Less than 10, more than 5 years:	8%	Taken from Directory Survey
Less than 5 years:	15%	Taken from Directory Survey

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>
2	5	1	5	5	19	15	23	26	Taken from Directory Survey

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	N/A	Taken from church survey
Households with minors:	15%	Taken from church survey
Single adults age 35-65:	5%	Taken from church survey
Joint households with no minors:	70%	Taken from church survey
Single adults over 65:	10%	Taken from church survey

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	20%	Taken from church survey
College:	30%	Taken from church survey
Graduate School:	20%	Taken from church survey
Specialty Training:	20%	Taken from church survey
Other (please specify):	10%	Certification/Technical Degree

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	30%	Taken from church survey
Adults who are retired:	70%	Taken from church survey
Adults who are not fully employed:	N/A	Taken from church survey

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

The majority of adults have professional occupations. Examples of these professional occupations include education, social work, law (including judges), business/accounting, nursing, and the medical fields.

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 monocultural. What does diversity mean in your context?

At this point the congregation at FCUCC is not culturally/ethnically diverse. Worshipers are primarily Caucasian and include many types of people (i.e., single, widowed, married, long-term partnerships, same-sex marriages, etc.). As a result of our involvement with area service agencies, we have visitors from a range of cultures (i.e. Black, Hispanic, African, and Asian). Part of our ongoing efforts in strategic planning we are identifying opportunities to invite more diversity into the make-up of our worship participants. Beyond cultural similarities, our congregation is diverse in our original church upbringing, however, we bring together our common beliefs that we are all created equally. From young to older members, we welcome the uniqueness of every individual and look for opportunities to welcome serving our brothers and sisters in the community regardless of financial status, color or cultural difference.

Has your congregation recently had a conversation about welcoming diversity? Please note the date. Comment after the exercise:

Initial discussions suggest that inviting diversity (ethnicity, age groups, etc.) to the mix of those attending services is perceived as a positive opportunity and welcomed by current worshipers. Additionally, outreach to other communities of faith is providing us with hands-on opportunities to collaborate with persons from many backgrounds on projects for the larger Siouxland 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	20	Christian Education Committee
Admiration Series (Wed. Evenings)	8-10	Intergenerational Coordinator
Admiration Series (Sun. Mornings)	20-35	Intergenerational Coordinator
Pierce Street Bible Study Group	12	Interim Pastor
Baptisms <i>(number last year)</i>	3	Worship Committee

Book Club	7	Congregant
Bridge Club	26	Congregant
Children's Groups or Classes	5	Christian Education Committee
Children's Closet, Rummage and Bake Sales	All church members	Missions
Christmas Eve and Easter Worship	100	Worship Committee
Church-wide Meals	95	Nurture Committee
Caring Caterers	8-10	Nurture Committee
Choirs and Music Groups	20	Worship Committee
Communion	Monthly	Worship Committee
Community Meals	95	Nurture Committee
Confirmation (<i>number confirmed last year</i>)		Christian Education
Funerals (<i>number last year</i>)		Interim Pastor
Foodies	6-16	Congregants
Joy – Just Older Youth	varies	Christian Education
Outdoor Worship		
Public Advocacy Work	50	Mission Committee
Retreats	20	All Church Retreat
Theology or Bible Programs in the Community	5	Bible Study Fellowship
Beer & Theology (4 th St Bible Study)	10	Congregants
Weddings (<i>number last year</i>)		Interim Pastor
Worship (time slot: 10:30-11:30)	151 Mem/Ptcpts 56 Wkly Avg	Worship Committee
Young Adult Groups or Classes		Christian Education
Adulting Class	8	Christian Education

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)
Dick Morgan	No	Gospel Mission	Pastor	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: None

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
Administrative Secretary (2)	No	Part-time	Personnel Committee	New hire starting in March 2021
Intergenerational Ministry Leader	No	Part-time	Worship team	18 months

REFLECTION

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

The overall ministry reflects:

- programming and services presented without consideration of ethnicity; however, the make-up of our congregation has been predominantly Caucasian, and
- congregational surveys demonstrate a desire that the overall ministry work become more diverse. We have realized there are opportunities to expand levels of participation through invitations to diversify the make-up of our worshipers and the style of our worship. It is our intent to focus on invitation and diversification in future

planning and remain cognizant of our successes and failures to accomplish these changes.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$185,604.25
Endowment Proceeds <i>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</i>	\$107,139.80
Endowment Draw <i>(beyond what is permitted by spending policy, "drawing down the principal")</i>	\$ 33,771.65
Fundraising Events	
Gifts Designated for a Specific Purpose	
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	\$326,515.70

Current annual expenses (dollars budgeted for most recent fiscal year): \$275,484.00

See attached 2020 budget on pages 43-45.

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

Ministerial Support:	\$ 67,181.02	\$ 88,701.87
Total Expenses:	\$275,484.00	\$275,484.00

Percentages:	24%	32%
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Comment: Ministerial Support is a range of dollars depending on the candidate's education and years of experience. Therefore, there is a range of percentages that reflects the relationship of Ministerial Support and Total Budgeted Expenses.

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? No

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

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

Support for OCWM is an annual decision of the Church Council. For 2020, support is budgeted at \$10,000 – approximately 5% of Ordinary and Designated Income. Previously, the percentage rate was higher. Beginning in 2018, based on the downsizing of our congregant population and limited funds available, the decision was made to reduce support of OCWM. This reduction includes the 2020 budget.

What is the church's current indebtedness? None

Total amount of loan debt:

Reason for debt:

Are capital and other payments current?

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget. None

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

FCUCC upgraded accessibility in the building which included:

- bathrooms on first floor to meet handicapped accessibility and to be family friendly, and
- installation of an elevator.

Year(s)	Purpose	Goal	Result	Impact
2016	Upgrade building accessibility	\$25,000	\$26,895	Project completed. Total project was estimated at \$140,000. A draw from the Endowment was approved if \$25,000 was pledged as new giving.

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
	None			

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

FCCUC's new mission is to be open and affirming. The building campaign recognized that our bathroom facilities did not meet accessibility guidelines, and the stairs to the second-floor limited access by some members. Remodeling was needed to meet our commitment to provide a welcoming environment.

Does your church have an endowment? Yes

What is the market value of the assets?

\$1,286,333.77 (12-31-2019) Endowment Fund
 \$ 157,365.22 (12-31-2019) Endowment Fund – Designated
 \$1,443,689.99 (12-31-2019) Total

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

A disbursement of funds from the Endowment Fund is made quarterly in March, June, September, and December of the current year. The amount of the disbursement is calculated by using the formula: 6% of the value of the Endowment

Fund as of September 30 of the prior year. The disbursement total is divided so that 45% goes to General Fund of the Church Council, 45% to Missions, and 10% to Building and Grounds.

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

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: None

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

Fifteen years of history reflect that investment earnings have surpassed draws; therefore, the endowment fund continues to grow.

Other Assets

Reserves (savings): \$0

Investments (other than endowment): \$0

Describe all buildings owned by the church:

The FCUCC building (sanctuary and educational wing) is located on a 9.87 acre lot of ground at 4600 Hamilton Boulevard.

Which spaces are accessible to wheelchairs? All

Reflection:

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

FCUCC is financially sound for the long-term. This is the result of continued conservative stewardship and significant financial support from members. There has been a reluctance in the past to draw from the Endowment Fund. That attitude is changing, and the community of faith is looking to identify how we can continue to be faithful stewards, invest in our mission, and protect our financial security. Consequently, FCUCC is discerning ways to responsibly use our resources to make a difference by being "God's hands in the world", and by investing in our own faith lives and in our local and wider community. Part of the continued discussions regarding vision for the future is to identify where we can make a meaningful impact in the faith journeys of our congregation and to enhance the quality of life in the community in which we live.

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 April 2009, the Iowa Supreme Court legalized same-sex marriage. That same year, the Deacons Committee, the Minister, and the Council formulated a process by which the congregation would decide about allowing same-sex marriages to be performed in our Sanctuary. Of course, not everyone agreed with the final decision of allowing the marriages to be performed, but everyone was well satisfied with the process by which the decision was made. Everyone was welcomed to take a part in the decision, and many did. The process culminated in a Congregational Meeting and vote. As a congregation, we learned the value of careful planning, of making provisions for everyone to be heard, and experiencing the joy and pride of civil discourse. More recently, our identity has been more defined based on the opportunities to search for a new pastor and do some strategic thinking and planning of who we are as a faith community.

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

FCUCC was concerned that the church facilities become fully accessible, environmentally friendly, and better utilized. Three primary concerns were: bathrooms were not handicapped accessible, access between floors was by walking only, and windows in the building needed to be replaced with new, more energy efficient features. In 2014, Church Council formed a committee to review these concerns and propose plans to remodel the building. After careful consideration, and with the assistance of a builder, the committee proposed a multi-phased project. Phase 1 of the building plan was two-fold: remove a staircase in the atrium and install an elevator and remodel the first-floor bathrooms to be accessible making the physical structure more welcoming.

When we think more broadly, the congregation was forced into being involved in all steps of the process as our pastor chose to resign in the fall of 2018, surveyed for input on what needed to be done, given the opportunity to have input in strategy design, and met as a Congregation to approve the approach. Although, invited and encouraged to participate, many members of the congregation missed the point on how we got to the point we were at and it created a great divide. We have spent the last 2 years re-educating and helping members understand why we went through the process of change and we are becoming a stronger faith community. COVID 19 timing couldn't have been worse, but we have been able to endure and grow through that time as well.

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.

FCUCC has experienced the resignation of two pastors. Looking back at situation one, the Council recognizes that supporting the pastor’s “innovative” choices to reduce the amount of staff support and to dissolve all committees was a step that led to a lack of communication and ownership within the congregation. Because of this, and for several personal reasons, the pastor decided to resign. In situation two, the FCUCC became aware of personal habits and characteristics that were part of the life of the pastor but unacceptable for any individual associated with FCUCC. Upon addressing this information with the pastor and presenting him with specific evidence of the wrongdoings, the pastor opted to voluntarily and immediately resign his position.

The FCUCC congregation was caught up in the reverberations of the first resignation.

We have learned from this experience, have refocused our efforts to maintain better lines of communication, enhanced planning, and strengthened our organizational structure (e.g. increased staffing, reinstatement of, and regular meetings of, the Church Council and Committees). The Pastoral Relations Committee has been instrumental in focusing our self-evaluation, in reaching out to those who became disenfranchised, restoring relationships, and promoting good organizational structure.

Ministerial History:

Staff member’s name	Years of service	UCC Standing (Y/N)
Reverend Richard Smith	1990 – 1996	Yes
Interim Pastors	1996 – 1998	Yes
Rev. Dr. Alva Hohl	1998 – 2011	Yes
Reverend Ken Leischner – Interim Pastor	2011 – 2012	Yes
Reverend Ryan Dowell Baum	2012 – 2018	Yes
Rev. Dr. Anne Dilenschneider	2019 – 2020	No (UMC)
Rev. Michael Castle	2020-2020	Yes

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

Surveys of the congregation make it clear that an open and affirming environment is desired for FCUCC. That attitude extends to relationships with ministerial leadership. Open communication with ministerial leadership is seen as: prayerful reflections meeting with FCUCC leaders, regular congregational meetings, collaborative planning, ongoing performance evaluations, and collection of data that measures our success in fulfilling goals/objectives as a congregation.

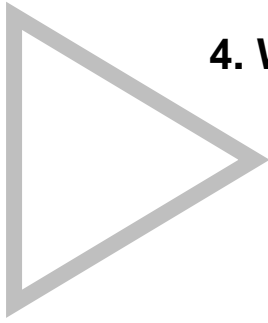
Has any past leader left under pressure or by involuntary termination? Yes

Pastor Dowell Baum chose to resign after a reflective month off in lieu of doing performance improvement.

Pastor Castle resigned in lieu of a congregational meeting to discuss his behavior in violation of our employee handbook.

Has your church been involved in a Situational Support Consultation? Yes

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



4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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

The work of the Missions Committee is critical to the fulfillment of the church’s current vision to be “God’s hands in the world”. In 2019 nearly \$45,000 of the general budget at FCUCC supported programs and services outside the walls of our building. Most of the programs supported financially by FCUCC also receive volunteer assistance from the congregation. These efforts are often complimented by collaborations with other community congregations (i.e., packing backpacks for Foodbank of Siouxland is a collaboration of Congregation Beth Shalom and FCUCC).

In 2017, when efforts were made to track the number of volunteer hours provided by the congregation, the total was over 2,000 hours. Many individuals also serve on national, state, and local Boards of Directors or Councils, providing their professional knowledge and education to assist with the leadership of these nonprofit organizations:

- Our Churches Wider Mission (OCWM) – Conference programs in global missions,
- Children’s Closet, Rummage and Bake Sales (twice annually) – raising funds for community programs and services, and making children’s clothing and toys available for economically challenged,
- Moving-On Boxes – support of sexual assault and domestic violence programs,
- Sanford Center – community center that provides guidance and support to youth who are struggling in school or lacking in family support,
- Welcome Home – shelter for homeless families,
- Mary J. Treglia Community Center – individual and family services for individuals immigrating to the USA,
- Foodbank of Siouxland – backpack program for youth without adequate food supplies over the weekend,
- Siouxland Soup Kitchen – meals for individuals who are homeless and/or economically suffering,
- Siouxland Mental Health – Giving Tree project at Christmas that provides gifts for clients without family support in the area,

- Siouxland Transit – evening/weekend transportation services for handicapped individuals, and
- meeting space provided for outside programs:
 - Alcoholics Anonymous
 - Narcotics Anonymous
 - Zen Meditation
 - Stretch and Flex
 - Iowa Caucuses
 - Dog Training
 - Siouxland Youth Chorus
 - Siouxland Master Chorale
 - MLK event

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

Staff and lay-leaders attend Annual Conference (Tri-Conference Ministries) of the UCC.

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

- Accessible to All (A2A)
- Creation Justice
- Economic Justice
- Faithful and Welcoming
- God Is Still Speaking (GISS)
- Border and Immigrant Justice
- Inter-cultural/Multi-racial (I'M)
- Just Peace
- Global Mission Church
- Open and Affirming (ONA)
- WISE Congregation for Mental Health
- Other UCC designations:
- Designations from other denominations
- None

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

FCUCC takes a highly active role in our Siouxland communities. We recognize that:

- it deepens our personal and group connection to God and Jesus,
- it serves as a learning and bonding experience,
- it strengthens our understanding of the social justice issues facing us and our community, and
- it is part of our mission and vision.

Describe your congregation's participation in ecumenical and interfaith activities.

FCUCC participates in many ecumenical and interfaith activities:

- collaboration with Congregation Beth Shalom to fill backpacks for youth at Foodbank of Siouxland
- collaboration with Mayflower Congregational Church and City of Sioux City to co-host the Martin Luther King, Jr. Day community event,
- hosting Beer and Theology – informal and open meetings on Sunday afternoon at a local brewery, and
- Bible Study Group that meets on Fridays at a local coffee shop to discuss the Scripture reading for the upcoming Sunday service.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

The most recent mission statement does not reflect our congregation or call. Current efforts are being made by FCUCC to assess our organization. Part of that assessment is to prepare this Church Profile for use in recruiting a pastor. Ongoing responsibilities of the work is to define the FCUCC vision for the future. It is anticipated that this will be completed after the selection of the new pastor so he/she may be an integral part of the discernment process.

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's core competencies need to be in discernment and collaboration to assist the congregation in discovering, planning for, and moving into, its next community ministry focus. That means helping us answer this question: "Why did God call together now this group of elders who are engaged in personal and spiritual growth, the arts, and the community?" FCUCC's commitment to be and grow our community ministry is identified in this profile. The pastor should demonstrate commitment to and skills for

community ministry. The Search Committee's estimate is up to fifteen percent (15%) of their time may be spent in this work.

4b. MISSION InSite

Visioning Project:

In January 2020, FCUCC began a Visioning Project. Lay leadership and the interim pastor recommended that the visioning work focus on a long-term plan, "FCUCC in 2023." It is our intent that when complete, the plan will guide our short-term planning and serve as a method of evaluating our progress, success, and needs to make changes.

A search committee had been named to proceed with identifying and calling a pastor. The first focus for the Visioning Project was to provide input to the search committee on what we perceived as the optimum education, skills, and characteristics an individual should have to be an effective minister for our congregation. Data from two congregational surveys served to focus the discussions. A Statement of Leadership summarizes the conclusions of this work and is provided in this profile (1b – Scope of Work).

The on-going work of the Visioning Project has identified other important subjects critical to the development of the long-term plan, FCUCC in 2023, and may include these examples:

- assuring that our worship is faithful and spiritual,
- assessing the addition of varying styles of worship that may expand the appeal to potential congregants,
- assessing and implementing the best ways to invite more individuals to actively participate in our community of faith,
- assessing and engaging the congregation's leadership skills and assets,
- identifying ways to collaborate in building a sensitive attitude for conducting the business of the church,
- informing participants about the financial needs of the organization, resulting in a strengthening of financial support,
- revisiting the mission for endowment dollars, considering investment in community assets that fulfill the church's mission,
- evaluating the physical facility to support a welcoming environment, staying cognizant of environmental needs to effectively use our limited resources,
- assessing the role of digital media, (i.e., streaming, YouTube, Face Book, ZOOM, etc.), and the role of media to expand our impact in the community, and
- defining the role of FCUCC in the wider community outside the church's walls.

Planning is important and yet time consuming. Our commitment is to proceed with this effort, and we are looking forward to adding the leadership of a new pastor to engage us in collaborative and creative thinking and keep the work focused and on-task.

[Comment on your congregation's Mission InSite report with data for your neighborhood\(s\) or area. What trends and opportunities are shown?](#)

Data from Mission InSite is being reviewed to enhance our understanding of the make-up of our neighborhood in which the church is located. Because we are also considering an expansion of our concept of neighborhood through the use of digital media, we have used a Mission InSite model of a 20-mile-wide radius around the location of FCUCC. This is important because the area includes some surrounding communities and crosses over two state lines (Nebraska and South Dakota). A growth of new businesses and homes for new hires and their families is in this area used for data collection.

Initial review of the data has provided important insights. Individuals in age groups of 55 and older are the only sector of the population showing any significant growth in projections through 2024. This is significant at a time when churches are concerned about the aging of their congregation. Perhaps in our situation, reaching out to these age groups and exploring the needs of this population in our area may be an important area of mission.

Additionally, the data indicated that the number of young people up to age 18 shows a steady decline. This may be the result of smaller families, or changing family structures. Education institutions in this area are also watching this trend very carefully. Plans for expanded religious educational programs and services for young people should be based on existing populations, not expanded because of a projected population growth.

[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?](#)

FCUCC's congregation is currently made up of individuals with Caucasian ethnicity, upper median income, and above-average levels of education. The immediate neighborhood around FCUCC reflects a similar make-up. Because of our church work with many local social service agencies, we financially support and volunteer at programs which include individuals of diverse ethnicities. Like many congregations, we have not been effective in building the size of our congregation with the people from the community programs we support. It may be the result of our physical location at the northern edge of Sioux City, or that we have not been successful in providing a worship experience that attracts persons of other ethnicities. What it means to be in ministry with

a more diverse community of faith is a critical part of the discussion in the FCUCC vision project. Use of digital media to expand our impact is an important consideration because of the potential to use various media types to serve the faith community for a wider area.

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

Beginning in the 1970's Siouxland experienced a morphing of our industry base. The old-style slaughterhouse was replaced with the computer industry giant, Gateway Computer. Then, businesses suffered under the lackluster economies of the 80's and 90's. The population retreated to other job opportunities in other areas of the country. Beginning in 2000, Siouxland began a resurgence of the food processing industries and also grew other types of industry; a change happened that included better jobs that were less dangerous and appealing to both men and women. At the same time, world violence resulted in a migration of workers from other countries into America. The immigrants who arrived were anxious for work, any work they could find. Siouxland needed workers.

FCUCC remained a valued ministry in Siouxland during this time. The congregation was primarily employed in professional and technical careers and did not suffer as much from the loss of industries. Because FCUCC congregants were part of the professional and technical population, the participation in worship and congregational life remained stable.

By 2010, the population stabilized, and actually began to grow again. At the same time, worship attendance began to drop, and the effect has continued to impact FCUCC's mission.

Over the past decade, we have become much more aware of our wider community and find satisfaction in the support of agencies which provide programs and services for those economically disadvantaged or new to Siouxland. The sense of service to a wider community has resulted in respect from community leaders as exemplified by the recent project to co-host the MLK Day event, (Section 2 – Who Is God Calling Us to Become). FCUCC was asked to participate by the NAACP, and we also were blessed by the collaboration with Mayflower Congregational UCC helping us host the event and provide that extravagant welcome.

At this point in time, given our current congregational demographics and changing community demographics (increase in persons age 55 and older, decrease in children under age 18), we are in a time of prayer and reflection as we begin to discern who God is calling us to be and serve in our community now.

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

FCUCC and its members are active participants in the leadership of the community. Many in our congregation serve on local boards of agencies and providers, as well as volunteer to provide programs and services. We have an opportunity to be a part of decisions being made that impact Siouxland.

Our volunteer efforts were recognized by the City of Sioux City. Mayor Bob Scott was promoting volunteerism and recognized the hours of work provided by FCUCC during 2010.

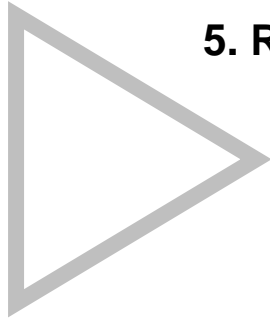
What do new people in the church say when asked what got them involved?

We asked this specific question in our survey of the congregation this past January: In thinking about what KEEPS you as part of this congregation, select from the list below those reasons that best match your reasons for coming.

- The Minister
- My friends I have made here
- The church's reputation
- Adult education opportunities
- Child and youth programs
- Community outreach (Sanford Center, Children's Closet, Rummage Sale, etc.)
- The worship styles
- The welcome received
- The welcome we give others
- The social activities (Bridge, Foodies, JOY)
- The denominational ties

The highest number of responses in order of preference are listed below:

- The worship style.
- Community outreach, and
- The friends I have made here.



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

Alva Hohl, DMin

4309 Glenn Oak Drive

South Bend, Indiana 46628

Email: hohlyone@gmail.com

Phone: 574-514-2748

Employer: Retired, Pastor - Congregational United Church of Christ

Contact with FCUCC: Retired from full-time pastoring after serving
FCUCC (1998-2011)

REFERENCE 2

Larry & Becky Williams

P.O. Box 3097

Columbia Falls, Montana 59912

Email: lwillia@hotmail.com

Phone: 406-333-0038 (Larry)

406-253-5457 (Becky)

Employer: Retired, School Superintendent and National Park Ranger

Contact with FCUCC: Long-term members at FCUCC who have retired in Montana.

REFERENCE 3

Linda Cron

119 West Gilman Terrace

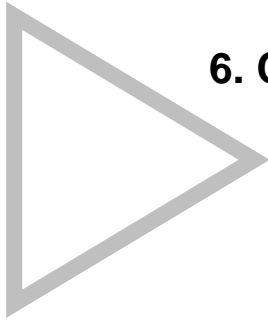
Sioux City, Iowa 51104

Email: croncreations@gmail.com

Phone: 712-202-4861

Employer: Retired, Early Childhood Educator

Contact with FCUCC: Long-term member of Mayflower Congregational UCC, also located in Sioux City, and a collaborator of programs shared by both congregations.



6. CLOSING THOUGHTS

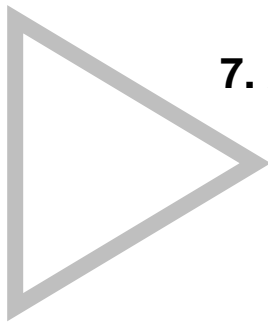
CLOSING PRAYER

Preparation for writing this Church Profile started in January 2020, and was completed in April 2020. Due to the COVID-19 pandemic, it is now a time of self-quarantine and living our lives not knowing when we will be able to return to our house of worship, employment, or regular life-style routines. Easter Sunday we gathered on ZOOM to digitally share the love of God and pray that God's love will support our congregation and the world. It is a period of medical fragility, not knowing what to expect, an unimaginable testing of ourselves and our love of God. This is not the "normal" environment when a congregation gathers to assess, dream, and prepare to define their vision for the next three to five years.

Bill Watterson, cartoonist of *Calvin and Hobbes*, wrote: "reality continues to ruin my life". The truth in this bit of humor is that we do not know what is in store for First Congregational Church tomorrow, next month, next year, and beyond. It is our faith in the goodness of God that keeps us steadfast, searching and finding a vision for the future in the turmoil of reality.

FCUCC and the world will survive this pandemic; however, normal may never be quite the same. The new normal provides an opportunity for our congregation to be supportive of one another and build on our insight and integrity to prepare our organization to move ahead in being "God's hands in the world". FCUCC welcomes this opportunity and believes we are up to the challenge.

As we move boldly ahead, our prayers include asking for God's guidance to tell our story about the reality that is FCUCC. It is our hope that in preparing and telling our story, an individual who is motivated to be a leader and a partner with this congregation, who steps forward in love for the challenge, and talks with us about being our pastor. The Search Committee, the Church Council, and the congregation are here to discuss our opportunity and look forward to meeting many talented individuals who are hearing the call. Amen



7. ATTACHMENTS

- a. JOB DESCRIPTION
- b. 2020 BUDGET
- c. 11-Year CHURCH PROFILE
- d. STATEMENT OF CONSENT
- e. CONFERENCE/ASSOCIATION VALIDATION

7a. JOB DESCRIPTION

FIRST CONGREGATIONAL UNITED CHURCH OF CHRIST
SIOUX CITY, IOWA

DRAFT

DRAFT

POSITION DESCRIPTION: PASTOR

Overview

The Pastor is the spiritual leader of the church. He/she takes primary responsibility for preaching and preparing weekly worship services, attending to pastoral care and visitation, administering the sacraments, supervising the staff, and coordinating the day-to-day administration of the church. He/she also works to support the programs and mission of the church, to support, empower, and encourage lay leaders in their ministries, to grow and sustain FCUCC as a vital congregation, and to work in collaboration with lay leaders to set the church's direction and vision for the future. The Pastor is called by and is accountable to the congregation.

Expectations

The Pastor will be an ordained (or ordainable) minister in good standing in the United Church of Christ with demonstrated skills in preaching, teaching, leadership, administration, and pastoral care. He/she will share the core values of the church as outlined in its statement of purpose. A rich and deep faith and spiritual life are essential, along with a passion for social justice and the communication and leadership skills to put those passions into action (together with the lay leadership, congregation, and community).

The Pastor is expected to work, on average, 40–50 hours per week. Beyond Sunday worship, those hours are flexible, based on the needs of the church in any given week. The pastor should set a typical weekly schedule of workdays and days off (presumably Saturday plus a weekday) and make this information known to the staff, lay leadership, and congregation. We support and encourage our pastor in his/her effort to maintain a healthy life/work balance: Evening work expectations would ordinarily not exceed two evenings per week, including activities such as meetings, additional worship services, pastoral visits, community events, and so on.

An approximate breakdown of the how the Pastor might spend his/her time in a typical work week (acknowledging that no two weeks are ever the same) is as follows:

Self-Care and Soul-Care: 5%

Worship: 30%

Leadership and Ministry Development: 10%

Pastoral Care: 10%

Evangelism & New Membership: 10%

Christian Education: 5%

Administration and Management: 10%

Community Engagement: 10%

Vitality and Mission: 10%

Responsibilities

1. SELF-CARE AND SOUL-CARE

- a. Maintain, and be accountable for, an active daily prayer life
- b. Participate in, and be accountable for, spiritual direction on a monthly basis
- c. Take two days off each week – one of these days is for Sabbath rest
- d. Attend responsibly to his/her own physical and mental health (exercise, diet, regular medical checkups, counseling/therapy)
- e. Consult with the Pastoral Relations Committee on a regular basis

2. WORSHIP

- a. Plan, prepare, and lead Sunday worship services, preaching weekly (working with the Worship Committee to arrange guest preachers as needed).
- b. Administer the sacraments of baptism, and communion.
- c. Plan and participate in special worship services, such as Christmas Eve, Holy Week Services, etc.
- d. Work with music staff to plan music and hymns for worship services.
- e. Officiate at weddings, funerals, and other special services as appropriate.

3. LEADERSHIP AND MINISTRY DEVELOPMENT

- a. Communicate regularly with the Council Chair and lay leadership.
- b. Provide support through presence and prayer with leadership.
- c. Guide lay leaders in the work of discernment, visioning, care, collaboration, administration, and mission.
- d. Assist FCUCC participants in discerning their call and gifts, and prayerfully support each person in leadership in the congregation and in the wider community.
- e. Attend monthly committee meetings as invited.

f. Attend monthly Church Council meetings as an ex-officio member.

4. PASTORAL CARE

- a. Be in relationship with members of the church family.
- b. Consult with the Nurture Committee about needs within the church family.
- c. Reach out, by phone or in person, to members facing difficult life crises, such as a death in the family, health problems, family challenges, life transitions, and so on.
- d. Visit hospitalized and homebound members on a regular basis.
- e. Work with Nurture Committee to ensure that communion is brought to homebound members, as needed.
- f. Provide training and support to the lay persons who also participate in visitation.
- g. Share, as appropriate, joys/concerns and pastoral care needs with the wider church community.

5. EVANGELISM & NEW MEMBERSHIP

- a. Work with lay leadership and the congregation to welcome and reach out to visitors and potential new members.
- b. Work with the Nurture Committee to provide welcoming opportunities for potential new members and to develop an appropriate process for church membership.
- c. Help the church explore new methods of communication and evangelism.

6. CHRISTIAN EDUCATION

- a. Support the Intergenerational ministries Coordinator and the Christian Education team of the church by participating, as appropriate, in activities with persons of all ages, and by providing resources (curriculum, etc.)
- b. Lead adult Christian Education programs, Bible study, etc. in consultation with the Christian Education team.
- c. Work with the Intergenerational Ministries Coordinator to design and lead confirmation class as needed.

7. ADMINISTRATION AND MANAGEMENT

- a. With the support of the Personnel Committee, supervise church staff, executing the policies and procedures created by the Personnel Committee and conducting periodic staff meetings, as needed.
- b. Oversee communications and publications from the church office.
- c. Write a column for the church e-newsletter. Also provide content for the website and Facebook page, as needed.
- d. Collaborate with the Steward Committee in stewardship activities and the budget planning process.

- e. Communicate regularly with the Building & Grounds Committee about facility and property needs.
 - f. Participate in congregational meeting.
 - g. Prepare a detailed Pastor's Report for the congregation's Annual Report.
8. COMMUNITY ENGAGEMENT
- a. Regularly engage members of the Siouxland community in public spaces and gatherings. Develop relationships with people outside our congregation.
 - b. Develop and maintain collegial relationships with other professionals in related fields (clergy, civic and nonprofit leaders, healthcare professionals, etc.).
 - c. Have a working knowledge of community resources for those in need. Spend time making referrals and connections, providing presence and care, and distributing financial resources as appropriate.
 - d. Understand and regularly name gifts, needs, and opportunities within the Siouxland community.
 - e. Attend the Iowa Conference UCC Annual gathering as an authorized minister.
 - f. Engage in leadership in the wider UCC, as appropriate, at the association, conference, and national levels.
9. VITALITY AND MISSION
- a. Collaborate with the Missions Committee in supporting the mission and community presence of FCUCC, leading the FCUCC community in proclaiming the Gospel and being known by the community.
 - b. Understand and support the ongoing missions of the church and the lay people and staff who lead them.
 - c. Assist the congregation in discerning how God is calling FCUCC into new areas of mission.
 - d. Network the congregation with local, national, and denominational resources for mission.
 - e. Help the church explore new methods of communication and evangelism.

This document should be reviewed annually by the Personnel Committee and Pastor.

Revised: DRAFT

Approved:

7B. 2020 BUDGET

FIRST CONGREGATIONAL UNITED CHURCH OF CHRIST

BUDGET OVERVIEW: 2020 BUDGET – FY20 P&L

January – December 2020

	TOTAL
Income	
41000 Ordinary Income	
41010 Member Support – Pledges	150,000.00
41020 Unpledged Contributions	15,000.00
Total 41000 Ordinary Income	165,000.00
41030 Designated Income	
41040 Other Income / Building Util	3,000.00
41060 Staff Appreciation	500.00
51080 Flowers	400.00
51210 Strengthen the Church	100.00
51220 One Great Hour of Sharing	100.00
51230 Neighbors in Need	100.00
51240 The Christmas Fund – Veterans of the Cross	300.00
51241 Leadership Funding	100.00
51310 Moving-On Boxes	500.00
51320 Children’s Closet	20,000.00
51330 Fall Festival	10,000.00
Total 41030 Designated Income	35,100.00
51000 Restricted Income	
51010 Endowment - B&G	7,273.60
51020 Endowment – Missions	32,641.19
51030 Endowment – Council	32,641.19
51060 Waller Scholarship Endowment	3,216.00
Total 51000 Restricted Income	75,771.98
Total Income	275,871.98
GROSS PROFIT	275,871.98
Expenses	
60000 Expenses	
60100 Conference Giving	
60110 Strengthen the Church	100.00
60120 One Great Hour of Sharing	100.00
60130 Neighbors in Need	100.00
60140 The Christmas Fund – Veterans of the Cross	300.00
60141 Leadership Funding	100.00
Total 60100 Conference Giving	700.00

60200 Missions	
60215 OCWM	10,000.00
60220 Children's Closet Reimbursement	18,000.00
60221 Children's Closet – Expenses	2,000.00
60225 Local Agency Support	10,000.00
60245 Moving-On Boxes	500.00
Total 60200 Missions	40,500.00
60300 Christian Education	
60310 Adult Study Programs	500.00
60334 Nursery	500.00
Total 60300 Christian Education	1,000.00
60400 Nurture and Growth	
60415 Worship	500.00
Total 60400 Nurture & Growth	500.00
60500 Church Council	
60510 Miscellaneous Expenses	2,500.00
60515 Miscellaneous Projects	1,000.000
60520 Staff Appreciation	500.00
Total 60500 Church Council	4,000.00
60550 Deacons / Worship	
60530 Communion Meals	100.00
60551 Pulpit Supply	500.00
60552 Music Fund – Soloists	500.00
60553 Instrument Maintenance	1,500.00
60554 Music / Choir Supplies	500.00
60555 Church Supplies	500.00
Total 60550 Deacons / Worship	1,500.00
60600 Buildings & Grounds	600.00
60620 Utilities	22,000.00
60630 Water / Sewer	1,200.00
60640 Grounds – Snow & Lawn	10,000.00
60650 Insurance	6,306.00
60660 Supplies	2,500.00
60670 Repairs	20,000.00
Total 60600 Buildings & Grounds	62,606.00
60700 Personnel / Pastor Relations	200.00
60720 Finance	
60726 Accounting Services	400.00
60727 Banking Fees	50.00
Total 60720 Finance	450.00
60750 Stewardship	
60751 Fall Campaign	100.00
60752 Campaign Postage	50.00
Total 60750 Stewardship	150.00
60800 General	
60812 Flowers	400.00
Total 60800 General	400.00
60850 Office	
60610 Telephone / Internet	2,000.00

60851 Office Supplies	5,000.00
60852 Office Postage	100.00
60853 Computer	500.00
60854 Printer/Copier	500.00
60855 Website	500.00
60857 Office Equipment	500.00
Total 60850 Office	9,100.00
60900 Staff Expense	
60910 Pastor	
60912 Continuing Education	750.00
60913 Mileage Reimbursement & Incidentals	5,000.00
60914 Pension	1,000.00
60915 Health & Dental Premiums	15,000.00
60916 Life / Disability Insurance Premium	1,000.00
60917 Housing Allowance	20,000.00
60918 SS Offset	5,000.00
Total 60910 Pastor	47,750.00
60925 Workers Compensation Insurance	1,278.00
Total 60900 Staff Expenses	49,028.00
Total 60000 Expenses	172,234.00
66000 Payroll	
66100 Pastor	26,000.00
66200 Program Coordinator	20,000.00
66210 Payroll Taxes	1,500.00
Total 66200 Program Coordinator	21,500.00
66300 Office Manager/Secretary	16,000.00
66310 Payroll Taxes	1,200.00
Total 66300 Office Manager/Secretary	17,200.00
66400 Custodian	14,000.00
66410 Payroll Taxes	1,000.00
Total 66400 Custodian	15,000.00
66500 Nursery Care Attendant	1,800.00
66510 Payroll Taxes	150.00
Total 66500 Nursery Care Attendant	1,950.00
66600 Organ/Choir	20,000.00
66610 Payroll Taxes	1600.00
Total 66600 Organ/Choir	21,600.00
Total 66000 Payroll	103,250.00
Total Expenses	275,484.00
NET OPERATING INCOME	387.98
NET INCOME	387.98

7C. 11-YR CHURCH PROFILE

Church #:	222200	Schedule	0	First Congregational UCC	Sioux City	Iowa	51104			
Assoc:	272	NET MEMBS ADDS-REMOVED		DEATHS OR TRANS OUT		OTHER LOSSES				
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	MEMBS ADDS-REMOVED	PLEDGES AND OFFERINGS
2008	302	116	40	0	2	0	10	0	-8	
2009	302	84	110	0	0	6	4	2	0	
2010	308	93	110	4	0	6	4	0	6	
2011	308	90	98	0	1	4	5	0	0	
2012	308	90	98	0	0	0	0	0	0	
2013	303	90	115	6	1	9	12	0	4	
2014	294	90	31	0	0	0	9	0	-9	
2015	294	90	25	0	0	3	3	0	0	
2016	298	70	15	0	0	7	3	0	4	
2017	298	70	15	0	0	0	0	0	0	
2018	295	65	17	0	0	5	8	0	-3	
2019	150	56	15	0	2	0	0	0	3	
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPP	TOTAL OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2008	\$ 174,035	\$ -	\$ 34,780	\$ 4,126	\$ 38,906	\$ 14,994	\$ 53,900	\$ 20.34	\$ 224,935	\$ 199,751
2009	\$ 228,374	\$ -	\$ 34,000	\$ 1,678	\$ 35,678	\$ 25,200	\$ 60,878	\$ 14.89	\$ 289,252	\$ 212,936
2010	\$ 268,659	\$ -	\$ 34,000	\$ 7,361	\$ 41,361	\$ 11,529	\$ 52,890	\$ 12.66	\$ 321,549	\$ 208,193
2011	\$ 221,382	\$ 11,749	\$ 35,000	\$ 3,100	\$ 38,100	\$ 15,659	\$ 53,759	\$ 15.81	\$ 286,890	\$ 204,150
2012	\$ 221,382	\$ -	\$ 28,000	\$ 812	\$ 28,812	\$ -	\$ 28,812	\$ 12.65	\$ 250,194	\$ -
2013	\$ 268,713	\$ -	\$ 42,500	\$ 3,833	\$ 46,333	\$ 46,192	\$ 92,525	\$ 15.82	\$ 361,238	\$ 215,377
2014	\$ 344,206	\$ -	\$ 34,000	\$ 1,474	\$ 35,474	\$ 18,958	\$ 54,432	\$ 9.88	\$ 398,638	\$ 197,418
2015	\$ 344,206	\$ -	\$ 30,950	\$ 1,575	\$ 32,525	\$ -	\$ 32,525	\$ 8.99	\$ 376,731	\$ -
2016	\$ 231,770	\$ -	\$ 29,593	\$ -	\$ 29,593	\$ 41,538	\$ 7,131	\$ 12.77	\$ 302,901	\$ 160,543
2017	\$ 231,770	\$ -	\$ 13,900	\$ 2,230	\$ 16,130	\$ -	\$ 16,130	\$ 6.00	\$ 247,900	\$ -
2018	\$ 284,653	\$ -	\$ 7,250	\$ 675	\$ 7,925	\$ 12,000	\$ 19,925	\$ 2.55	\$ 304,578	\$ 179,726
Change	%	Members	AVG WEEKLY ATTENDANCE	CHR ED/FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSE	TOTAL OCWM	TOTAL EXPEND	
2013-2018	-2.64		-27.78	-85.22	-68.75	-33.33	5.93	-82.90	-15.68	
2008-2019	-2.32		-43.97	-57.50	-150.00	-20.00	66.43	-79.63	35.41	

7d. 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.

Which individuals and groups in the church contributed to the contents of this Local Church Profile?

- Church Council
- Search Committee
- Active Worshipers – Visioning Project and Surveys

Signed: 
Earl Miller, Chair, Search Committee

Date: 4/1/2021

7e. VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.
Staff Comment: Y

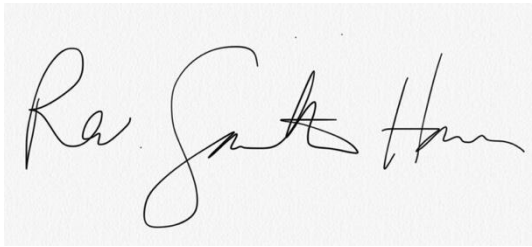
To the best of my knowledge, ministerial history information is complete.
Staff Comment: Y

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: Rev. Samantha Houser Associate Conference Minister

Email: samantha@ucctcm.org

Phone: 402-350-1714

Date: 4-8-2021

This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the relationships of all settings of Christ.

**UNITED CHURCH
OF CHRIST**



covenantal
of the United Church

“Jesus answered them, ‘Have faith in God!’” – Mark 11:22