

## 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 neigh-  
bor

Who is  
God calling  
us to be-  
come ?

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

Mayflower Congregational United Church of Christ  
Sioux City, Iowa

Full Time Pastor  
Shared with First Congregational United Church of Christ, Whiting

Iowa Conference of United Church of Christ

Northwest Association

May 12, 2021

### LOCAL CHURCH PROFILE CONTENTS

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



## 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

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

Street address: 1407 W. 18th Street, Sioux City, IA 51103

Supplemental web links: email: [MayflowerUCC@gmail.com](mailto:MayflowerUCC@gmail.com)

website: [www.mayflowerucc.net](http://www.mayflowerucc.net)

Facebook: Mayflower Congregational United Church of Christ

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*): none

Conference: Iowa Conference of the United Church of Christ

Association: Northwest Iowa Association

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

Pastor Samantha Houser, Associate Conference Minister, 402-350-1714

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

Summary Ministry Description:

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

*Our church embraces our motto which is that we are **"People of faith on a journey with Christ."** On our journey we will: Celebrate God's love for us and our neighbors, create a welcoming atmosphere and accessible space in our church, investigate new ways to be refreshed and challenged in worship, equip all ages to more fully understand what God is calling us to be, and to facilitate experiences that serve our neighbors, community and congregation. We welcome all persons to our fellowship. **"No matter who you are or where you are in life's journey, you are welcome here."***

*We are seeking a pastor who will partner with each church in working to achieve our goals.*

Photographs of Mayflower Congregational United Church of Christ, Sioux City, Iowa



*Sanctuary*





Balcony: Sunday school area

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

Our members value living in a small city of nearly 80,000. We are located on the western border of Iowa in what is referred to as the tri-state area of Iowa, Nebraska, and South Dakota. It offers many opportunities for a quality life. Sioux City is a diverse community with its many cultures, races, and ethnicities. Sioux City offers a variety of arts and entertainment options from professional theater, community theater, art museum, historical museum, children's museum, concerts in the park, many local celebrations, a large events center, and semi-professional sports teams. Sioux City offers higher education opportunities through Briar Cliff University, Morningside University, Western Iowa Technical Community College, and St Luke's School of Nursing. Sioux City has two major hospitals as well as a surgery center, cancer treatment center, and many other medical clinics.

Current size of membership: 108

Languages used in ministry (*other than English*): Sign language is used occasionally as needed

Position Title: Full time pastor with First Congregational United Church of Christ, Whiting

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

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

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

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

Does the total support package meet conference compensation guidelines?

YES

## 1b. SCOPE OF WORK

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Core Competencies:

We are seeking a pastor who is welcoming and community focused as demonstrated through:

1. Caring and supportive interactions with all members, including seniors, teens, homebound, active and inactive members, LGBTQ, and persons with disabilities.
2. Active support of the “three great loves” of the United Church of Christ. Supportive of our missions locally and in social justice issues more broadly.
3. Excellent communication and leadership skills as demonstrated in worship services, 1:1 contact, and interaction with boards and committees.

## 1c. COMPENSATION AND SUPPORT

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### Salary Basis:

Cash salary within the Conference Guidelines

### Benefits:

Salary plus Benefits

What is the expected living situation for your next minister?

A parsonage will be provided in Whiting. It is hoped that the pastor would choose to live in the parsonage. Mayflower and Whiting would reach agreement on other housing expenses.

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

We will work together with the Whiting Church to provide for housing and commuting allowances.

State any incentives: none

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

Northwest Association of UCC and the Iowa Conference of the UCC, Tri-State Conference gatherings and trainings, Northwest IA Committee on Ministry, Northwest Iowa pastoral cluster support groups.

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. We have had a previous pastor who was shared with another congregation nearly 50 miles away. In that case we adjusted times of worship services, office times, and board meetings to work cooperatively with the other church while providing time for the commuting between locations.

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

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

A survey of the congregation was conducted in January 2021 regarding goals, future and challenges of our congregation. The goals identified included: (1) congregational growth - we are a small church with an aging population; (2) ability to attract and work with the youth of our congregation and neighborhood; and (3) provide meaningful, uplifting worship experiences. Good communications skills in serving all ages was mentioned in all three of these areas.

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

The results of the survey included: (1) to continuously support and encourage outreach and connections with all parts of our community. We are an Open and Affirming congregation and we expect to continue our support of the LGBTQ community. (2) Visitation to shut-in members of the congregation and community was also a priority. We have members who are 90+ years old and several who are homebound due to disabilities. We want to maintain connections with all of these individuals. (3) and, as previously stated, actively seek ways to involve youth and young adults in Mayflower's worship and missions.

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

We are an Open and Affirming church and would expect that the language used in identifying gender be respected (i.e., he/him/his, she/her/hers, they/ them/theirs)

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.



As we reviewed this document there were items in each of the eight areas which we felt would apply to our congregation and its ministry. We chose four main areas with specific items targeted in each of those areas.

1. Building Transformational Leadership Skills

Empowering the Church to be faithful to God's call, reflective of Christ's mission and open to the surprises of the Holy Spirit.

Working collaboratively with intercultural awareness and sensitivity.

2. Engaging Sacred Stories and Traditions

Bringing life to sacred stories and traditions in worship, proclamation and witness.

Leading faith formation effectively across generations.

3. Working Together for Justice and Mercy

Drawing on the ministry of Jesus Christ to confront injustice and oppression

Building relationships of mutual trust and interdependence.

4. Strengthening Inter- and Intra- Personal Assets

Respecting the dignity of all God's people.

Demonstrating excellent communication skills.

## **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?

The following statements of faith and commitment were developed through the work of the Transitions Committee, the Prudential Committee, and the four boards in the church within the last five years.

### **People of faith on a journey with Christ"**

On our journey we will:

*Celebrate God's love for us and our neighbors.*

*Create a welcoming atmosphere and accessible space in our church  
Investigate new ways to be refreshed and challenged in worship.  
Equip all ages to more fully understand what God is calling us to be.  
Facilitate experiences that serve our neighbors, community and congregation.”*

**“No matter who you are or where you are in life’s journey, you are welcome here.”**

After these statements were accepted by the congregation, each board reviewed how it could meet these goals in its role in the church. For example, the Trustees worked on creating a welcoming and accessible atmosphere through providing meeting space in our church building to AA and NA support groups, creating a pleasant outdoor atmosphere with new gardens, and keeping the building in good repair. To investigate new ways to worship, the Trustees approved the purchase of video equipment to provide for live-stream services during the COVID pandemic (which will be continued). All boards set goals based on our faith statements.

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

*See mission statement above.*

Mayflower Congregational United Church of Christ is situated in a low income, transient section of Sioux City. The neighboring school has 100% free and reduced lunches for the children of the neighborhood. Our neighbors are often hard working families who struggle to meet basic needs. Based on our vision statements, our Mission and Outreach Board, which has always been very active in the community, took on Project Good Neighbor. Two main activities were initiated: free breakfast and a free rummage. A free hot breakfast was offered on one Saturday morning a month. As the project progressed, a partnership with Zesto’s (a non-profit mission program from the Sioux County) was established to provide free staples of breads, meats, and some fruits/vegetables at the free breakfast. With the pandemic however, we were unable to continue the project indoors. We changed it to a drive-up or walk-up activity where we deliver free meats, breads, milk, eggs, canned foods, and fresh foods to anyone who needs these. The program started with about 40-50 persons. We are now giving foods to nearly 500 people one time a month. Zesto’s, Inc. continues to be a major supplier of the free foods and we provide the delivery site and the people to conduct it.

The Mission and Outreach Board started a FREE rummage giveaway five years ago. We collected, sorted and, in some instances, cleaned good used clothing and shoes, household items, bedding and linens, books and school materials, toys, and tools/hardware. Two times a year we allowed people to take whatever they needed for their families. The first rummage had about 200 people, but in recent giveaways we have had 600-700 people come. Due to the pandemic,

we have had to stop this event until the church is open again. We have continued to collect items. If we receive a request for someone in desperate need, we will open the rummage area to that individual family.

Project Good Neighbor also includes a coat tree that is located in the front of the church. Free winter coats are placed there for anyone in need. Clean and gently used coats are donated to Mayflower or provided through Zesto's, Inc. We have given away as many as 1000 coats in a year. In addition, the Little Free Library is located in front of the church. Books for both adults and children are provided for anyone in need of reading materials. Many books have been donated and are available all year around.

We do intend to continue and expand our services to the neighborhood.

### **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**

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Describe your congregation’s life of faith.

##### **People of faith on a journey with Christ.**

On our journey we will:

Celebrate God’s love for us and our neighbors.

Investigate new ways to be refreshed and challenged in worship.

Equip all ages to more fully understand what God is calling us to be.

Facilitate experiences that serve our neighbors, community and congregation.

We are an OPEN and AFFIRMING congregation. The process of discernment started as long ago as 2009. Through prayerful consideration the congregation voted to support this. While the vote happened many years ago, through an oversight, we had not completed the file for the national recognition at the UCC office. That has now been completed and we are officially Open and Affirming.

God is described as Father or Mother. We use inclusive language wherever possible.

Describe several strengths or positive qualities of your congregation.

Mayflower Congregational church has many positive qualities. We are an open and affirming congregation with many community connections. We are adaptive when the need arises using our wide variety of skills to meet the many needs of our church and community. We have an intense attitude of meeting the many needs of our neighbors and community. We are “doers” when it comes to the many activities of the church. For a small congregation we have a hard-

working and dedicated group when it comes to involvement in both church and community activities. We encourage volunteers to join us in our community activities. Several guests at the free events have become volunteers/workers in these same events as well as inviting other friends to come to the events.

These strengths were described in the survey of the congregation which took place in January 2021.

Describe what worship is like when your congregation gathers.

Our worship might be described as traditional but often includes creative and modern touches. We follow the guidance of the UCC worship suggestions and use the lectionary rotations as provided. We have added videos and music videos to the service. We use power point on a TV screen with the liturgy and prayers displayed for easy viewing. We are livestreaming the service and will continue to do that after the pandemic ceases to be a restriction of on-site services.

Our worship before the pandemic involved ushering and candle lighting, including the younger children in this process. Periodically the Sunday school students present special music and information learned in their Sunday School; and the middle and high school students provide additions to the service through playing instruments, reader's theater, and liturgical dance.

Communion is served on the first Sunday of each month. Prayer time is very important and prayer requests are actively sought during the service.

We use music UCC videos and other special music. The large screen TV is used for the PowerPoint so the liturgy can be read easily by those in attendance. Each service also includes a children's message.

Our worship was affected as the church closed to in-person services in mid-March 2020. At that time the pastor did a Facebook-live service from her home until early June. At that time the church decided to have in-person services in a city park near the church. We continued to live-stream the service for 10 weeks. We then returned to meeting in the church building following CDC guidelines. In November we again closed the church to the public but continued to live-stream the service with 6-8 worship team members in attendance.

No matter where we have met as a church family this year, music is an integral part of every service. We have used guitar and violin while worshiping in the park, and use the piano, Clavinova, or organ in addition to the guitar and violin when in the building.

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

“Be transformed....not simply informed.”

Mayflower’s educational program includes the young children ages 4 years to 5<sup>th</sup> grade multi-age grouping, older students from 6<sup>th</sup> grade through high school multi-age grouping, and adult study group. In standard times, these 3 groups meet in the building on Sunday mornings before church. During pandemic times, alternate connections were made.

The younger children’s Sunday School is called Transformation Station. We want the children to be more than simply informed. We want the children to be transformed to get a beginning understanding of what it means to be a Christian. We use a Rotation Curriculum model so the children can move from room to room to explore and learn through all their senses and interests. The students have access to computers, a cooking room, an art room, a story and drama room, a hall for motor activities, and a central gathering space for opening worship. The opening time includes worship that the children help lead (missionary globe, candle lighting, Bible verse, music, offering, and an art piece reflective of the current lesson.) Sign language, songs, bells, homemade drums, and movement enhance the worship music. Lessons are presented over 2 to 4 weeks to enhance understanding. During the time of the covid pandemic, Sunday School Transformation Station lessons were shared on the Mayflower fb live stream. At Christmas time, photography appointments were scheduled for children to don costumes to tell the Christmas story. The photos were included in a power point during the fb live stream Christmas worship service. The confirmation students narrated the Christmas programs

The Coffee House group for the 6<sup>th</sup> through high school grades selects topics of interest in their lives. The leader of the class helps the students find connections to the Bible and Christian faith, explore how these things affect their lives, and then choose potential action steps for themselves. The national UCC website is often accessed for information and action. The classroom is decorated with posters, a wall hanging of multiple t-shirts from youth trips, comfortable furniture, and a signature table to post names and expressions. This age group has participated in regional and national events for RYE, NYE, and General Synods for several years running. They raise money for the trips and gladly accept sponsorships from church members. After an event, the group prepares and presents a full worship hour based on their most recent travel experience. They also present Readers’ Theater scripts, participate as liturgists, share musical talents in worship, and help with

younger students. During the covid pandemic, the leader has sent interesting links and topics to the students.

During standard times, the children and youth prepare and present a Spring worship hour to share their experiences through the year. Special holidays and summer vacation Bible school have themes, related activities and lessons, and a service project. The children, youth and adults have a multi-generational experience by working together at the Food Bank of Siouxland to package bags of food for weekend meals for school children.

The adult group picks study guides, rotates leadership, and shares discussions. During standard times, this group meets in the “nursery” room or the West Parlor of the church. The current curriculum is “a Listen Up! Bible study: God is still speaking.” They have completed the Mark series by Talitha Arnold and are currently delving into Ecclesiastes series by Molly Baskette. During the covid pandemic, this group met by Zoom on Sunday afternoons.

As students graduate and move away for college or a job, we continue to stay in touch through fb and email. The students have tended to select studies or careers that have impact in our world. As for the adults, the Bible study is a place to connect the very learned, Bible trained with beginners. All people are respected and honored in this journey of faith.

Two of our favorite quotes identify our faith formation: “We are a people of faith on a journey with Christ” and “Be transformed rather than simply informed.” These paths have strengthened the Christian Education program.

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?

- Each of the four major boards meets monthly for 1 to 1 1/2 hours each. The Prudential Committee (which is the chairperson of each board as well as the moderator, clerk, treasurer, director of Christian Education, and financial secretary.) meets 4 times a year to coordinate work of the boards. Committees report to their respective boards and meet as needed to complete their tasks.

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

The COVID crisis has led to several changes in the operations of our church. Worship services were first moved to zoom meetings after March 15, 2020. In the summer, the services were moved to a small park about two blocks from the church. The Deacons arranged for the use of the park shelter and connected a microphone to a portable podium in order to have outdoor services. We met that way for all of July, August, and September. We then moved back into the sanctuary briefly until buildings were again asked to close down. We added live-stream services in November and have continued that way until the present. We have had 60 to 150 participants in the live-stream services. We will continue to live-stream even after we reopen

We have changed our Good Neighbor breakfast program to a drive-up food give away when we were no longer able to have large groups in the church.

- Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church’s activity and governance? [Yes/No]
- Yes - church constitution and bylaws as well as the 2020 annual report are available to the pastoral candidate.

### 3b. 11-YEAR REPORT

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

Church#: 222220  
 Assoc: 272 Schedule: 0 Mayflower Congregational UCC Sioux City IA  
 51103

YEAR	MEMBERS		AVG WEEKLY ATTENDANCE				CHR ED/		DEATHS OR TRANS OUT	OTHER
	FAITH FORM	CONFIRMATION	CONFESSIO	CONFESSIO	TRANSFER OR REAFFIRM	TRANSFER OR REAFFIRM	TRANSFER OR REAFFIRM			
LOSSES NET MEMBS										
ADDS-REMOVED										
2009	138	40	17	0	2	0	5	6	-9	
2010	129	42	19	2	0	1	7	5	-9	
2011	129	42	19	0	0	0	0	0	0	
2012	137	45	26	3	5	0	0	0	8	
2013	137	45	26	0	0	0	0	0	0	
2014	116	35	21	1	0	0	10	9	-18	
2015	107	40	17	2	0	0	5	6	-9	
2016	102	35	28	0	0	1	2	4	-5	
2017	103	30	24	0	2	1	2	0	1	
2018	97	35	24	0	0	0	6	0	-6	
2019	103	32	23	3	5	2	4	0	6	



YEAR OCWM GIFTS	CURRENT EXPENSES		CAPITAL PAYMENTS			BASIC SUPPORT	TOT	OTHER	UCC	GIVING	TOTAL
	OTHER WIDER MISSION	BASIC SUPP	% CURR	LOCAL		TOTAL EXPEND		PLEDGES AND OFFERINGS			
2009	\$83,106	\$0	\$0	\$292	\$292	\$200	\$492	0.00	\$83,598	\$61,718	
2010	\$33,222	\$0	\$2,200	\$2,717	\$4,917	\$0	\$4,917	6.62	\$38,139	\$50,248	
2011	\$33,222	\$0	\$2,200	\$1,291	\$3,491	\$0	\$3,491	6.62	\$36,713	\$0	
2012	\$51,237	\$20,000	\$2,400	\$1,702	\$4,102	\$125	\$4,227	4.68	\$75,464	\$43,800	
2013	\$51,237	\$0	\$2,200	\$884	\$3,084	\$0	\$3,084	4.29	\$54,321	\$0	
2014	\$56,682	\$0	\$2,200	\$1,318	\$3,518	\$277	\$3,795	3.88	\$60,477	\$42,438	
2015	\$48,795	\$0	\$2,200	\$1,917	\$4,117	\$311	\$4,428	4.51	\$53,223	\$44,720	
2016	\$78,075	\$0	\$2,200	\$1,346	\$3,546	\$0	\$3,546	2.82	\$81,621	\$42,000	
2017	\$33,000	\$0	\$2,200	\$3,380	\$5,580	\$910	\$6,490	6.67	\$39,490	\$34,572	
2018	\$83,309	\$0	\$0	\$286	\$286	\$0	\$286	0.00	\$83,595	\$48,084	
2019	\$90,979	\$0	\$50	\$1,153	\$1,203	\$0	\$1,203	0.05	\$92,182	\$55,122	

% CHANGE FAITH FORM OCWM	MEMBERS		AVG WEEKLY ATTENDANCE			CHR ED/ CURR LOCAL EXPENSES		TOTAL
	TOTAL ADDITIONS	TOTAL REMOVALS						
2014-2019	-11.21	-8.57	9.52	900.00	-78.95	60.51	-65.80	52.42
2009-2019	-25.36	-20.00	35.29	400.00	-63.64	9.47	311.99	10.27

### 3c. CONGREGATIONAL DEMOGRAPHICS

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Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	45	Yes
Number of active non-members:	30-40	Yes - Volunteers from the community for our free giveaways
Total of church participants (sum of the numbers above):	75	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:	79	
Less than 10, more than 5 years:	8	
Less than 5 years:	21	

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>
	5	3	15	12	16	21	19	15	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	15	Yes
Households with minors:	10	Yes
Single adults age 35-65:	13	Yes

Joint households with no minors:	17	Yes
Single adults over 65:	31	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	45	Yes
College:	27	Yes
Graduate School:	14	Yes
Specialty Training:	22	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:	40	Yes
Adults who are retired:	50	Yes
Adults who are not fully employed:	28	Yes

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

Lawyer, accountants, teachers, college administrator, counselors, lay ministers, bus drivers, housekeepers, custodians, hairdresser, firefighter, nurses, social workers, self-employed business, beauticians, retired

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

While our congregation tends to be white, non-Hispanic, we do have children and adults that are multi-racial and/or black in our congregation. Diversity in our congregation also includes LGBTQ members. Diversity includes a range to educational levels and occupations as well as political views. As our motto includes the statement “No matter who you are or where you are in life’s journey, you are welcome here.”

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:

In 2009 the congregation started discussing issues around gay marriage (which was not yet a guaranteed right in Iowa). The issue was discussed in each board and presented to the congregation the next year. We voted as a congregation to support the rights of the LGBT community at that time. We did have a few members leave the church as a result of that vote. At that time, we considered ourselves open and affirming. It was not until about four years later that an official statement was generated by the Transition team and again voted on by the congregation. In 2019 we officially requested to be recognized by the national UCC as an Open and Affirming congregation. The O and A statement was voted into our constitution in January 2021.

This seems to be a process which took our congregation some time. During this time however, Pastor Dan Lozer, who had originally started the process, passed away due to cancer. During the two years of lay and interim ministry that followed, little was done in this area. When a settled pastor was called in 2017, the process again took priority. The statement for open and affirming was reviewed and revised. National recognition was established and finally, the statement was approved for inclusion in the church’s constitution in 2021.

### 3d. PARTICIPATION AND STAFFING

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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	8-10	Lay leaders of weekly adult Sunday school. During pandemic this is being done via Zoom meetings on Sunday afternoons
Baptisms ( <i>number last year</i> )	3	2 youth, one infant
Children's Groups or Classes	15	Conducted via zoom or livestream during the pandemic.
Christmas Eve and Easter Worship	50-60	
Church-wide Meals	25	Monthly potluck meals prior to pandemic. Planned by Deacons
Choirs and Music Groups		Soloists and special music only
Church-based Bible Study		
Communion ( <i>served how often?</i> )	Monthly	Served on the first Sunday of each month planned by worship team
Community Meals	100 - 150	Pandemic changed this to a drive up food give away each month meeting the needs of 400-500 each month. Planned by the Mission and Outreach Board
Confirmation ( <i>number confirmed last year</i> )	2	Minister and Director of Christian Education
Drama or Dance Program		
Funerals ( <i>number last year</i> )	3	Minister

Intergenerational Groups	1 (16 participants)	Service project at the Siouxland Food Bank backpack program
Outdoor Worship	15- 25	Board of Deacons and Minister planned.
Prayer or Meditation Groups	10	A prayer chain made up of Life Deacons prays for those identified.
Public Advocacy Work	6 events	Booths at Multicultural Fair, Pride events, and neighborhood network in Sioux City
Retreats		In the past we had Women’s retreats with the Whiting Church
Theology or Bible Programs in the Community		
Weddings ( <i>number last year</i> )	1	Minister
Worship (time slot: currently at 10:30 a.m. _____)	30	Minister and Worship Arts committee
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes	6	Youth Sunday school led by a member of the Board of Christian Education. Director of Christian Education leads youth to national events.
Other		

Additional comments:

With the shared position, it is our recommendation that Whiting have worship at 9:00 a.m. and Mayflower at 11:00. This allows for at least 45 minutes of travel time between churches (estimated drive time is 35 minutes)

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)
Robert Fritzmeier			Serves on worship arts committee. Is currently the Moderator of the congregation	Yes
Ken Wells	Serving as a lay minister to the Disciples of Christ Church in SX City		Lay Minister at another church.	No
Barb Weir				Yes
Robin and Mollie Dowell Baum				N - they have moved out of state but have not changed membership at this point

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:

Bob Fritzmeier is currently serving as moderator for the congregation. He has served on the Trustees Board, Worship Arts committee and the Pastoral Relations committee in the past.

Ken Wells is currently serving as a lay pastor in another church in Sioux City and is not currently active at Mayflower. His membership has stayed at Mayflower, however.

Barb Weir is retired and attends as her health permits. In the past she served on the Board of Deacons for one year.

Robin and Mollie Dowell-Baum moved to New York. They have not yet changed their membership. When they were here, their children participated in the Sunday School program.

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 Assistant		10 hours weekly	Trustees	1 1/2 years
Custodian		Up to 20 hours/month	Trustees	1 year
Organist/pianist		\$50 per week	Trustees	6 years

## REFLECTION

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

We are a small but very active church which relies on lay leadership in many areas. Our church is committed to serving our neighborhood and community in many ways.

## 3e. CHURCH FINANCES

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

Source. 2020 budget	Amount



Annual Offerings and Pledged Giving	\$46,405.00
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$1200 per month 7%
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	0
Fundraising Events	\$
Gifts Designated for a Specific Purpose	\$3891.00
Grants - for the food program	\$500.00
Rentals of Church Building	\$2400.00
Rentals of Church Parsonage	DNA
Support from Related Organizations ( <i>e.g., Women's Group</i> )	DNA
Transfers from Special Accounts	\$
Other (specify): Memorial Gifts fund	\$9,956.33
Other (specify):	\$
<b>TOTAL</b>	<b>\$</b>

**Current Annual Expenses:**

Both the 2021 and the 2020 budgets are included here. The 2020 budget is more representative of a typical year. The 2021 budget was developed based on the fact that we are in the search process and that there would be at least six months of pulpit fill. Our building is currently closed due to COVID to outside groups. We anticipated that we would generate far less in building use donations. The trust transfers are considerably less for 2021 because of decreases in building and salary expenses for the first half of 2021.

Table 1-2

2021 Proposed Budget		2020 Budget			
<b>Receipts</b>					
<b>Pledges</b>		\$ 45,530.00	46,405.00		
<b>Contributions</b>		\$ 4,000.00	4000.00		
<b>Loose Offering</b>		\$ 1,200.00	1500.00		
<b>Use of Building</b>		\$ 2,400.00	4800.00		
<b>Sunday School</b>		\$ 100.00	150.00		
<b>Miscellaneous</b>		\$ 1,200.00	1000.00		
<b>Special Envelopes</b>		\$ 400.00	400.00		
<b>Trust Transfers</b>		\$ 16,380.00	22543.00		

Table 1-2

2021 Proposed Budget		2020 Budget		
Total Deposits		\$ 71,210.00	80,798.00	
Disbursements				
Ministerial Expenses				
Salary	\$ (16,000.00)	18,000.00		
Soc Sec Offset	\$ (1,700.00)	1721.00		
Mileage	\$ (1,900.00)	1200.00		
UCC Pension Board	\$ (3,000.00)	3150.00		
Insurance	\$ (3,000.00)	4092.00		
Housing Allowance	\$ (2,400.00)	4500.00		
Total Ministerial Expenses	\$ (28,000.00)	32,663.00		
Staff Expenses				
Secretary	\$ (7,200.00)	6240.00		
Custodian	\$ -	3000.00		
Organist	\$ (600.00)	2800.00		
Financial Secretary	\$ (650.00)	650.00		
Treasurer	\$ (1,540.00)	1540.00		

Table 1-2

2021 Proposed Budget		2020 Budget		
Substitute Pulpit		\$ (1,950.00)	450.00	
Other Payroll				
		\$ (11,940.00)	14680.00	
Total Payroll		\$ (39,940.00)	47,343.00	

Table 1-3

Operational Expenses		\$ (1,700.00)	1500.00	
Postage		\$ (600.00)	355.00	
Christian Education		\$ (200.00)	500.00	
Transitions Team		\$ (100.00)	100.00	
Delegate Expense		\$ (150.00)	150.00	
Diaconate Board Expense		\$ (100.00)	150.00	
Copyright License		\$ (450.00)	150.00	
Mission & Outreach		\$ (50.00)	25.00	
FICA Expense		\$ (650.00)	975.00	
Telephone		\$ (750.00)	750.00	
Utilities		\$ (8,500.00)	11,000.00	
Water/Sewage/Garbage		\$ (1,000.00)	1000.00	
Building Maintenance		\$ (3,000.00)	3000.00	

Table 1-3

<b>Operational Expenses</b>		<b>\$ (1,700.00)</b>	<b>1500.00</b>		
<b>Boiler Maintenance</b>		\$ (1,000.00)	1000.00		
<b>Snow Removal</b>		\$ (500.00)	Lawn 500.00, Snow 500.00		
<b>Janitor Supplies</b>		\$ (720.00)	600.00		
<b>Insurance - Church</b>		\$ (10,300.00)	10,300.00		
<b>Service &amp; Lease Contract</b>		\$ (600.00)			
<b>Piano Maintenance</b>		\$ (100.00)	100.00		
<b>Total Operating Expenses</b>		<b>\$ (30,470.00)</b>	<b>32,655.00</b>		

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 50%

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

Table 1-4

<b>Benevolences</b>					
<b>Our Churches Wider Mission</b>		\$ (500.00)	500.00		
<b>Northwestern Association</b>		\$ (300.00)	300.00		
<b>Total Benevolences</b>		<b>\$ 800.00</b>	800.00		
<b>Total Disbursements</b>		71,210.00	80,798.00		

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? YES

- 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%*)

We contribute a flat fee of \$500.00

What is the church's current indebtedness?

Total amount of loan debt: NONE

Reason for debt:

Are capital and other payments current? NONE

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: NONE

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

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
2021	Addition to and remodel of restroom to make it handicapped accessible	\$10,000	Unknown at this time	Currently seeking grant to support this project.

2021	Painting of the sanctuary	Bids are being sought.	Unknown at this time	The sanctuary has had some damage due to candle residue in the front of the sanctuary. We are unable to wash the walls and so it must be repainted.
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Describe the prominent mission component(s) involved in the most recent (or current) capital campaign.

Because of our elderly population and members in wheelchairs, and physically disabled members of support groups who meet in our church, we need to update the restroom on the main floor of the church to make it handicap accessible.

Does your church have an endowment?                      YES

What is the market value of the assets?    \$196,000 (approx.) fluctuates with the market

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

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

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:

In 2020, we drew \$1200 per month from the interest on the endowment to meet operating expenses. This is less than five years ago.

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

As long as we do not draw from the principle, the fund should remain intact.



Please comment on the above calculations or estimates: The Endowment Fund at the end of the current year is nearly the same as it was one year ago.

### Other Assets

Reserves (savings): \$

Investments (other than endowment): \$

Does your church have a parsonage? No

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church:

Only the main church building at 18th and Rebecca Street in Sioux City

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

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

We have an outdoor ramp on the east side of the building. It leads directing into the sanctuary. Access is then available to the west parlor. We have created spaces for wheelchairs/walkers in the sanctuary. We are currently seeking a grant to upgrade our restroom on the main floor to better accommodate a wheelchair. Estimated costs from plumber and carpenter are \$9500.

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

Mayflower UCC strives to be good stewards of the finances that we have available. We are a congregation that has many living on fixed incomes, so we are always aware of people's ability to increase their giving. We conduct a stewardship drive in October or November of each year and base our budget for the following year on that information. That information is presented to the congregation at its annual meeting in January.

### 3f. HISTORICAL INFORMATION

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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.

1. The congregation voted to become an open and affirming congregation. There was much discussion and prayerful consideration about the issue in small groups and at board and committee meetings. The vote resulted in a few members leaving the church, which saddened us. The Open and Affirming designation from the national UCC was a highlight in 2019. This year the O and A statement was added to our constitution. This was a major event in the life of this church.

2. The Mission and Outreach Committee was upgraded to the status of a board in the church. The focus of that group has significantly increased in the years with the Project Good Neighbor initiative. Mayflower has taken on many projects to help our neighbors. The COVID pandemic has intensified our efforts to meet the basic needs of our community.

3. In the long-term history of the church, we have a tradition of being active in the community. The original Mayflower Congregational Church was started in 1887 to meet the needs of a growing area of Sioux City that had no church. The 'faithful fifteen' saw the church through many difficult years. Their faith helped to build the current church building in the 1920's that has served this neighborhood now for 130 years. The church voted in the 1950's to join the United Church of Christ. All of these events have grounded us in a history of service.

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

Due to the COVID pandemic we have added technology to our worship services by live-streaming Sunday and special services. Our connection to non-members seems to be growing with this connection. Since we updated our Facebook and website pages, local media services have contacted us about providing coverage of our events. The three television stations have all produced stories about the food giveaways, the free rummage, and our work at the food bank.

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 rely on conversations, relationships and positive interactions to try to resolve any conflicts that may happen. Our pastoral relations committee is available to help anyone who has indicated that there may be a problem. We would reach out to our state UCC office for guidance in any conflict that we are unable to solve on our own.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Elaine Miller	2017-2020	Y
Gary Harris, interim	2016-2017	
Dan Lozer	2004-2015	Y
Chuck Fisch, interim	2004	
Rayann Cummings	1997-2004	Y
Elaine Miller, lay minister, interim	1996-1997	Y
Laird Keever	1987-1996	Y

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

We work well with a pastor who encourages lay leadership. We also work well with a pastor who encourages community and neighborhood involvement in addition to worship,

prayer and discussion. A person who is very directive or authoritarian would not be a good match for Mayflower.

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

Y/N/Ask us Yes in 1996, it was recommended that the pastor resign due to significant internal conflicts between the pastor and congregation. Counseling was provided to both the pastor and congregation. After a time, the pastor was given time to conclude his ministry. Unfortunately, nearly 1/3 of the congregation left during this time which left a scar on the church for many years.

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us. NO

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

Y/N/Ask us. 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

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

Project Good Neighbor Community FoodShare/FurnitureShare/Winter ClothingShare, annual free rummage sale, clothing/housewares distribution, monthly free breakfast, Little Free Library, Holy Joe Coffee, Siouxland Food Bank sorting, Siouxland Food Bank Backpack Program, Soup Kitchen volunteers and donations, Lion’s Club eye-glasses collection, Souper Bowl donations, UNICEF donations, contribution to national UCC missions, Veterans of the Cross, Our Church World Service, Calico Kids Preschool.

Our goal with Project Good Neighbor is to reach out to our neighbors. We think of our church as a community center for multiple groups to use. AA (Alcoholics Anonymous) and NA (Narcotics Anonymous) groups use our church each week for meetings. Sioux City Elite dance school uses our basement for practices a few times each week. A Boy Scout troop holds a meeting each week. A neighborhood Westside Coalition group holds monthly meetings in our building. We are a safe space for Liberty Elementary School, located one block south of us, in case they need an emergency evacuation. Families in our community enroll children in the Calico Kids Preschool located in the lower level of the church. We formed a partnership with another church to host a community MLK program in 2019.

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

Mayflower regularly participates in association and conference meetings, attends national synod, and national youth events. We have had members who attended the last two General Synod national meetings in Baltimore and in Milwaukee.

Many of our youth over the last 15 years have attended nation youth events and general synod. Each year the youth raise money to attend one of the events. We have had between 2 and 8 youth attend each year. In Milwaukee, 5 youth, 3 young adult chaperones, 1 adult chaperone, and 4 other adults from Mayflower attended General Synod.

For the last four years a member of Mayflower was on the Northwest Iowa Committee on Ministry.

The Sunday school children learn about mission work around the world as part of their lessons on the first Sunday of each month.

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.

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

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

We review and revise our work with the community based on need. Currently our focus is on meeting the basic needs of the neighborhood.

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

Mayflower Church, First Congregational, and the NAACP work together in providing for the Martin Luther King community celebration each year. Mayflower hosted the event in 2018 with about 300 in attendance. Mayflower participates in the Westside Coalition, made up of social agencies, law enforcement, citizens, religious organizations and other service agencies to address the many issues of the west side of Sioux City.

Mayflower Transition Team works with and provides a booth at the Multi-cultural fair, Pride events, and other community events. Members participate in the yearly crop walk for hunger relief and homeless awareness campout. The youth and adults work at the food bank to pack school bags with foods for take-home one to three 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.

Our missions statement describes our time and focus. The statement was developed within the last five years and speaks directly to the types of activities we engage in.

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?

We hope a pastor would be supportive of our commitment to our neighborhood and participate in as many activities as his/her time would allow. We would ask that the pastor be inviting to all who would like to participate in our community ministry, including non-members.

## 4b. MISSION InSite

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

We are in an area of our community with lower income, working class families; we are a transition community with many move-ins and move-outs; and multicultural and multi-racial area of Sioux City.

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?

We are a congregation of primarily working-class people and many older people on fixed incomes. We understand the basic needs of our neighborhood. We are not as diverse as the neighborhood, but we strive to be welcoming to all. We open our church for meetings of support groups such as AA and NA. These groups are diverse in their makeup.

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

Because we are in a low-income area which has been hit very hard by the COVID pandemic, Project Good Neighbor is providing food giveaways monthly, free rummage, free furniture giveaway, and free coats. We hope that providing basic necessities will help families coping with this crisis. We are constantly in communication with forty social service agencies and schools, and individuals who may put those in need in touch with us. Through our connections we are touching the lives of 500-700 individuals monthly. (One person in our congregation tracks the numbers of individuals using any of our services. This assists us in writing of small grants to purchase needed materials to continue this project.)

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

Our church is widely known in Sioux City for the activities which support our Project Good Neighbor. We have had many television reports on our monthly food giveaways (serving 400-500), our free rummage (twice a year, serving 500-600 persons), free furniture giveaways (twice a year), coat giveaway (up to 1000 coats annually), and little free library. We have had support groups meeting at the church for many years (we have been closed during the pandemic,



but the groups are waiting to come back as soon as it is safe to do so). Our church receives donations from all areas of the community. The many social service agencies are aware of our services and refer families to us for basic necessities.

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

We had 7 new members of the church this year and what we heard most often is that “this is a church that lives out its mission.” “It works in many ways to meet the needs of its neighbors.” We are a working/doing congregation. All are invited to become involved in the church in whatever ways they might choose.

## 5. REFERENCES

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

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

### REFERENCE 1

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

Kathleen (Kathie) Petrie  
712-898-8271  
kpetrie01@msn.com

### REFERENCE 2

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

Lucinda M.E. Douglas  
712-204-8950  
[lucindadouglas54@gmail.com](mailto:lucindadouglas54@gmail.com)

### REFERENCE 3

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

Rev. Chris Burnett  
712-269-5719 (cell)  
515-295-2845 (office)  
515-395-3403 (home)

### PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.

## 6. CLOSING THOUGHTS

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

### 6a. CLOSING PRAYER

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

There are two prayers from The New Century Hymnal that are often used in our church. Boards and committees have used this prayer to open their meetings.

**Jesus said, “You ought always to pray and not to faint.”**

**Do not pray for easy lives;**

**pray to be stronger women and men.**

**Do not pray for tasks equal to your powers**

**but for the power equal to your tasks.**

**Then, the doing of your work will be no miracle—**

**you will be the miracle.**

**Every day you will wonder at yourself and the richness of life**

**which has come to you by the grace of God.**

The search committee has used the following prayer for our church.

**Come, Holy Spirit, renew the whole creation. Send the wind and flame of your transforming life to lift up the church in this day. Give us wisdom and faith that we may know the great hope to which we are called. Come, Holy Spirit, renew the whole creation. Amen.**

## 6b. STATEMENT OF CONSENT

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The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? (*for example, church council or consistory, transition team, etc.*)

The members of the Prudential Committee contributed to this report. Specifically, Kathy Davis and the Deacons worked on the sections for worship and ministry. Julie Cunningham and the Mission and Outreach Board provided the information on the community services we provide. Linda Cron provided information on the Educational ministry of the church and also acted as an reviewer of the entire document. Mary Groen, Tad Dorsey, Brad Greene and the Board of Trustees provided the financial information. Sheila Molden, clerk, provided information about membership.

2. Additional comments for interpreting the profile:

We will have a total of nine members of the search committee as prescribed in our constitution. The search committee will include the Moderator, one member from each of the four boards, and four members at large from the congregation.

Signed:

Robert Fritzmeier,  
Moderator

Name / Title / Date:

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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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.

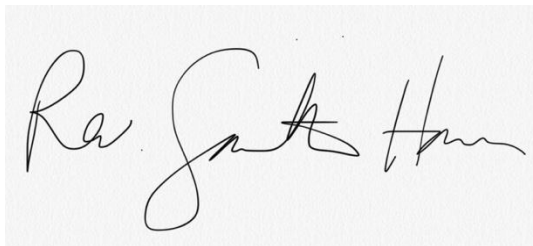
Staff Comment: Y

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 on a light gray background. The signature is cursive and appears to read "Rev. Samantha Houser".

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 Groen 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 K. Dunning Church Moderator  
David W. Storm Chair person, Board of Trustees