

## 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 UCC  
Whiting, Iowa 51063

Pastor – Full Time position shared with Mayflower Congregational in Sioux City, Ia.

Iowa Conference, Northwest Association

5-13-21

LOCAL CHURCH PROFILE CONTENTS

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

*“God is able to provide you with every blessing, so that  
having all sufficiency in all things at all times,  
you may abound in every good work.”  
(2 Corinthians 9:8)*

## INSTRUCTIONS

The new Local Church Profile supports the calling and discernment of United Church of Christ congregations with their current or future pastoral leadership.

For many congregations, the interim time between ministers is an intentional season that is guided in part by the preparation of a Local Church Profile. Using the Profile, the church can discover its data and express its story for the reliable discernment of a search committee and the beginning of a new pastorate. Searching ministers will want to see this document in its entirety.

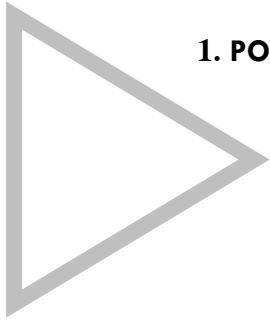
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – WHO ARE WE NOW, WHO IS OUR NEIGHBOR, and WHO IS GOD CALLING US TO BECOME – are meant to be updated every 3-5 years. Known together as the "Discovery Document," these three sections can be completed by a visioning group, a governing body, a transition team, or other group – not just the search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The church's engagement with the "Discovery Document" might not have the same sequence as the completed Local Church Profile that is read by candidates.

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings and many prayers. As the Spirit moves throughout the process, congregations will shape a collective articulation of Christ's leading (WHO IS GOD CALLING US TO BECOME). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11-Year Report containing data as reported by your congregation annually to the UCC Data Hub, and MissionInsite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook's Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (<http://oppsearch.ucc.org>).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



## 1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

### 1a. LISTING INFORMATION

---

Church name: First Congregational UCC

Street address: 429 Whittier Street

Phone Number: 712-455-2475

Email Address: [fconwhiting19@gmail.com](mailto:fconwhiting19@gmail.com)

Whiting, Iowa 51063

Supplemental web links: <https://sites.google.com/site/cityofwhiting/whitingucc>

Pictures [\*\*Church/Parsonage Pictures\*\*](#)

Additional ecumenical affiliations:

None

Conference: **Iowa Conference**

Association: **Northwest**

UCC Conference or Association Staff Contact Person (Samantha Houser, Associate Conference Minister), 402-350-1714, [samantha@ucctcm.org](mailto:samantha@ucctcm.org)

Summary Ministry Description:

Our goal is to be a church where everyone is welcome no matter who or where they are on their faith journey. We seek a pastor who partners with us in caring for our members, reaches out to our local community and explores new ways to adapt to the ever-changing world. We are seeking a pastor who will partner with each church working to achieve our goals.

What we value about living in our area:

Our members value the small size of our community. We are located on Interstate 29 between two larger cities. We have a hospital within eight miles as well as a physician clinic, pharmacy, and full-service grocery store in Whiting. Other businesses include a bank, hair salons, post office, and a hometown restaurant. Whiting also has a fire and rescue squad. Our small town also includes a nursing home and assisted living facility, a beautiful public library and our own K-12 school under one roof.

Current size of membership: 150

Languages used in ministry (other than English): None

Position Title: Pastor – Full time with Mayflower Congregational in Sioux City, Ia.

Position Duration:

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:

Mayflower and Whiting will combine to meet the compensation guidelines as nearly as possible at the time of the call.

Does the total support package meet conference compensation guidelines?

Yes

#### 1b. SCOPE OF WORK

---

Core Competencies:

We are seeking a pastor who is welcoming, community focused, and desires to minister beyond our walls. We are also looking for a pastor who possesses good communication and leadership skills and who has the ability to work well with others in a compassionate, caring way.

## 1c. COMPENSATION AND SUPPORT

Salary Basis: Cash salary within the Conference Guidelines

Benefits: Salary includes Optional Benefits

What is the expected living situation for your next minister:

We have a very nice parsonage.

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

We hope to have our new pastor live in the parsonage located in Whiting with other housing expenses shared with Mayflower.

State any incentives: None

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

Northwestern Association of the UCC, area ministerial groups, Iowa/Nebraska/South Dakota  
UCC Tri-Conference Ministries

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

Our church is willing to make adjustments to support a Pastor in a shared position.

## 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.

### Spiritual Growth

- \*Be a spiritual example for Christians to follow
- \*Help church grow spiritually through good Bible instruction
- \*Make church services inspiring and enjoyable

### Partnership

- \*Develop enthusiasm for the members to participate in church activities
- \*Work to partner with area churches to conduct services and needed projects with the help of lay people

### Caring

- \*Visit shut-ins and elderly once a month and those hospitalized (if requested). Right now that is less than 5 people. Contact may be in person, by phone or send a card.
- \*Touch base with inactive members with the help of our lay people

### Communication Skills

- \*Build a connection with members and attendees by getting to know them inside and outside of worship service

\*Open and good communication with members and attendees of all ages

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

Lead by Example

\*Be involved and connected to the community as time permits

\*Continue our involvement at the Pleasant View Care Center-lead a short worship service about 5 times a year

\*Help give direction to the congregation that will enable our church to grow

Outreach and Mission

\*Opening our church doors to the community through community projects, and mission projects including Siouxland and world-wide projects with the help of our lay people as time permits

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.

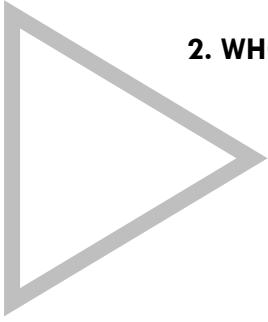
We would like our new pastor to:

\* be devoted to the word of God through scripture and Christian traditions

\* have good communication skills and have the ability to preach and teach effectively

\* work well with people in our congregation as well as other pastors in our area

\*provide pastoral care to all our members...active or inactive



## **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?

As a congregation we want to:

- \*be actively responsible
- \*be open-hearted
- \*put our faith into action
- \*be a positive and continuous learner
- \*be physically and financially supportive

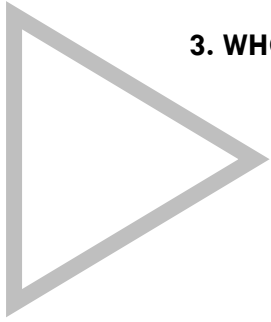
Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

Challenges:

- \*increase our membership and be appealing to all age groups
- \*aging population
- \*financial stability
- \*encourage our younger members to be involved

Opportunities:

- \*innovative programming
- \*open to challenges and ready to assist our community
- \*up-to-date technology for use at services



### 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.

We do our best to follow our Mission Statement: “As believers in God and followers of Christ, we are led by the Holy Spirit to serve, care, teach and proclaim the gospel to all people.”

Describe several strengths or positive qualities of your congregation.

Strengths/Positive Qualities of Our Congregation:

- \*we are a close-knit small community and feel a calling to help everyone
- \*we reach out to people even if they are not members – we welcome all
- \*the “Care Team” is a very positive part of our church for all ages
- \*we support local needs and community projects
- \*we work well together

Describe what worship is like when your congregation gathers.

Traditional but relevant to modern times. We greet each other as we enter the sanctuary and visit before the prelude starts. We like to have a Children's Message at the beginning of the service before the children go to “Steps in Faith” (our Sunday School that is held during the regular worship time). We usually have scriptures from both the Old and New Testaments with sermons lasting approximately 15 – 20 minutes. Before Covid, we liked to do “Passing of the Peace”, offertory and Doxology but those have been put on hold for now. We do still like the “old” hymns but are open to some contemporary music too. The congregation is asked to offer “Joys and Concerns” and that is followed by a prayer for those concerns and the Lord's Prayer. In the summer, we also like to have a fellowship hour for more socialization.

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

“Steps in Faith” Sunday program for preschool – 5<sup>th</sup> grade—curriculum chosen by the Board of Christian Education

Middle School and High School students participate when asked.

Confirmation – usually co-taught by minister and lay leaders

Occasional Adult Bible study – can be chosen and led by lay people

Women’s Retreats – themes chosen and developed by lay women from both churches. We are hopeful for more shared ministry opportunities.

Describe how your congregation is organized for ministry and mission.

- When it comes to decision-making, how many hours are spent in meetings per month?  
1-2 hours
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

In the early 90’s, we experienced a 13-inch rain which quickly started to fill our church basement with water. Several men of the church immediately worked to cut a hole in the concrete floor of the basement and installed a sump pump to empty the water. With wet vacs and many fans, the problem was solved. Thankfully that has never happened again!

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

### 3b. 11-YEAR REPORT

---

| Year | Total Membership | Confirmations | Confessions of Faith | Reaffirmations of Faith | Letters of Transfer | Total Additions | Transfers | Other Removals | Total Losses | Adjustments | Total Membership (Published) | Children Baptized | Adults Baptized |
|------|------------------|---------------|----------------------|-------------------------|---------------------|-----------------|-----------|----------------|--------------|-------------|------------------------------|-------------------|-----------------|
| 2019 | 152              |               |                      | 3                       |                     | 3               | 1         |                | 6            | -2          |                              | 3                 |                 |
| 2018 | 157              | 6             | 4                    |                         |                     | 10              | 1         |                | 6            |             | 157                          | 1                 | 1               |
| 2017 | 153              |               |                      |                         |                     |                 |           |                | 2            |             | 153                          |                   |                 |
| 2016 | 155              | 7             |                      |                         |                     | 7               | 3         | 1              | 8            |             | 155                          | 2                 |                 |
| 2015 | 156              |               |                      |                         |                     |                 | 3         | 33             | 37           |             | 156                          |                   |                 |
| 2014 | 193              | 5             | 5                    |                         | 2                   | 12              |           |                | 3            |             | 193                          | 3                 |                 |
| 2013 | 184              |               |                      |                         |                     |                 | 2         |                | 7            |             | 184                          | 5                 |                 |
| 2012 | 191              | 4             |                      |                         |                     | 4               |           |                | 6            |             | 191                          | 1                 |                 |
| 2011 | 193              |               |                      |                         |                     |                 |           |                | 5            |             | 193                          | 3                 |                 |
| 2010 | 198              | 5             |                      |                         | 2                   | 7               | 2         |                | 6            |             | 198                          |                   |                 |
| 2009 | 197              |               |                      |                         |                     |                 | 1         |                | 6            |             | 197                          | 3                 |                 |
| 2008 | 203              | 4             | 6                    |                         |                     | 10              | 1         |                | 4            |             | 203                          | 2                 |                 |

| Year | Total Income | Pledges and Offerings | Operating Expenses | Basic Support | Other UCC Giving | Special Support (Direct) | Other Gifts | Capital Payments | Bequests | Deferred Gifts | Endowment | 5 For 5 | One Great Hour of Sharing | Neighbors in Need | Christmas Fund | Strengthen the Church | Total OCWM |
|------|--------------|-----------------------|--------------------|---------------|------------------|--------------------------|-------------|------------------|----------|----------------|-----------|---------|---------------------------|-------------------|----------------|-----------------------|------------|
| 2019 | \$63,775     | \$63,775              | \$71,080           |               | \$               |                          | \$2,900     | \$               | \$8,000  |                | \$17,000  | ☑       |                           |                   |                |                       | \$         |
| 2018 | \$102,557    | \$76,952              | \$74,132           | \$4,500       | \$100            |                          | \$1,345     |                  | \$19,000 |                | \$8,700   | ☑       | \$185                     | \$150             | \$40           | \$70                  | \$5,045    |
| 2017 | \$66,075     | \$66,075              | \$62,311           | \$4,000       | \$435            |                          | \$1,770     | \$5,560          |          |                | \$14,421  | ☑       | \$225                     | \$20              | \$95           | \$165                 | \$4,940    |
| 2016 | \$83,317     | \$80,864              | \$43,518           | \$10,250      |                  |                          | \$1,432     | \$28,600         |          |                | \$133,875 | ☑       | \$272                     | \$90              | \$75           | \$130                 | \$11,867   |
| 2015 | \$83,317     | \$80,864              | \$73,718           | \$10,250      |                  |                          |             |                  |          |                | \$126,000 | ☑       | \$260                     | \$190             | \$66           | \$83                  | \$11,899   |
| 2014 | \$94,608     | \$88,898              | \$79,352           | \$10,250      |                  |                          |             |                  |          |                |           | ☑       | \$396                     | \$90              | \$141          | \$85                  | \$12,012   |
| 2013 | \$89,000     | \$86,602              | \$79,352           | \$10,250      |                  | \$                       | \$1,665     | \$               | \$       | \$             | \$128,808 | ☑       | \$320                     | \$386             | \$             | \$82                  | \$12,088   |
| 2012 | \$85,529     | \$85,529              | \$88,915           | \$10,250      |                  |                          | \$1,774     |                  |          |                | \$126,089 | ☑       | \$541                     | \$394             | \$175          | \$64                  | \$12,474   |
| 2011 |              | \$82,556              | \$88,082           | \$10,250      |                  | \$                       | \$1,483     | \$               | \$       | \$             | \$111,591 | ☑       | \$782                     | \$184             | \$210          | \$183                 | \$12,659   |
| 2010 | \$92,392     | \$82,345              | \$85,789           | \$10,250      |                  | \$                       | \$1,350     | \$               | \$       | \$             | \$114,000 | ☑       | \$524                     | \$249             | \$192          | \$313                 | \$12,978   |
| 2009 | \$83,650     | \$79,895              | \$83,639           | \$10,250      |                  |                          | \$2,240     |                  |          |                | \$101,093 | ☑       | \$507                     | \$352             | \$357          | \$292                 | \$12,808   |
| 2008 | \$89,607     | \$81,722              | \$84,708           | \$10,250      |                  |                          | \$4,926     |                  |          |                | \$95,961  | ☑       | \$801                     | \$200             | \$421          | \$175                 | \$14,162   |

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

|  |    | <i>Is this number an estimate? (check if yes)</i> |
|--|----|---|
| Number of active members:                                | 85 | Yes   |
| Number of active non-members:                            | 5  | Yes   |
| Total of church participants (sum of the numbers above): | 90 | Yes   |

Percentage of total participants who have been in the church:

|                     |     | <i>Is this number an estimate? (check if yes)</i> |
|---------------------|-----|---|
| More than 10 years: | 80% | Yes   |

|                                  |     |     |
|----------------------------------|-----|-----|
| Less than 10, more than 5 years: | 10% | Yes |
| Less than 5 years:               | 10% | Yes |

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> |
|------|-------|-------|-------|-------|-------|-------|-------|-----|--|
| 10   | 10    | 6     | 6     | 5     | 10    | 15    | 30    | 8   | Yes  |

Percentage of adults in various household types:

|                                  |     | <i>Is this number an estimate? (check if yes)</i> |
|----------------------------------|-----|---|
| Single adults under 35:          | 10% | Yes   |
| Households with minors:          | 22% | Yes   |
| Single adults age 35-65:         | 14% | Yes   |
| Joint households with no minors: | 28% | Yes   |
| Single adults over 65:           | 26% | Yes   |

Education level of adult participants by percentage:

|                         |       | <i>Is this number an estimate? (check if yes)</i> |
|-------------------------|-------|---|
| High school:            | 10%   | Yes   |
| College:                | 21.2% | Yes   |
| Graduate School:        | 9.6%  | Yes   |
| Specialty Training:     | 59.2% | Yes   |
| Other (please specify): |       |   |

Percentage of adults in various employment types:

|                                    |        | <i>Is this number an estimate? (check if yes)</i> |
|------------------------------------|--------|---|
| Adults who are employed:           | 57.58% | Yes   |
| Adults who are retired:            | 34.09% | Yes   |
| Adults who are not fully employed: | 8.33%  | Yes   |

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

|             |              |           |
|-------------|--------------|-----------|
| Health Care | Agriculture  | Finance   |
| Non-Profit  | Professional | Education |

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

We do have differing political views, economic and educational levels but strive to respect our differences. We consider our congregation mono cultural.

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:

We have had casual conversations about diversity and what it means to welcome everyone. Nothing formal has ever been proposed.

### 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?<br>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff) |
|--|---|---|
| Adult Groups or Classes                            | TBD   | Lay leaders   |
| Baptisms ( <i>number last year</i> )               | 3   | Pastor  |
| Children's Groups or Classes                       | 1 class   | Board of Christian Education  |
| Christmas Eve and Easter Worship                   | 40-50   | Pastor w/ Deaconhood  |
| Church-wide Meals                                  | 30-40   | Lay leaders   |
| Choirs and Music Groups                            | 0   |   |
| Church-based Bible Study                           | TBD   | Pastor or Lay leaders   |
| Communion ( <i>served how often?</i> )             | Monthly   | Pastor w/ Deaconhood  |
| Community Meals                                    | N/A   |   |
| Confirmation ( <i>number confirmed last year</i> ) | 0-we try to offer it every other year             | Pastor & Lay leaders  |
| Drama or Dance Program                             | N/A   |   |
| Funerals ( <i>number last year</i> )               | 0   | Pastor w/ families  |
| Intergenerational Groups                           | N/A   |   |
| Outdoor Worship                                    | 2   | Pastor & Deaconhood   |
| Prayer or Meditation Groups                        | N/A   |   |
| Public Advocacy Work                               | N/A   |   |
| Retreats   | N/A   |   |
| Theology or Bible Programs in the Community        | N/A   |   |
| Weddings ( <i>number last year</i> )               | 0   | Pastor along with couple  |
| Worship (time slot: 9:30 June – Aug.)              | 15-20   | Pastor or Supply Pastor   |

|                                      |       |                         |
|--------------------------------------|-------|-------------------------|
| Worship (time slot: 10:30 Sept.-May) | 20-30 | Pastor or Supply Pastor |
| Young Adult Groups or Classes        | N/A   |                         |
| Youth Groups or Classes              | 1     | Lay leaders & Pastor    |
| Other                                |       |                         |

Additional comments: With a shared position it would be our recommendation to have a 9 am service in Whiting followed by an 11 am service in Sioux City. This allows 45 minutes to travel between the churches.

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?<br>(3 or 4 or No) | Ministry Setting | Type of Ministry Role                      | Retired?<br>(Y or N) |
|----------------|--|------------------|--|----------------------|
| Doug Handeland |  |                  | Lay Minister<br>(graduate of Center Learn) | no                   |
|                |  |                  |  |                      |
|                |  |                  |  |                      |

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<br>(full time, part time, volunteer) | Supervised by | Length of Tenure for current person in this position |
|----------------|----------------|---|---------------|--|
|                |                |   |               |  |
|                |                |   |               |  |
|                |                |   |               |  |

## REFLECTION

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

Our congregation is composed of long-time members, adults and youth. We are very active in missions, both locally and world-wide. We are excited about the possibilities of working and planning activities with Mayflower Congregational.

## 3e. CHURCH FINANCES

---

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

| Source  | Amount                |
|---|-----------------------|
| Annual Offerings and Pledged Giving   | \$63,775.51           |
| Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> ) | Need Approval For All |
| Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )                   | Need Approval For All |
| Fundraising Events  | \$1,144.00            |
| Gifts Designated for a Specific Purpose   | \$8,000               |
| Grants  | \$0.00                |
| Rentals of Church Building  | \$0.00                |
| Rentals of Church Parsonage   | \$0.00                |
| Support from Related Organizations<br>( <i>e.g., Women's Group</i> )  | \$0.00                |
| Transfers from Special Accounts   | \$4,000               |
| Other (specify):  | \$                    |
| Other (specify):  | \$                    |
| TOTAL   | \$76,919.51           |

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

### Budget For 2019

#### OUR PASTORAL MINISTRY

|                      | 2019 Budget | Spent     | % Spent  |
|----------------------|-------------|-----------|----------|
| Pastor's Salary      | 32,318.33   | 27,924.95 | 86.41%   |
| Social Security      | 3,214.06    | 2,330.11  | 72.50%   |
| Travel Expenses      | 3,500.00    | 3,076.88  | 87.91%   |
| Parsonage Utilities  | 3,500.00    | 3,707.66  | 105.93%  |
| Hospital Insurance   | 11,100.00   | 8,248.25  | 74.31%   |
| Family Protection    | 630.21      | 289.60    | 45.95%   |
| Supply Pastor        | 0.00        | 1,500.00  |          |
| Continuing Education | 500.00      | 447.57    | 89.51%   |
| Annuity              | 5,881.94    | 3,196.42  | 9,078.36 |
|                      |             | -----     |          |
|                      | -----       | ---       | -----    |
|                      | 60,644.53   | 50,721.44 | 83.64%   |

#### OUR MINISTRY TO THE WORLD

|               |          |          |         |
|---------------|----------|----------|---------|
| O.C.W.M.      | 4,500.00 | 4,500.00 | 100.00% |
| Local Mission | 2,000.00 | 0.00     | 0.00%   |
| Seminary      | 500.00   | 500.00   | 100.00% |
|               |          | -----    |         |
|               |          | ---      | -----   |
| Total         | 7,000.00 | 5,000.00 | 71.43%  |

#### OUR EDUCATIONAL MINISTRY

|                        |          |          |         |
|------------------------|----------|----------|---------|
| Church School          | 1,100.00 | 584.84   | 53.17%  |
| Vacation Church School | 600.00   | 671.19   | 111.87% |
|                        |          | -----    |         |
|                        | -----    | ---      | -----   |
| Total                  | 1,700.00 | 1,256.03 | 73.88%  |

#### OUR MINISTRY AT HOME

|                      |          |          |        |
|----------------------|----------|----------|--------|
| Heat And Electricity | 5,700.00 | 3,078.28 | 54.00% |
|----------------------|----------|----------|--------|

|                        |                  |                  |               |
|------------------------|------------------|------------------|---------------|
| City Bill              | 500.00           | 472.62           | 94.52%        |
| Music                  | 600.00           | 160.00           | 26.67%        |
| Stewardship/ Worship   |                  |                  |               |
| Supplies               | 800.00           | 243.65           | 30.46%        |
| Office Supplies        | 2,000.00         | 919.96           | 46.00%        |
| Custodian Supplies     | 500.00           | 99.84            | 19.97%        |
| Telephone              | 1,000.00         | 923.14           | 92.31%        |
| General Maintenance    | 2,500.00         | 1,670.27         | 66.81%        |
| Flower Fund            | 150.00           | 47.31            | 31.54%        |
| Insurance              | 6,200.00         | 6,019.75         | 97.09%        |
| Per Capita Dues        | 500.00           | 468.00           | 93.60%        |
|                        |                  | -----            |               |
|                        | -----            | ---              | -----         |
| Total                  | 20,450.00        | 14,102.82        | 68.96%        |
| <b>Over-all totals</b> | <b>89,794.53</b> | <b>71,080.29</b> | <b>79.16%</b> |

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 71.36%

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%)

OCWM, CUE and local missions are line items in our budget. The amounts are agreed upon at the Annual Meeting of the congregation each January.

What is the church’s current indebtedness?  
 Total amount of loan debt: \$0.00  
 Reason for debt:  
 Are capital and other payments current?

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.

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

| Year(s) | Purpose | Goal | Result | Impact |
|---------|---------|------|--------|--------|
|         | No      | \$   | \$     |        |
|         |         | \$   | \$     |        |

If a capital campaign is underway or anticipated, describe:

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

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

Does your church have an endowment?

What is the market value of the assets? \$150,000.00

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

As needed with approval of the Church Council for major expenses which are not part of the operating budget, for youth activity expenses, and for educational expenses.

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

2014: 0.5%; 2019: 1%

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?  
indefinitely



Please comment on the above calculations or estimates: :

The endowment fund was created in 1983 with a generous bequest from a loyal church member. Since then, earnings from the fund have been used as needed and approved for expenses such as replacement of the church heating system, replacement of the church roof, installation of an elevator, and for many projects to maintain or improve the church building and the church parsonage. In addition to the many thousands of dollars spent for maintenance and improvements, the principal of the fund has grown from \$115,000 to \$150,000. Earnings from the fund are also used for youth activities and for pastoral and congregational educational purposes, with the approval of Council.

#### Other Assets

Reserves (savings): \$

Investments (other than endowment):

Does your church have a parsonage? Yes

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

How is the parsonage used? Parsonage

Street / City / State / Zip: 409 Plymouth, Whiting, Iowa 51063

Finished square footage: 1,568

Number of Bedrooms, Number of Bathrooms: 3 Bedrooms, 2 Bathrooms

Assessed real estate value: \$111,951

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances Excellent

Entity in the church responsible for review and needed repairs Trustees

Describe all buildings owned by the church: None

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

Which spaces are accessible to wheelchairs? All areas except the pulpit

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

Our congregation has always been good stewards of our finances and are faithful supporters of missions. Following our stewardship drive in November, a Budget Committee meets to formulate a new budget for the next year. The Church Council votes on the new budget and then it is presented to the congregation at the Annual Meeting in January for a final vote.

### 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.

Our church building was built in 1911 not only to fill our own spiritual needs but also to meet some of the community's needs. Our present Fellowship Hall was built as a gymnasium, which held our school's extracurricular activities. The remodeled kitchen on the south end of the Fellowship Hall once served as a two-lane bowling alley. The pastor's study is quite large because for years this part of the building was the city's public library serving our community and surrounding area. In the past few years, we have updated the kitchen, restrooms and fellowship areas. An elevator has also been installed to serve all areas in the church.

In 2004, ten very diverse members of our congregation were challenged to "Let It Shine". Each member was given \$100, not our money but God's money entrusted to them to reach out into the community and touch lives.

Our members have helped whenever needed. The 2011 flood as well as the recent flood in 2019 saw many members filling sandbags, cleaning and cooking to help our neighbors.

(Please check our website for more historical information about our church.)

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

Our church is working to use our technology more. Last year screens were installed in the front of our sanctuary and power points, etc. can easily be projected there. We use it for music as well as bulletins. We have begun to live-stream services and have them available on Facebook. We use texting, Facebook and email to correspond with our members, too.

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.

We try not to dwell on our differences, but strive to focus on the common good of our church and church family. The guidelines we follow are our "Covenant With One Another" that was written couple years ago. (refer to our webpage)

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

| Staff member's name | Years of service | UCC Standing (Y/N) |
|---------------------|------------------|--------------------|
| Nea Stepp           | 2.5              | No                 |
| Reva Karstens       | 15               | Yes                |
| Patricia Minnick    | 4                | Yes                |

|             |   |     |
|-------------|---|-----|
| James Stroh | 9 | Yes |
|-------------|---|-----|

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

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

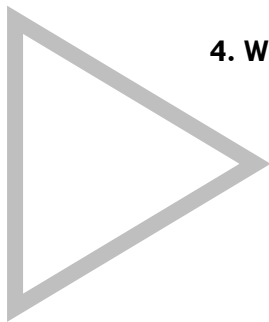
Y/N/Ask us

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us

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

Y/N/Ask us



#### 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?

We pride ourselves in reaching out to others. We participate every year with a CROP Walk and all of the five missions of the UCC. We have a very active “Care Team” in our church that celebrates joys and shares in concerns of our members. Other activities include “Then Feed Just One”, “Warming Shelter”, School Supply Drive, “Souper Bowl of Caring”, “Tree of Love”, county food program, mission sewing and a “wheat” project.

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

Over the years, we have had clergy and lay people serve on various association committees and several members have attended association meetings. Several years ago, we hosted an association meeting.

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](http://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?

Yes

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

We participate in "World Day of Prayer" every year with other churches in our county. We have hosted community and area cantatas several years directed by our choir director as well as helped coordinate July 4<sup>th</sup> worship services in our city park. Every fall we host a worship service at Blue Lake (a lake nearby) and have a potluck followed by our CROP Walk. Our lay people also lead the Sunday morning service at the Pleasant View Care Center once a month, along with helping with Bingo and their Tuesday afternoon worship services approximately a total of eight times a year.

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 do a good job as we are "led by the Holy Spirit to serve, care, teach, and proclaim the gospel" in all of our activities.

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?

Our expectations include pastoral care and visitation, engaging sermons and some community outreach.

#### 4b. MISSION InSite

---

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

No report

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

Our community is very small. Our congregation is representative of the people in our community.

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

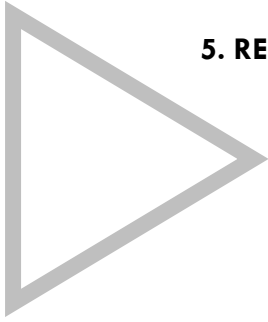
We strive to serve our members and the community around us. When there is a need to try to fill it.

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

Our congregation is known for its caring of others. We also have a rich musical history.

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

The friendliness of our members and traditional services have attracted some people. Our church family strives to be there whenever anything is needed.



## 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

Jeffrey D. Thelander; Superintendent, Maple-Valley-Anthon Oto Community School, Adjunct Professor, Morningside College, Teaching Team, Sunnybrook Community Church (Sioux City) (712)490-2649 [jthelander@mvaoschool.org](mailto:jthelander@mvaoschool.org) pulpit supply

Jeffrey D. Thelander

Superintendent, Mapie Valley-Anthon Oto Community School

Adjunct Professor, Morningside College

Teaching Team, Sunnybrook Community Church (Sioux City, Iowa)

(712) 490-2649

[jthelander@mvaoschool.org](mailto:jthelander@mvaoschool.org)

Setting: I grew up in Whiting, Iowa and graduated from Whiting Community School in 1990. I have been involved in education as a teacher and administrator for 22 years (1995-2016 and 2019 to present) and I also have worked full-time in ministry (2016-2019). I still serve on the teaching team of my home church (Sunnybrook) and in the past year I have filled the pulpit at First Congregational Church in Whiting six times. I have known many of the Members of this church my entire life (some of the members were even my school teachers and I think the world of them).

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

From my most recent experiences teaching at Whiting, I can speak to several strengths of this church's ministry. Just last week, during the worship service, a prayer of celebration was shared because Whiting First Congregational had met all targets for the past year's missions' goals. Members of Whiting First Congregational Church are very generous with their time, treasure, and talents. To see how various members have stepped up to secure guest speakers, organize missions, share information, and manage resources in this past year is quite inspiring. Most importantly, based on the high level of education and career experience within the church's membership, I know there will be a tremendous base of support for a potential incoming leader. There are members of this church who are gifted musically, others who are gifted to teach, and others who are gifted to manage technology and resources. And most importantly, there is a genuine heart of humility among the congregation.

### **Describe some area for improvement in this church's ministry.**

As I imagine is the case with many churches in small, rural communities, I know that youth ministry is a need. This may begin with outreach to that "25-40 something" age group of singles and families. I think strategic conversations could help church leadership reach out to more people in this demographic to encourage them to connect with the church and become involved in the ministry.

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

As a member of Sunnybrook Church since 2006, I am well aware of the advantages available when a church of 2,000 people has resources to leverage in missions. I was really moved to learn that one of Whiting's missions "Days for Girls", was also a primary mission supported by one of my friends at Sunnybrook. It just really struck me how mission-focused Whiting First Congregational is and I think of the many opportunities it has to network ministries with surrounding churches.

REFERENCE 2

Don Wood; retired businessman, pulpit supply  
(712)943-5821 wodro@longlines.com

August 1., 2020

Don wood  
P. O. Box 818  
sergeant Bluff, IA  
51054  
712-943-5821

wodro@longlines.com

I was raised in Whiting living just three blocks south of First congregational united Church of Christ. My family was part of the congregation and I began my spiritual journey at this church. I attended Sunday school, vacation bible school and youth activities while growing up. And I have enjoyed an ongoing relationship with numerous members of the congregation since our school days.

strengths: A very strong music ministry offers selections before, during and after worship. Various members share the responsibility of music ministry within the church.

1st congregational united church of Christ has now and has in the past a strong, supportive relationship with the facility, staff, and students at Whiting community School, just 1 block from the church. The school system is a major draw for young families with children.

### REFERENCE 3

Jody Still Herbold

Education Consultant and “fill in” pastor

712-490-0322 [stillherboldj@gmail.com](mailto:stillherboldj@gmail.com)

First Congregational UCC, Whiting, Iowa

Jody Still Herbold

Education Consultant and “fill in” pastor

712-490-0322

[stillherboldj@gmail.com](mailto:stillherboldj@gmail.com)

#### **Describe some areas of strength in the church’s ministry.**

I have been so impressed with the love and acceptance this church offers to those visiting. First Congregational UCC opens their hearts and arms to those wanting to learn and develop a relationship with Christ. In addition, the congregation dearly loves their church family and will do whatever it takes to keep this church functioning and reaching out to the community. Lastly, I would describe this church as small but mighty!

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

First of all, it is a little difficult to assess what the church needs to improve on since I am only there once a month at most. With that being said, I do think they could do a better job of reaching out to others to share what they have going on in their church. I do think social media could help in spreading to the community and outside communities what great things are happening in the church. I am not sure if the church shares much in the local paper, but this could also be an avenue to get word out to those seeking a welcoming church family.

#### **Describe a significant experience you have had with this church’s ministry.**

I fill in at local churches in my area quite often and I find this church to be one of my favorites. The people here are so welcoming and appreciative to those who walk through the doors. Each time I give a message, I have people shake my hand and share what they learned during the message and I have received many hugs. To be honest, I miss these people so much when I have not been there for a time. In addition, they are open to work with me as I develop my messages and offer the use of technology which I feel is helpful. They also do not hesitate to help people in times of need, and they offer prayers for those needing them. Lastly, I am honored to have the opportunity to share Christ’s love in this church and whomever decides on leading this church will be blessed beyond measure.

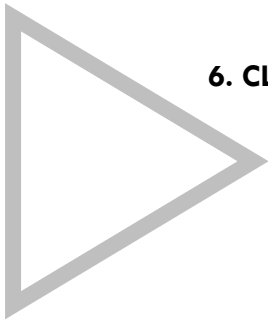
### PROMPTS FOR REFERENCES

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**

---

Dear Lord,

Help us along our path to find a new pastor to meet our needs. Grant us patience and wisdom in our decisions. Help us be open-minded and understanding. Our past traditions are very important to us yet we look to the future for new possibilities as we strive to show God's love and faithfulness to all people.

In Jesus' name we pray.      Amen

We feel that our "Vision Statement" should be shared with you at this time:

Our church is striving to be a haven for all God's people. All are invited to be in partnership, sharing a common Lord, a common spirit, a common call to ministry, a common life together. We seek to serve the needs of all God's people, practicing what we have learned and received from Jesus Christ so we may celebrate as one family.

## 6b. STATEMENT OF CONSENT

---

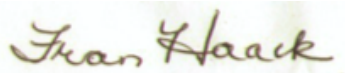
The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided 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?

The work in this profile was done by the Search Committee of First Congregational, UCC in Whiting, Iowa. The committee conducted surveys of our membership by email, mail, phone calls and in-person conversations.

Signed:



Suzanne Brenden, brenden\_farms@yahoo.com

Fran Haack, franwh63@gmail.com

Co-Chairs of Search Committee

8-15-20

6c. VALIDATION BY CONFERENCE/ASSOCIATION

---

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

Staff Comment: Y

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

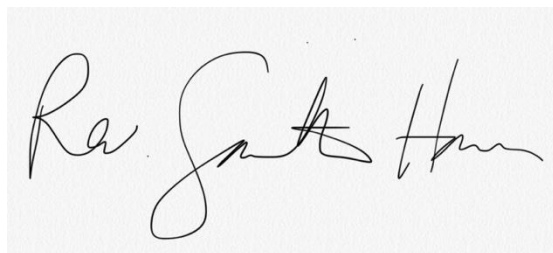
Staff Comment: Y

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

Staff Comment: Y

My signature below attests to the above three items.

Signature:

A handwritten signature in black ink, appearing to read "Rev. Samantha Houser", is written over a light gray rectangular background.

Name / Title: Rev. Samantha Houser Associate Conference Minister

Email: [samantha@ucctcm.org](mailto:samantha@ucctcm.org)

Phone: 402-350-1714

Date: 5-12-2021

**UNITED CHURCH  
OF CHRIST**



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

*"Jesus answered them, 'Have faith in God!'" – Mark 11:22*

**Mayflower Congregational United Church of Christ, Sioux City, Iowa  
and  
First Congregational United Church of Christ, Whiting, Iowa**

## **SHARED MINISTRY PROPOSAL**

***By the grace of God, and in the Spirit of Jesus, and with the willing consent of both congregations; we covenant to work together to provide for a shared ministry in and among the members of Whiting Congregational and Mayflower UCC.***

Mayflower and Whiting Congregational UCC churches are located in western Iowa about 30 miles apart, connected by Interstate 29. Each congregation created a church profile for its own search process, staying in communication along the way so that shared ideals and understandings could be expressed authentically and transparently.

Both churches indicated a need for half-time ministry before beginning discussions about the possibility of sharing a full-time pastor. Each congregation was presented with information about the logistics of sharing a ministry and each congregation approved the exploratory stage in the process.

Representatives of the two churches met four times to discuss the logistics of sharing. The following information was presented to both congregations for their approval.

The two congregations have now approved the shared ministry proposal based on the following information.

### **Goals:**

1. Coordinate the search process to look for a settled shared minister.
2. Establish a joint council between the churches that would meet regularly to assess the needs and/or concerns of the shared ministry.
3. Approach this shared ministry as a positive opportunity for both congregations with optimism, flexibility and good faith.
4. To work for the common good of both congregations.

**Details:**

1. Each church will maintain its own identity including governing boards, budgets, missions, and activities.
2. A joint council consisting of 3 members from each church would meet at least four times per year to coordinate the sharing agreement.
3. Sunday worship times would be at 9:00 a.m. and 11:00 a.m. with 45 minutes for travel time between the churches
4. Initially, Whiting would have the 9:00 a.m. service and Mayflower the 11:00 a.m. service. These times would be reviewed by the joint council periodically.
5. Compensation for a pastor would be shared 50/50 between the two churches. This includes salary, benefits, housing, insurance and pension.
6. Pastoral working hours would be split 50/50 with flexibility when special needs arise.
7. Any expenses that would benefit both churches would be split 50/50.
8. Specific expenses for each church would be paid by that church only.
9. Both churches may share opportunities to participate in mission work.
10. Both churches may participate in shared fellowship activities.

This agreement shall remain in effect for a period of at least three years.

**AGREEMENT:**

Mayflower Congregational United Church of Christ, Sioux City, Iowa voted on May 16, 2021 to approve this sharing arrangement.  
date

Bob Friemeier Church Moderator  
Mary Green Chair person, Board of Trustees

First Congregational United Church of Christ, Whiting, Iowa voted on 5-23-21 to approve this sharing arrangement.  
date

Nancy F. Dunning Church Moderator  
Dave W. Storm Chair person, Board of Trustees