

Congregational Profile

(Revised January 2017)

Form Revised 9-28-17

Position Being Filled: <u>Minister</u>		
Name of Congregation: <u>First Christian Church and Zion United Church of Christ</u>		
Street Address: <u>1322 Stone Street/65765 709 Road</u>		Phone: <u>(402) 245-2398</u>
City: <u>Falls City</u>	State: <u>NE</u>	Zip: <u>68355</u>
Search Committee Chair: <u>Freeda Romine (First Christian Church)/Susan Sipple (Zion United Church of Christ)</u>		
Address: <u>1912 Stone Street/1703 Schoenheit Street</u>		
City: <u>Falls City</u>	State: <u>NE</u>	Zip: <u>68355</u>
Email: <u>romine@sentco.net/sipple@sentco.net</u>	Preferred Phone Number: <u>Freeda 402-245-7715/Susan 402-245-2686</u>	

II. Membership Profile

1. Total Number of Members: 153 / 60 Number of Participating Members: 35 / 32
 Number of Participating Non-members (*including children*): _____

2. Number of Participants: Are these figures- Estimated or Actual

A. Ages 1-11: <u>0 / 7</u>	D. Ages 25-34: <u>3 / 5</u>	G. Ages 55-64: <u>5 / 1</u>
B. Ages 12-17: <u>0 / 3</u>	E. Ages 35-44: <u>0 / 3</u>	H. Ages 65-79: <u>12 / 8</u>
C. Ages 18-24: <u>2 / 0</u>	F. Ages 45-54: <u>1 / 2</u>	I. Above 80: <u>2 / 4</u>

3. Church Family Profile: Are these figures- Estimated Actual *Note: Percentage may add up to more than 100%*

<u>5 / 0</u> % Single Adults 18-35	<u>6 / 0</u> % Single w/children at home	<u>17 / 66</u> % Married
<u>4 / 1</u> % Single Adults 36 +	<u>4 / 22</u> % Married w/children at home	<u>0 / 0</u> % Blended Families

4. Education Level of Adults: Are these figures- Estimated or Actual

<u>18 / 33</u> % High School	<u>5 / 22</u> % College	<u>2 / 1</u> % Graduate School	<u>7 / 2</u> % Specialty Training
_____ % Other: Please Specify _____			

5. Occupations of Participants: Are these figures- Estimated or Actual *Note: Percentage may add up to more than 100%*

<u>15 / 11</u> % Business/Retail	<u>10 / 6</u> % Service	<u>5 / 17</u> % Agriculture	<u>15 / 6</u> % Homemaker
<u>0 / 3</u> % Construction	<u>10 / 8</u> % Education	<u>15 / 1</u> % Professional	<u>10 / 0</u> % Student
<u>5 / 0</u> % Military	<u>0 / 0</u> % Technical	<u>10 / 0</u> % Manufacturing	<u>0 / 11</u> % Other (<i>Specify Below</i>)

(other explanation): _____

A. From totals above: 20 / 46 % Employed full time 80 / 50 % Retired

III. Organizational Information (*Check those currently active*)

1. **Worship** How many worship services per week? ONE

<input checked="" type="checkbox"/> Traditional	<input checked="" type="checkbox"/> On Site	<input type="checkbox"/> Off Site	Average Attendance	<u>52</u>
<input type="checkbox"/> Contemporary	<input type="checkbox"/> On Site	<input type="checkbox"/> Off Site	Average Attendance	_____
<input checked="" type="checkbox"/> Other, Specify _____			Average Attendance	_____

Total weekly average attendance from all services: 52

2. **Educational Ministries**

Average weekly attendance: Children's Church School	<u>0 / 3</u>	Adult's Church School	<u>10 / 0</u>
Weekly Children's Program	<u>5 / 0</u>	...(name of program)-	<u>Youth Group</u>
Weekday Adult group(s)	<u>0 / 5</u>	...(name of program)-	<u>Women's Group</u>
		...(name of program)-	_____

Total **average weekly** education attendance: 13

3. Administrative and Oversight Groups

- Board Cabinet Personnel Pastoral Relations
- Elders Diaconate Deacons Deaconesses
- Planning/Functional Committees How many? 4
- Other Groups- Specify: Trustees

4. Ministries and Service Groups Within the Congregation (List all)

List all active ministry and service groups and share information about their activities, focus and ministry.

IV. Staff (label those presently employed/serving as "FT"- full time; "PT"- part time; or "V" - Volunteer)

- | | | | | | | | | |
|-----|-------------------------|---------|-----|-------------------------|-------|------------------------|---|----------|
| FT | Pastor | | N/A | Youth Minister/Director | PT | Office Staff | # | <u>1</u> |
| N/A | Co-Pastor(s) | # _____ | N/A | Education Director | N/A | Other (Please Specify) | | |
| N/A | Associate Minister(s) | # _____ | N/A | Organist/Accompanist | | | | |
| N/A | Music Minister/Director | # _____ | N/A | Administrator | _____ | | | |

V. Property

- | | | | Year Erected | Adequate-- | Yes | No |
|---|--|--|---|---|--------------------------|---|
| 1. Sanctuary: | Seating Capacity-- <u>300 / 100</u> / | <u>1910/1886</u> | | | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Education Unit: | Number of Classrooms-- <u>6 / 3</u> / | | | | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Fellowship Facility: | Seating Capacity -- <u>100 / 100</u> | | | | <input type="checkbox"/> | <input type="checkbox"/> |
| | Tables -- <u>20 / 10</u> | | | | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Administrative Facility: | No. of Offices-- <u>2 / 0</u> / | | | | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. Off Street Parking: | No. of Spaces-- <u>0 / 50</u> | Paved? | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No | | |
| 6. Building Program: | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No | <input type="checkbox"/> Projected? | If Building Program answer is "Yes" or "Projected", describe: | | |
| 7. Church Location (check all which are applicable): | <input checked="" type="checkbox"/> Downtown <input type="checkbox"/> Inner City <input type="checkbox"/> Urban <input type="checkbox"/> Suburban <input checked="" type="checkbox"/> County Seat
<input type="checkbox"/> Neighborhood <input checked="" type="checkbox"/> Rural <input type="checkbox"/> Bedroom Community <input checked="" type="checkbox"/> Small Town | | | | | |
| 8. Parsonage: | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No | No. of Bedrooms-- <u>3</u> | No. of Bathrooms-- <u>2.5</u> | Garage? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| | Age of Parsonage-- <u>10</u> | Condition: | <u>well maintained - good condition - Double Garage - Double Car Port</u> | | | |
| 9. Other Facilities: (such as senior housing, pre-school, camp, etc.) | | | | | | |

VI. Community (check all which are applicable)

- | | | | | |
|------------------------|--|---|---|---|
| 1. Characteristics: | <input checked="" type="checkbox"/> Industrial | <input checked="" type="checkbox"/> Commercial/Retail | <input checked="" type="checkbox"/> College/University | <input type="checkbox"/> Medical Center |
| | <input checked="" type="checkbox"/> Agricultural | <input type="checkbox"/> Military | <input type="checkbox"/> Tourist/Recreational | |
| 2. Population Trend: | <input type="checkbox"/> Rapid Growth | <input type="checkbox"/> Slow Growth | <input type="checkbox"/> Other (describe): _____ | |
| | <input type="checkbox"/> Rapid Decline | <input checked="" type="checkbox"/> Slow Decline | <input type="checkbox"/> Other (describe): _____ | |
| 3. Concerns: | <input checked="" type="checkbox"/> Teen Needs <input checked="" type="checkbox"/> Senior Citizen Needs <input type="checkbox"/> Race Relations <input checked="" type="checkbox"/> Alcohol/Drugs <input checked="" type="checkbox"/> Crime
<input type="checkbox"/> Population Changes <input type="checkbox"/> Unemployment (<input type="checkbox"/> Seasonal or <input type="checkbox"/> Chronic) <input type="checkbox"/> Other (specify on line below)-
(list other concerns here)-- _____ | | | |
| 4. Population Profile: | Total Population: | <u>4,100</u> | (Are these figures <input checked="" type="checkbox"/> Estimated or <input type="checkbox"/> Actual | |
| | <u>0.28</u> % Asian American | <u>0.36</u> % African American | <u>2.1</u> % Hispanic American | |

<u>0</u> % Haitian	<u>00</u> % Pacific Islander	<u>3.1</u> % Native American
<u>0</u> % Middle Eastern	<u>93</u> % Euro American	<u>0</u> % Other

5. Demographic Trends: Ethnic trends, Religious trends, Economic trends, Political/Issue Trends - Describe your perceptions in narrative form and how you've arrived at them. How has your locale changed over the last 6 months, 5 years and 10 years?
 Falls City is an aging, rural community with a slow decline in population. For more details, see additional notes in Section XVII.

VII. Financial Information

Income & Expenses for the last four years, beginning with the most recent year: *(Year Book Information)*

Year	Operating Receipts	Capital Receipts	Total Outreach Paid <i>(include Disciples Outreach)</i>	Total Disciples Outreach Paid <i>(DMF, WOC, Reconciliation, etc.)</i>
A. 2020	\$ 129,871.00	\$ 20,908.00	\$ 8,316.00	\$ 3,770.00
B. 2019	\$ 112,451.00	\$ 10,642.00	\$ 8,808.00	\$ 6,119.00
C. 2018	\$ 130,878.00	\$ 10,451.00	\$ 8,529.00	\$ 6,065.00
D. 2017	\$ 123,419.00	\$ 13,272.00	\$ 9,939.00	\$ 6,671.00

2. Current Total Debt: \$ 0.00 Monthly Payment on this Debt: \$ 0.00
 3. Reserve / Restricted / Endowment Funds: Building- \$ 10,000.00 Savings- \$ Permanent- \$
 Memorial- \$ 20,000.00 Other- *(specify)*- \$

VIII. Congregational Outreach Ministries *(please list)*

- Community Ministries Program *(e.g. food pantry, tutoring, etc.)*
 Contribute to the Back Pack Program
 Contribute school supplies in August for new school year
 Contribute to food baskets in November - Falls City Area Ministerial Association
- Participation in Christian Church (Disciples of Christ) - *(district/area, cluster, regional, general)*
 DOC - Region Nebraska - Rev Chris Morton / regional minister - Regional Assembly (state mtg) every 2 years - General Assembly (national mtg) every 3 years - Cotner College / educational resource - Disciple Women (state mtg)
 UCC - Conference (NE, IA, SD) - Rev Brigit Stevens / executive conference minister - 4 associate conference ministers - Associations in Nebraska: Heartland, Living Waters, Prairie - Annual Meeting (state mtg) - Association Meeting / once a year
- Ecumenical and Interfaith Activities *(with other denominations, religious groups, local and regional)*
 Falls City Cooperative Ministry
 Falls City Area Ministerial Association
 Area Fellowship of Churches

IX. Previous Pastoral Leadership History for Past Twenty Years

Beginning with most recent, provide a listing of all clergy *(including installed and interim/transitional ministers, whether in senior, co-, or associate positions)* who have served your congregation during the past 20 years, and the requested information about those persons.

<u>Name of Minister</u>	<u>Position</u>	<u>Date Began</u>	<u>Date Ended</u>
Rev Fay Ann Blaylock	Pastor	1- 10- 2010	6 – 30 - 2021
Rev Kenneth G Leischner	Interim Pastor	Sept 2008	Nov 2009
Rev Stephen Wainright	Pastor	Jan 2001	July 2008

X. Congregational Dynamics / Dealing with Conflict

Many congregations experience conflict at various times. Characterize your congregation's experience with conflict given the following possibilities. Indicate the extent to which each statement describes your congregation: C= closely, S= someewhat, N= not at all.

- C As a church, we respect and listen to each other and work things through without generating divisiveness.
- As a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides.
- Some have left our church because of conflict.
- Conflict hurts our sense of unity, but we tend not to talk about it.
- Painful experience with conflict has been present, but it has been worked through, and we have learned form the experience.
- We have had some painful experiences with conflict, and they linger in the background.
- Open conflict is present, and we need a minister who can help us deal with it.
- Other (Specify): _____

Comments: See notes in "Additional Information" for details

XI. Congregational Discernment

The following questions are beneficial to a process of discernment that helps you look at yourself and also provide important information to your candidates. It is our hope that you'll spend significant time in reflecting on these ten questions prior to you providing the answers on this form. You may likely want to involve discussion of them in various congregational venues to provide the Search Committee with a breadth of input. Discuss with your Regional Minister how this might be accomplished. We are encouraging answers on the Congregational Profile that are both succinct and well thought through.

1. What has God uniquely called you to be and do as a congregation (both now, and looking to the future)?
While we are two separate buildings, we are called to take care of each other. The church at the present time is called to support each other as we deal with aging congregations. In the future, we need to be able to draw on the current younger membership to keep them active. To continue to be an ongoing ministry, we need to continue to work together to make worship appealing to the younger crowd yet traditional enough to keep the older members happy.
2. Describe the processes you used to hear God's unique call for your congregation.
Prayerful observation, listening to members, and open communication with members.
3. Describe the Spiritual Disciplines that are regularly practiced throughout this congregation.
Offering communion to all people in attendance - inclusive; Tithes and offering; worship through music; Adult Sunday School; Bible Study; Prayer; Member Joys and Concerns shared on regular basis during worship services;
4. Describe your sense of God's covenantal call to be a part of the Christian Church (Disciples of Christ) and broader ecumenical/interfaith ministries.
Participation in Area Fellowship of Churches; Current minister participates in group of local ministers in "tech study" weekly; Regional and Conference activities; Continue to work together as a Cooperative ministry locally

5. In what ways have members of the congregation been engaged in the Search and Call discernment process?
Surveys have been sent out multiple times for member input. Brief reports back to the congregations on how the process is going. Receptive of comments that have been offered from the members.

6. What are the ministry opportunities you see in your particular context? What are the resources and gifts you have within the congregation to respond to these opportunities (including particular talents represented by members of the congregation; financial and other resources you have; the traditions you have manifested over the years)?
*Homebound communion to shut-ins; Hospital calls to ill members; Nursing home visits for elderly to keep them in touch with the church. For youth, we have a youth group that meets weekly during the school year. The youth have been involved in state-wide gatherings, local 30 hour famines, and local lock-ins. Women have attended Quadrenials and sponsored young women in attending.

7. Describe the congregation's strengths and growing edges.
We have members willing to volunteer: ie helping with lawn care, tree trimming, Meals on Wheels delivery
There are a lot of deeds that are done without seeking recognition
Dedicated members - a supportive group of individuals that care deeply for each other
Have young people interested in getting active, we just need to encourage their participation
Be open to new ideas while maintaining traditions
Members need to be more vocal in bringing forth and discussing new ideas

8. Describe the ways you make decisions and carry them out as a congregation.
When a decision needs to be made, there is generally open discussion held about the topic. The topic usually comes forward at a board meeting and discussion is started there. Discussion will spread from there to the congregation. The board will listen to the opinions of the congregation before they make a recommendation. The recommendation will then be presented to the congregation at a Congregational Meeting and seek approval by vote.

9. How is this congregation relevant to the needs of (a) the local community, (b) Disciples mission, and (c) the world?
Over the years, the church has been active in many local projects including Meals on Wheels, Cobblestone booth, school supply collections, "adopted" a family at Christmas to provide a Christmas, SENCA collections and other local mission projects, building is used on a weekly basis for a Narcotics Anonymous meeting
Disciples Missions we participate in Special Sunday offerings such as Week of Compassion, Ministerial scholarship support
World-wide, we have collected for Blanket Sundays, Operation ShoeBox collections at Christmas time

10. How does this congregation bear witness in tangible ways to God's healing, welcoming, reconciling presence in a broken world?
Sponsored camperships to Kamp Kaleo
Sponsored a group of youth to statewide youth activities
Prayer list for members and non-members
24 hour Prayer vigil Maundy Thursday into Good Friday
Accepting and inclusive to all community members that want to be part of a worshipping congregation
Infant dedication and Baptisms

XII. Goals of the Congregation for the Next Five Years - List four, attach recent congregational mission statement and goals if available.

1. Remain viable - With new and current members
2. Expand Bible study opportunities
3. Community involvement
4. Youth participation

XIII. Personal and Professional Qualifications

1. Name the personal / professional qualifications you desire in your pastor:

<u>A. Guiding members in their relationship with God</u>	<u>E. Help people connect with their faith</u>
<u>B. Ability to effectively lead worship</u>	<u>F. Maintains confidentiality</u>
<u>C. Pastoral Visits</u>	<u>G. Clear sense of direction of their ministry</u>
<u>D. Work well with youth</u>	<u>H. Shared responsibility for bringing new members</u>

2. Educational Level (*check one*)

High School/GED Undergraduate Seminary Doctoral Other (*explain*) _____

XIV. Compensation, Housing, Benefits, Expenses - Our congregation will provide the following:

Salary/Housing	We can provide a cash salary (including social security offset) and housing (incl. utilities, furnishings, insurance, etc.) in the range checked below:				
<input type="checkbox"/> 15 - \$17,999	<input type="checkbox"/> 18 - \$21,999	<input type="checkbox"/> 22 - \$25,999	<input type="checkbox"/> 26 - \$29,999	<input type="checkbox"/> 30 - \$34,999	<input type="checkbox"/> 35 - \$39,999
<input checked="" type="checkbox"/> 40 - \$49,999	<input type="checkbox"/> 50 - \$59,999	<input type="checkbox"/> 60 - \$69,999	<input type="checkbox"/> 70 - \$79,999	<input type="checkbox"/> 80 - \$99,999	<input type="checkbox"/> \$100,000 +
<input type="checkbox"/> <i>Negotiable</i>					

Provided Housing: Parsonage Fair Rental Value \$ 750.00 (Per Month)

Pension: Pension Fund (14% of combined value of cash salary & housing allowance/parsonage fair rental value) \$ _____

Vacation: Days 28 including 2 Sundays \$ _____

Continuing Education: Days _____ including _____ Sundays \$ 200.00

Sabbatical: _____ Months after _____ years \$ _____

Family/Medical Leave: _____ Weeks Negotiable

Health Insurance: Taxable Stipend Negotiated Plan Other - Canada Supplemental Health Plan

Reimbursable Professional Expenses: Auto Allowance- \$ 0.00

Assembly/Meeting Expenses- \$ Negotiable Books- \$ Negotiable Miscellaneous- \$ Negotiable

Reimbursement for cost of mandatory Criminal Background Check (CBC) -\$160.00 Yes OR No

Moving Expenses: The congregation will provide all OR up to \$ _____ (*Negotiable*)

XV. Discerning Areas of Greatest Need for Ministerial Leadership

The list below is based on the requirements found in "Theological Foundations and Policies and Criteria for the Ordering of Ministry of the Christian Church (Disciples of Christ)". It is used for describing a minister's areas of skill and expertise (which you will observe on the Ministerial Profiles you receive). It is expected that all ministers will demonstrate competency in each of these areas, but will excel in some more than others. Part of the Search & Call process is discerning a good match between the skills of the pastor and the needs of the congregation. In light of where growth is desired and God is calling you please indicate the top 4 skills needed in your next pastor.

Biblical Knowledge

Rooted and grounded in scripture and able to interpret and apply the scriptures in ways that are appropriate to original and contemporary contexts.

Church Administration and Planning

Able to practice the principles of good administration, planning and implementing short- and long-range goals to enhance congregational life in collaboration with teams and committees.

Communication

Be an effective communicator and able to facilitate effective communication within and on behalf of the church.

Cross Cultural and Anti Racism Experience

Sensitive to the different manifestations of racism and prejudice in the culture and committed to confronting and overcoming them.

Ecumenism

Exhibit a commitment to working with other Christians and denominations, and with other faiths, in programs of common witness and service – articulating the vision of the ecumenical and global church as a starting place for mission.

Education and Leader Development

Knows the foundations of Christian education and principles of leader development, and can demonstrate competency in teaching children, youth, and adults, including lay leaders and staff.

Ethics

Able to help parishioners think critically about the relationship of their faith to issues of justice, ethics and morality.

Evangelism

Able to motivate congregational members to share their faith through word and action.

Mission of the Church in the World

Understand and articulate the centrality of the call to mission given by Jesus Christ and the prophets, and can empower congregations to engage in mission from our doorsteps to the ends of the earth.

Pastoral Care

Able to engage other persons with empathy and assess situations and relationships with the compassion of Christ, with sensitivity to culture and context, and to convey the healing power of God to those who suffer.

Proclamation of the Word

Know the practice and theory of Christian preaching, and can proclaim the Word of God, share the Good News of Jesus Christ, and help congregational members apply their faith to daily life.

Spiritual Development

Establish and maintain spiritual disciplines that lead to personal growth and help others develop a rich spiritual life.

Stewardship

Able to develop and encourage healthy stewards who recognize and share generously God's abundant gifts for all creation.

Theology

Able to articulate a coherent view of God's nature and activity in relation to the Christian tradition, critically engage human situations from a perspective of faith, and help persons recognize theological issues in their daily lives.

Understanding of Heritage

Know and appreciate the history and thought of Christianity and the history, structure, practices, and ethos of the Christian Church (Disciples of Christ).

Worship

Know the purpose and elements of Christian worship, and can plan and lead meaningful worship by working with the worship team, musicians, and congregational members.

Optional: Please include any comments regarding the 4 skills identified and/or how you identified them.

Answers were based off the responses to the surveys that were sent out. The results listed above indicate the top four of all the responses received for this questions.

Continued from page 7

Answers were based off the responses to the surveys that were sent out. The results listed above indicate the top four of all the responses received for this questions.

XVI. Congregational Conduct

Our Congregation has taken official Action to adopt and abide by the "Ethical Guidelines for Congregational Conduct" Yes No

A PDF copy of the **Ethical Guidelines for Congregational Conduct** can be downloaded from the following website :

<https://www.discipleshomemissions.org/wp-content/uploads/2012/10/SC-EthicalGuidelines.pdf>

XVII. Additional Information *(Please use space below or attach your document to this packet)*

Additional Contact Information:

Email: Marcia Harmon - mkhrn@yahoo.com or mharmon@cmcfc.org

Cindy Kopf - ckopf25@gmail.com

Phone: Marcia Harmon - 402-245--2327 or 402-245-7466

Cindy Kopf - 402-245- 5520 or 402-245-8147

II. Profile numbers are based on best estimates from known membership numbers and the surveys that were returned. These may not represent a completely accurate picture, but is as accurate as possible given the poor percentage of returns of surveys. Numbers are listed as FCC/Zion UCC

Admin Oversight at FCC is reported for FCC - for Zion we have a leadership council with no committees

III. Average attendance is a combination of both Zion and First Christian Church. Zion is averaging 22 per Sunday and First Christian is averaging 30.

VI. #5 - In general, the biggest demographic trend seems to be younger people leaving the area, especially when they graduate from high school. Many of them will leave for college with no intentions of returning to the area due to lack of activities and limited opportunities for professional growth once they are out of school.

VII. Financial Information for Zion UCC for last four years:

Year	Total Outreach Paid
2020	\$1,065.00
2019	\$1,325.00
2018	\$1,205.00
2017	\$625.00

X. Conflicts that do exist - At First Christian there was a conflict years ago between two members that was totally non-church related that resulted in neither of those members coming to church. Since then, one of those members has passed away and the other one has still not returned to church.

Fay Ann has chosen to use the United Church of Christ Ethical Guidelines for Congregational Conduct, Therefore we have not taken any action on adopting the "Ethical Guidelines" listed above.