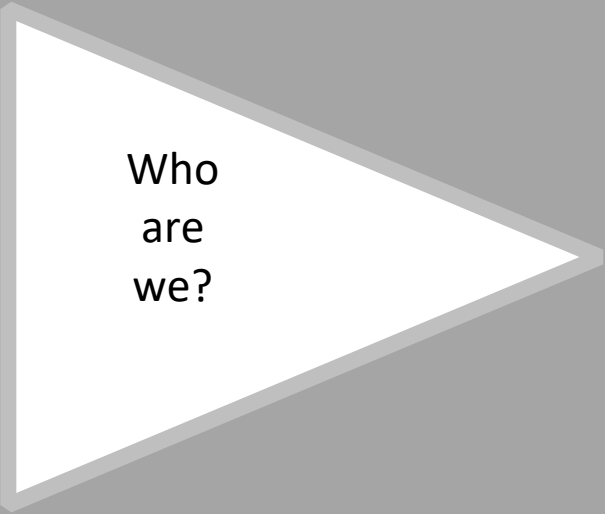
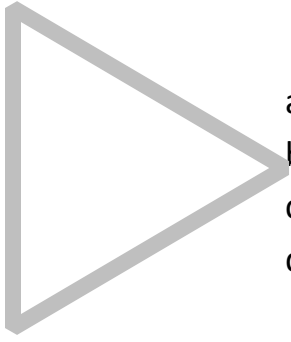


First Congregational United Church of Christ

1



Who
are
we?



POSITION POSTING

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

1a. LISTING INFORMATION

Church name: First Congregational United Church of Christ

Street address: 100 First Street NW, Mason City, IA 50401

Supplemental web links: <https://www.facebook.com/firstchurchmasoncity>

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

Conference: Iowa Tri-Conference - Iowa Nebraska South Dakota

Association: Northeast Association

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

Sarah Rentzel Jones

Associate Conference Minister

808-631-2444

sarah@ucctcm.org

Summary Ministry Description

Our Church is ever-evolving and will continue to grow & change, never being “there”. We seek a pastor who partners with us in caring for our members, reaches out to the local community and explores new ways to be of service.



What we value about living in our area -

Located in the heart of the Midwest, halfway between larger cities Des Moines and Minneapolis, is Mason City, a place of rich history and a promising future. There's something special about downtown Mason City, including the vibrant and historical presence of First Congregational United Church of Christ. Our church has the distinction of being not only the first church established in Cerro Gordo County, but also the church of favorite son, Meredith Willson, composer and playwright of the hit Broadway musical, *The Music Man*. Near the church is the multi-million dollar tribute to Willson, the Music Man Square, and Willson's boyhood home.

As an architectural destination site, Mason City has the only remaining hotel designed by Frank Lloyd Wright– the recently remodeled Historic Park Inn – and one of the largest concentrations of Prairie School architecture on a unified site.

A Main Street community, Mason City is the home of the nationally ranked North Iowa Area Community College which sponsors a performing arts series featuring Broadway shows, celebrity performers and acclaimed speakers, an outstanding senior learning program and state-of-the-art facilities and programs for its diverse student populations.

Known for its rich musical heritage, Mason City offers outstanding school district vocal and instrumental music programs as well as the Stebens Children's Theater, Mason City Community Theater and many gifted area performing groups. A delightful way to spend an afternoon in Mason City is to take the great sculpture walk, enjoy the trails at Lime Creek Nature Center or see the Bil Baird (Sound of Music) puppets at the acclaimed MacNider Art Museum, a centerpiece of our cultural crescent. Other activities throughout the summer months include the Farmers' Market, North Iowa Band Festival, parks, campgrounds, Civil War Reenactment, new Pickleball courts, a plethora of opportunities to hear live music performances, and numerous bike trails throughout the area.

Mason City High School has recently built a new sports complex which includes a competitive swimming pool, an indoor track, and a state of the art weight room. Mason City downtown has a new hockey arena which hosts our Jr. League hockey teams: North Iowa Bulls and Mason City Toros. The North Iowa Figure Skating Club also uses the arena. There are also private school options, Newman Schools and North Iowa Christian Schools.

Only a few miles away, Clear Lake features The Surf Ballroom, an American cultural icon and important historical landmark. The Surf continues to host many well-known musicians, including the annual Buddy Holly tribute in February. Not only is there boating in the summer, but a year round calendar of events like: a spectacular Fourth of July Celebration, weekly Thursdays on Main during the summer, Harvest Festival in October, Christmas by the Lake in December and Color the Wind Kite Festival in February.

From our local Medical Center's website - MercyOne North Iowa is the largest provider of health care services in our region, and we are proudly the largest employer in Cerro Gordo County. Our hospital is a private, not-for-profit health care center, licensed for 346 beds, which serves more than 400,000 inpatients and outpatients each year.

As for employment of family members, if any of them are of employable age, the area has multiple openings from the very basic, entry level to professional.

Current size of membership: 122

Position Title: Settled Pastor

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

Full Time

Does the total support package meet conference compensation guidelines? Yes

1b. SCOPE OF WORK

Core Competencies:

- Engaging sermons
- Providing comfort to the ill & those who have lost a loved one
- Caring - love our people and beyond
- Sociable - visible, hang around after church for coffee
- Organized - follow through on ideas, organize a great worship
- Progressive - involved in the community

1c. COMPENSATION AND SUPPORT

Salary Basis is from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance

Benefits:

Salary plus Benefits - for example, health insurance/health savings account, continuing education, vacation time, annuity, sabbatical time, mileage reimbursement, student loan reimbursement, family leave, life insurance, disability, Social Security offset

What is the expected living situation for your next minister?

We do not have a parsonage, so we provide a housing allowance so each pastor can choose their own home. Each pastor is an individual with different desires. We want our pastor to love us and our church so we will negotiate anything that makes sense.

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

The Tri-Conference has a 2030 clergy group that meets twice a year for retreats and has the benefit of three conferences working with one staff. Mason City has a monthly ministerial meeting for clergy and religious leaders to meet, discuss ideas and offer support to one another.

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

We can be flexible with office hours, duties handed out to church members, i.e., PowerPoint creations, etc. As we are budgeting for a full-time position, a part-time pastor would help us parcel out the job so that we can hire additional staff.

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.

- Enhancing worship through music
- Continue our existing ministries, *including Christian Education*
- Reach out into the community & be involved in the issues we are facing
- Be well known as the church that welcomes and cares for all
- Guide our congregation to help grow our Church

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

- Create a place where everyone is loved, celebrated, welcomed, and cared for - with huge outreach to the community
- Become a progressive leader who will encourage the congregation and community members to be the working hands and heart of God

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

At the moment, we are entirely an English-speaking congregation.

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.

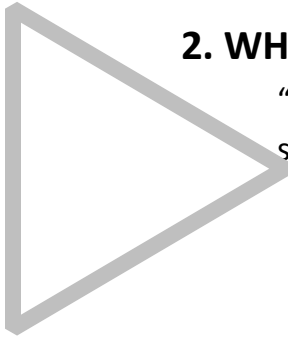
Choosing four areas of excellence from the Marks of Ministry is difficult.

*Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice. It's important that our pastor be a person of deep personal faith who is responding to a call to ministry.

*Engaging sacred Stories and Traditions. We hope for a pastor who understands the history of the church and the life and times when the Bible was written, which helps to give meaning and context to the written word and who can then communicate that in sermons.

*Working together for Justice and Mercy. We seek a pastor who practices the radical hospitality of God, who engages in mission and outreach and builds relationships of trust with our parishioners, with our community, with our neighboring churches and with the wider UCC church organization.

*Caring for all Creation. We want a pastor who can provide hope and healing to a hurting world while also practicing self-care and life balance.



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 working hands and heart of God
- Be a place where everyone is loved, celebrated, welcomed and cared for.
- A huge outreach to the community
- The place where good things start
- Community leader in progressive causes that support others

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

For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?

Like many churches seeking pulpit supply while searching for a settled pastor, we have struggled to find help. We’ve been experimenting with multiple ways to fill that need. Several church members have stepped up to help organize and lead our services and we have had guest sermons done both via recorded video and using a live Zoom call. We continue to look at ways that technology can both help fill our needs and help us reach out to our community.

Last fall, as a congregation, we organized an outreach called “Leaf-it-to-us”. We organized into groups and spent a day in the fall raking leaves for older members of our congregation and for others in need of help in the community. It was a great example of how we could organize and execute a simple idea like this for outreach in a short amount of time and in many ways it reinvigorated our congregation towards outreach. We hope to make this event an annual tradition and will look for other ways we can organize and make an impact in our community.

While we lack an organized, documented strategic plan, we do give a lot of thought to our future and how we can continue to address our challenges. We look forward to working with a new settled pastor on these issues and recognize that a new

pastor can only help lead and guide us, the responsibility to take action and make changes lies with the congregation.



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.

Our belief is that God is still speaking and we are called to be the hands and heart of God in the world. Love and forgiveness are our focus as a congregation.

Describe several strengths or positive qualities of your congregation.

At First Congregational Church, we enjoy gathering and sharing food. That is an important part of our hospitality. As we gather and share we learn more about you and it increases our welcome. We try to have some "treats" each week to share in the Stone Fellowship Room to continue sharing our stories and become the church family.

We have gathered for pre-Thanksgiving the Sunday prior to the holiday for many years. We have roasted turkeys and all the trimmings to eat together downstairs after church. Sign up sheets are put out so all can participate in this gathering. Tradition of many years that was definitely missed during Covid. We reached out to the Pilgrim Place apartment complex that is sponsored by our church. For the past 2 years we were able to donate to GG's Restaurant collection in Nora Springs that provided Holiday meals delivered to those alone or without family. It was a great way to be the church during challenging times.

This past fall as we arranged Leaf It To Us, a raking leaves foray for those that needed assistance, we also planned to gather back at the church for a shared meal to continue sharing the stories that we enjoyed during our outreach of fellowship. Just a sample of what Radical Hospitality means to us.

Describe what worship is like when your congregation gathers.

We are a liturgical church in that we usually follow an order of worship in a bulletin. Prelude, Announcements, Welcome, Call to Worship, Opening Song, Prayer of Invitation, Welcoming one another, Children's time, A time of Prayer with the Lord's Prayer, Prayer of Illumination, Scripture, Message, Hymn of Praise, Giving Thanks to God with our Gifts, Doxology, Prayer of Dedication, Sending Hymn, Charge and Blessing, Sung Response.

We worship in our sanctuary, though we have sometimes worshiped in our chapel or in a park. We typically use a liturgist to lead some of the responses. Singing usually uses a song leader-we started that during Covid. We use bulletins, but we also use screens and have a license to put song lyrics on the screens. We broadcast onto Facebook using an i-phone but we are in the process of installing a new broadcast system. The Sung Response is Meredith Willson's song, "May the Good Lord Bless and Keep You". Willson grew up in this church.

Traditionally, our baptisms are parents bringing their infant to be baptized. However in the past year, we have baptized a two year old girl and then three pre-teens who chose to be baptized. The most emotional baptism was a transgender adult woman with serious health concerns.

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



We have a one room Sunday School class for grades K-12 that meets after the children's sermon during Worship. There is no Sunday School on the 1st Sunday of the month so all can partake in communion and participate in a full service. Sunday School meets through the school year, pausing over the summer months.

For our curriculum, we read from "The Children's Illustrated Bible" by Selina Hastings. We discuss and then play a game, do a craft, or other activity to help reinforce what we read. For example, while learning who the original 12 disciples were we played

a game where the kids used programming skills to collect Easter eggs. They had to navigate a table top maze while giving instructions to a teammate that was on a game board. The eggs had names of the disciples that the kids had to match up with a description. The game helped them to learn qualities needed to be a good leader and the importance of communication. They made it a competition and had fun cheering each other on.

Last year the Sunday School started a new outreach activity we called “Leaf-it-to-us”. With the help of many parents and others from the congregation, the kids raked yards for several members of the church (as well as a few random yards that needed help as a random act of kindness). Our younger kids even got involved by smashing down leaves in the dumpsters and had a blast doing it! We hope to make this event a yearly occurrence.

Our other big event is our Christmas programs. We try to go above and beyond to put on a great performance. The kids even make a gift during Sunday School for every member of the church.

Our kids are a big part of the church, they are active and involved with the congregation in many ways. Their creativity is amazing and they are sure to get some laughs during the children’s sermon with their awesome questions that will keep you on your toes!

One of our needs with a new pastor is help in holding/organizing confirmation classes every few years (as needed as kids reach that age range). We’d also be interested in forming a Bible study group for our older kids.

Describe how your congregation is organized for ministry and mission.

Boards -

Church Council - made up of chairs of boards

Trustees

Worship

Christian Education

Congregational Care

Each board meets monthly, approximately an hour long meeting.

Our former pastor & another friend of the Church are Mercy Hospital Chaplains & they keep us informed if any church member has been Admitted to the hospital. Both they & another pastor visit Kentucky Ridge Assisted Living. Rides to church are by volunteers.

Annual meeting - In late January the congregation meets after services to receive the Annual Report and the report of the Nominating Committee. This committee reviews all the

church members currently in service to the church, fills in gaps and also recruits a member to be the Moderator elect. Moderator is a one-year position usually with the Moderator Elect stepping up.

We also have a Stewardship Committee which works in the fall with materials from the conference. Pilgrim's Place is a local low-income housing facility that was initiated by our congregation and conference that we continue to have contact with and a few church members serve on its board.

In total, the pastor would need approximately 8 hours a month to be in attendance at all meetings and be in contact with all boards.

Emergencies

If they are physical, such as a leak, we call one of the two church members who are contractors to provide a stop-gap measure and a quote for a permanent solution. The quote would then be reviewed by the Board of Trustees and either accepted or additional bids would be requested. A quorum would make the decision.

Other sorts of emergencies, like strangers needing shelter would likely be addressed by the Pastor who has a list of organizations and a Pastor's Fund. In absence of that, the Moderator or another Board Member would find a solution.

Habitat for Humanity is building a small cupboard on our lawn for the food-insecure. The Church will keep it stocked.

Bylaws and Annual Reports - yes, we have them.

3b. 11-YEAR REPORT

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

God is still speaking.
**UNITED CHURCH
OF CHRIST**



Church#: 221570

Assoc: 268

Schedule: 0

First Congregational United Church of Christ

Mason City

IA

50401

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2011	211	61	26	0	0	2	8	2	-8
2012	200	64	22	0	3	3	6	11	-11
2013	194	59	21	0	0	0	6	0	-6
2014	129	49	10	0	0	0	9	56	-65
2015	132	60	34	0	6	3	6	0	3
2016	127	72	54	0	1	0	6	0	-5
2017	132	64	60	0	7	0	2	0	5
2018	132	64	60	0	0	0	0	0	0
2019	132	64	60	0	0	0	0	0	0
2020	129	19	51	2	0	0	3	2	-3
2021	129	19	51	0	0	0	0	0	0

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2011	\$166,808	\$0	\$6,915	\$2,510	\$9,425	\$1,054	\$10,479	4.15	\$177,287	\$113,993
2012	\$167,540	\$0	\$4,650	\$2,445	\$7,095	\$4,252	\$11,347	2.78	\$178,887	\$146,267
2013	\$162,486	\$0	\$4,650	\$7,635	\$12,285	\$1,023	\$13,308	2.86	\$175,794	\$118,879
2014	\$144,026	\$0	\$4,538	\$1,603	\$6,141	\$0	\$6,141	3.15	\$150,167	\$109,997
2015	\$166,854	\$0	\$2,325	\$5,197	\$7,522	\$526	\$8,048	1.39	\$174,902	\$12,977
2016	\$182,246	\$0	\$5,175	\$1,327	\$6,502	\$0	\$6,502	2.84	\$188,748	\$136,560
2017	\$182,246	\$0	\$6,000	\$148	\$6,148	\$0	\$6,148	3.29	\$188,394	\$120,160
2018	\$182,246	\$0	\$4,500	\$0	\$4,500	\$0	\$4,500	2.47	\$186,746	\$0
2019	\$182,246	\$0	\$2,500	\$0	\$2,500	\$0	\$2,500	1.37	\$184,746	\$0
2020	\$136,357	\$0	\$2,500	\$215	\$2,715	\$0	\$2,715	1.83	\$139,072	\$79,245
2021	\$136,357	\$0	\$2,500	\$305	\$2,805	\$0	\$2,805	1.83	\$139,162	\$0

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2016-2021	1.57	-73.61	-5.56	-100.00	-100.00	-25.18	-56.86	-26.27
2011-2021	-38.86	-68.85	96.15	-100.00	-100.00	-18.26	-70.24	-21.50

LOCAL CHURCH PROFILE – 2022

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (* if yes)</i>
Number of active members:	55	*
Number of active non-members:	10	*
Total of church participants (sum of the numbers above):	65	*

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	78%	*
Less than 10, more than 5 years:	15%	*
Less than 5 years:	7%	*

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>
8	5	1	3	17	11	22	25	29	*

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	4%	*
Households with minors:	12%	*
Single adults age 35-65:	5%	*
Joint households with no minors:	45%	*
Single adults over 65:	34%	*

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	27	*
College:	62	*
Graduate School:	9	*
Specialty Training:	2	*
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	45%	*
Adults who are retired:	55%	*
Adults who are not fully employed:		

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

Teachers, professional housing providers, laborers, chemists, skilled tradesmen, kitchen designer, real estate appraiser, police officers, lawyers, doctors, Air Force linguist, farmers, students, IT and other professions.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up.

Nearly all individuals are Caucasian.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future (perhaps using, for example, the Welcoming Diversity Inventory)?

We would be open to being led through the process of Welcoming Diversity.

3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	10-15	Various people
Baptisms <i>(number last year)</i>	5	
Children's Groups or Classes	8-15	2 teachers
Christmas Eve and Easter Worship	Easter - 60 Christmas - 55	Worship Board & Pastor
Church-wide Meals	none due to Covid meals delivered to Pilgrim Place/ church- affiliated housing	Congregational Care & Outreach
Choirs and Music Groups	none due to Covid	
Church-based Bible Study	None presently	
Communion <i>(served how often?)</i>	monthly	Worship board
Community Meals	Dec 2019 community-wide meals here –475 served Monthly Comm Kit Semi-annual Meals on Wheels delivery	
Confirmation <i>(number confirmed last year)</i>	2	Pastor & Christian Ed
Drama or Dance Program	Children's Christmas Program - 15	Christian Ed
Funerals <i>(number last year)</i>	6	Pastor & members
Intergenerational Groups	Leaf It To Us - service group – 25	Christian Ed. & Members
Outdoor Worship	none since Covid	
Prayer or Meditation Groups	Meditation Grp - 8	Members & friends
Public Advocacy Work		

Retreats		
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	0	
Worship (time slot: <u>10:00</u>)	40	
Worship (time slot: <u> </u>)		
Young Adult Groups or Classes		
Youth Groups or Classes		
Other –		

Additional comments: hosting NA and AA groups (numbers attending are unknown), livestream of services on Facebook

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)

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
Office manager		part time	Trustees	5 years
Custodian		part time	Trustees	9 years

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REFLECTION

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

Our congregation ministers to a wide range of ages, genders, beliefs, and needs.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$93,293
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$20,245
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$
Fundraising Events	\$300
Gifts Designated for a Specific Purpose	
Grants	
Rentals of Church Building	\$9,251
Rentals of Church Parsonage	\$
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$
Transfers from Special Accounts	\$
Other (specify): Jacoby gift	\$81,951
Other (specify): memorial donations	\$123,250
TOTAL	\$328,290

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

Attach the most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 28.62% of total budget

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 the operating budget, what is that percentage? (recommended 10%) budgeted amount

What is the church's current indebtedness? Zero

Total amount of loan debt:\$0

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
2017	Electronic church sign and bike rack	\$30,000	\$23,500	Increased church visibility and communication to the community; bike repair station available
		\$	\$	

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? **Yes***

*What is the market value of the assets? **355,990 reserve plus Jacoby gift***

*Are funds drawn as needed, **regularly**, or under certain circumstances? Not at this time.*

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

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? **30 years***

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$ 406,080 designated savings

Investments (other than endowment): \$

Does your church have a parsonage? No

Describe all buildings owned by the church:

Church and a garage that is rented

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.)

ALL places are accessible to wheelchairs.

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

Our finances are solvent. We are hopeful to continue to expand the budget and have the financial means to serve our community.

3f. HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation.

Calling Chuck Kelsey - experienced pastor, he had started a congregation, he did a lot of outreach in the community.

Going through 3 pastors in under 10 years - Chuck, Erika, Karen

Calling a transgender pastor as an interim was significant

Hosted Minneapolis Gay Men's Choir

Dealing with Covid and surviving

Add the most important event in the life of your church in the past 10 years.

Covid - we were ahead of curve since we had been broadcasting services on FB

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

All boards and committees met via Zoom during Covid

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 don't always deal well with conflict but we work it out together.

- care enough about each other
- we are family
- we don't say the mean things regrettable
- talk it out - big circles
- congregation is emotionally MATURE - respect for each other

For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)

We use our boards and committees to help resolve conflict whether it is the Church Council, Trustees, and through our personnel policy. We also have discussions after meetings to resolve any conflicts.

In the past we decided to switch from a full time pastor to part time pastor based on the church's finances. The decision was not an easy one but came up through the different committees from Trustees, Search and Call and Church Council. It was presented to the Congregation through the Annual Budget meeting and then again at the Annual meeting. Once everyone had a chance to discuss and ask questions, a congregational vote was taken. We believe in being open, honest and transparent when anything of this nature comes up in the life of our congregation.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Burton Everist (interim)	1	Y
Karen Young	2 years	Y
Erika Bredin(interim)	1 year	Y
Chuck Kelsey	4 years	Y
Peter Monkres(interim)		Y
Sam Hamilton-Poore(interim)		N
Kathy Rust(interim)		Y
Patti Aurand	8 years	Y
Richard Scheerer	6 years	Y
Jim Brasel(interim & then called)	4 years	Y

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership: (please write comments prior to answering Y/N questions)

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

Y - We have learned that we want to be in partnership and not a pastor-directed congregation.

Has your church been involved in a Situational Support Consultation?

N

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

N

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?

Hosted Community Christmas Dinner in 2019, monthly Community Kitchen, Meals on Wheels for a week twice a year.

Outside activity - vegetable gardens and peach trees for the community, clothesline with free clothing during the winter

Mitten tree - annual tradition

Transgender closet

Bike repair station-outside

Community pantry similar to a Little Library outside

Sharps disposal outside

Pastor's Fund - emergency cash for pastor to help those in need

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

In the past - very active in Association and Conference meetings and National Conference

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

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

☐ Accessible to All (A2A)

☐ Just Peace

☐ Creation Justice

☐ Global Mission Church

☐ Economic Justice

☒ Open and Affirming (ONA)

☐ Faithful and Welcoming

☐ WISE Congregation for Mental Health

☒ God Is Still Speaking (GISS)

☐ Other UCC designations:

☐ Border and Immigrant Justice

☐ Designations from other denominations

☐ Inter-cultural/Multi-racial (I'M)

☐ 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?

Open to learning about them

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

Post-Covid we would like to restart these activities. Shared pastor, combining congregations, Adas Israel hosts an ecumenical(Midrash) study monthly

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.

Act justly, show constant love, and walk humbly with God. We think this fits us very well and we continue to strive on an ongoing basis.

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?

Time is divided between church and community. Scope of work consists of community outreach, pastoral care, visitations, engaging sermons, and administrative oversight.

4b. MISSIONInSite

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

We find that what our church offers is in line with what the report shows as a need for our community. We will continue to emphasize a warm welcome, quality sermons with relevant worship experiences, and lots of community outreach groups.

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?

With the small population of our town and community, our congregation is very representative of the people of the community.

How are the demographics of the community currently shaping ministry, or not? When there is a need, our ministry attempts to fill it.

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

Radical hospitality

Meredith Willson's church

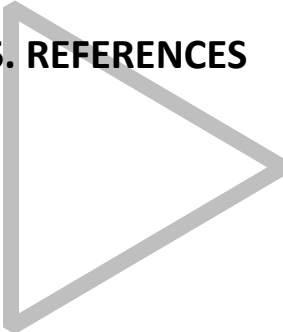
LOCAL CHURCH PROFILE – 2022

Oldest church in Cerro Gordo County
Rainbow Flag
Welcoming to all

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

New people get involved in our church for a variety of reasons. When we asked one individual, he said his wife had just died and he was looking for a friendly group of people to join. A family with 3 young children became involved because the parents are employed by a church member. They were asked to help with our leaf raking project last fall and they decided they like this church and began attending. Other new attendees have friends in the congregation or had attended events at the church or had read about our pastor or some of the outreach we are doing and wanted to be a part of it. Others have been life-long members and so this church is FAMILY.

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.”

Yvonne Addis,(Tracy) Leanne Clausen(JoAnn), Margaret Hutchens, Ross Erickson(Russ)

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

Yvonne Addis /Retired

(641-424-2317 / yeaddis123@gmail.com / Friend of First Congregational United Church of Christ, Mason City)

REFERENCE 2

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

REFERENCE 3

Name / Position / Setting

(Telephone / Email / Relationship to the Congregation)

AREAS OF STRENGTH IN THIS CHURCH'S MINISTRY:

UCC Mason City has been a "telling presence" in the heart of the city for well over 100 years. From the air pump to the rainbow flag, to the foodmobile to the flashing words of welcome, UCC provides not just a space, but a culture of welcome. Their "radical hospitality" includes a welcoming statement that does not leave anyone guessing about the boundaries of inclusion of this church. EVERYONE is welcome, regardless of gender, sexual orientation, gender identity and expression, ability, age, race, nationality, social/economic status, faith background, marital status and family structure. Beyond their stated welcome, all are invited to fully participate in the ministry of their church.

I have observed that UCC offers ministries for all ages and has a highly engaged congregation that cares deeply for all people within and beyond its walls. As a member of another church, I have been drawn to UCC in part because of the willingness to provide and support whatever groups are needed to help all of us in dealing with mental health issues, gender identity and sexual orientation, spirituality, meditation and social justice initiatives, as well as special interests such as knitting. UCC is an engaged urban partner sharing the good news with a world in need of God's peace, love and justice.

LOCAL CHURCH PROFILE – 2022

AREA FOR IMPROVEMENT:

Other than the ongoing challenges

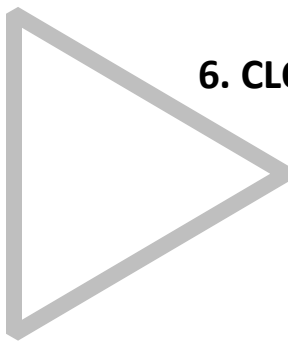
PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

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

The next pastor of First Congregational UCC will join a long list of progressive pastors in the oldest church in Cerro Gordo County. The pastor will be assisted by an excellent financial officer and administrative assistant. Our church has an excellent Sunday School with a core group of kids who enjoy learning about Jesus and stories in the Bible while doing a variety of projects to keep both their minds and hands engaged.

You will be working in a well maintained church with excellent custodial care and a worship committee that changes decor beautifully to enhance the visual experience in and outside the church. You will enjoy the electronic message board that can be changed remotely to offer prayers and messages on a timely basis. The church offers live streaming services on Facebook using a new soundboard and cameras. Our church has installed geothermal heating and cooling in order to follow our environmental stewardship of the planet.

We are an open and affirming congregation awaiting the arrival of our next pastor to shower with love and appreciation and hope to receive these in return.

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 a 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.)*

A dozen active members of various ages, including Bob and Bren Ehlers, Sharon Hays, Mary Lou Phalen, Evan and Laura Anderson, Tracy Smith, Russ and JoAnn Hardy, Marge Lundberg, Colleen Niedermayer, Charlie Schroeder and our office manager, Jerry Taylor.

2. *Additional comments for interpreting the profile:* None

Signed: Anne B. Brown

Name / Title / Date: Anne B. Brown / Moderator / 9/2/2022

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

LOCAL CHURCH PROFILE – 2022

My signature below attests to the above three items.

Signature:

Name / Title:

Email:

Phone:

Date:

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

UNITED CHURCH
OF CHRIST



Year	Members	Ave weekly Attendance	Christian Ed	confirm	Confess	Trans/ reaffirm	Deaths/ trans out	other losses	net add/remo
2011	211	61	26	0	0	2	8	2	-8
2012	200	64	22	0	3	3	6	11	-11
2013	194	59	21	0	0	0	6	0	-6
2014	129	49	10	0	0	0	9	56	-65
2015	132	60	34	0	6	3	6	0	3
2016	127	72	54	0	1	0	6	0	-5
2017	132	64	60	0	7	0	2	0	5
2018	137	62	58	0	0	12	7	0	5
2019	135	58	56	0	0	6	8	0	-2
2020	132	7	5	2	0	0	3	2	-3
2021	128	25	21	0	0	0	4	0	-4
2022	122	33	21	0	0	0	6	0	-6

Year	Current Expenses	Capital Payment	Basic Support	Total Other UCC Give	Total OCWM	Other Gifts	Wider Mission	Basic % Curr Local	Total Expend
2011	\$166,508	\$0	\$6,915	\$2,510	\$9,425	\$1,054	\$10,479		\$176,987
2012	\$167,540	\$0	\$4,650	\$2,445	\$7,095	\$4,252	\$11,347		\$178,887
2013	\$162,486	\$0	\$4,650	\$7,635	\$12,285	\$1,023	\$13,308		\$175,794
2014	\$144,026	\$0	\$4,538	\$1,603	\$6,141	\$0	\$6,141		\$150,167
2015	\$166,854	\$0	\$2,325	\$5,197	\$7,522	\$526	\$8,048		\$174,902
2016	\$182,246	\$0	\$5,175	\$1,327	\$6,502	\$0	\$6,502		\$188,748
2017	\$192,639	\$0	\$6,000	\$148	\$6,148	\$0	\$6,148		\$198,787

2018	\$190,910	\$0	\$4,500	\$0	\$4,500	\$0	\$4,500	\$195,410
2019	\$144,810	\$0	\$2,500	\$0	\$2,500	\$0	\$2,500	\$147,310
2020	\$133,642	\$0	\$2,500	\$215	\$2,715	\$0	\$2,715	\$136,357
2021	\$143,207	\$0	\$2,500	\$305	\$2,805	\$0	\$2,805	\$146,012
2022	\$108,703	\$0	\$15,000	\$0	\$15,000	\$0	\$15,000	\$123,703

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Pledges/
Offerings

\$113,993
\$146,267
\$118,879
\$109,997
\$129,770
\$136,560
\$120,160

\$149,945

\$98,636

\$110,485

\$110,405

\$93,293