

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to become

?

The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Salem Church of Lincoln
Lincoln, Iowa

Pastor

Iowa, Nebraska & South Dakota Conferences
United Church of Christ

Validation Date: December 15, 2022

LOCAL CHURCH PROFILE CONTENTS

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

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

INSTRUCTIONS

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

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

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

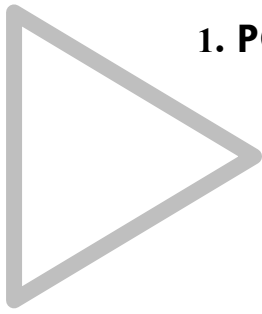
Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings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

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

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

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open,

honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: Salem Church of Lincoln

Street address: 110 Pershing St., Lincoln, IA 50652

Supplemental web links:  <https://www.facebook.com/share/g/ZK4DyCjJMXTVxP8j/>

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

Conference: North Central Iowa Presbytery, Synod of Lakes and Prairies

Association: PCUSA

UCC Conference or Association Staff Contact Person:

Rev. 

Associate Conference Minister

808-631-2444

Sarah @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 Bible-based worship involves all ages and invites participants to experience the divine. Fellowship is an integral part of small-town life, and we thrive on it. We believe our community needs a church that cares and is called to provide a Christ-like presence. We live here and we show love to our neighbors by caring for and supporting all people of the congregation, the local and world-wide community, financially, spiritually, prayerfully, through education, fellowship and mission work.

Position Title: Full-time Pastor

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*):



Does the total support package meet conference compensation guidelines?

Yes

1b. SCOPE OF WORK

(add here the Scope of Work developed by your church using the Call Agreement Workbook)

Core Competencies:

(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)

Our pastor should teach and challenge us from the pulpit and motivate members to pursue Christ's way in our lives. We seek a person who listens first, communicates well, yet can take charge when a chaotic moment calls for it. They should be gracious, well organized and be spiritually motivated. (This does not mean unclogging toilets and changing light bulbs. We have very 'handy' members who take care of these needs). Since being the leader of a congregation can be emotionally hard work, our minister should also be able to set boundaries and be willing to take time off to fill their own cup and practice sabbath.

1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*):  \$100,000

Benefits (*choose one*):

Salary plus Benefits of all Social Security paid, full health insurance premium, full pension

What is the expected living situation for your next minister (*e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)?

Partner church has a parsonage

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

Minister will need a vehicle.

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*):

None.

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

Local ministerial group

Continuing education

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 would be flexible in non-worship support

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.

Our Bible-based worship involves all ages and invites participants to experience the divine. Fellowship is an integral part of small-town life, and we thrive on it. We believe our community needs a church that cares and is called to provide a Christ-like presence. We live here and we show love to our neighbors by caring for and supporting all people of the congregation, the local and world-wide community, financially, spiritually, prayerfully, through education, fellowship and mission work.

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

Besides the usual sermon and worship preparation, being the council leader, conducting confirmation class and special service, we'd like our pastor to steer us (not do all the work) while we are planning Christian education and mission outreach. Since we take our community involvement seriously, so should our pastor. S/he should be willing to join the local ministerial association, and involvement in the larger church (Presbytery or UCC Conference) is expected.

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

English

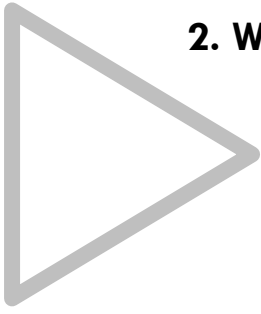
Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.

Engaging sacred stories and traditions

Exhibiting a spiritual foundation and ongoing spiritual practice

Caring for all creation

Working together for justice and mercy



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?

Although we know the area and its challenges, we would like another set of eyes to show us what else is possible in our context; someone to provide a ‘balcony view’ of the ministry. As our new pastor gets to know us, our gifts, and the community at large, we are open to being redirected to where God and our neighbors need. We are up to a challenge and welcome fresh ideas. We do not expect the minister to do all the heavy lifting, as we are capable of doing God’s ministry alongside a spiritual leader.

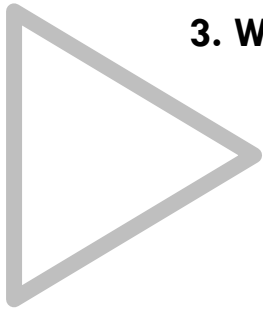
Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

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?

After unsuccessful attempts to secure a part-time pastor from either UCC or the Presbytery Salem has joined with Bethany Presbyterian Church of Grundy Center, IA, to test sharing a full-time pastor between the two congregations. We are in the infant stage of this arrangement and are sharing our two part-time interim pastors with Bethany.

Our vision is to secure an engaged ambitious pastor who will grow both churches.

Our past vision of a part-time pastor from either denomination has been unsuccessful over the last three-plus years, necessitating this sharing agreement. This agreement is a multi-year plan to grow both churches. To grow smaller rural churches is a challenge concurrent with the current declining church attendance throughout the country. With this in mind, and with our new leader’s help and guidance, our congregations are prepared to grow and do what we can to accomplish those goals.



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.

For example, what beliefs and commitments are stated in your congregation's purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

The avowed purpose of this Church shall be to worship God, to teach the Gospel of Jesus Christ, and to celebrate the Sacraments; to realize Christian fellowship and unity within this church and the Church Universal; to render loving service toward humankind; and to strive for righteousness, justice, and peace.

Describe several strengths or positive qualities of your congregation.

Friendliness

Willingness to step up and do what needs to be done in any area of church need

Outreach

Doing the Lord's work both in and outside the church

Describe what worship is like when your congregation gathers.

For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?

Our worship takes place in our church sanctuary and is based on scripture and applying it to today's life experiences. Our congregation appreciates a lesson that includes God's love and the teaching of God's word with a little humor thrown in for good measure. Our congregation is gregarious and enjoys being together on Sunday mornings.

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

For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?

We only have an adult study on Sunday mornings at this time; however, our goal is to increase our children's attendance. We are having a wonderful discussion regarding the Book of Romans.

Describe how your congregation is organized for ministry and mission.

For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?

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

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

∞ 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]

3 meetings per month

In crisis times, we utilize our church phone tree

Yes we can provide the minister with the documents he or she needs

3b. 11-YEAR REPORT

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

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	92	
Number of active non-members:	20	
Total of church participants (sum of the numbers above):	112	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	95%	
Less than 10, more than 5 years:	5%	
Less than 5 years:		

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>
15	10	1	7	10	2	9	10	10	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	1%	Yes
Households with minors:	16%	
Single adults age 35-65:	1%	
Joint households with no minors:	48%	
Single adults over 65:	4%	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	100%	Yes
College:	20%	
Graduate School:	5%	
Specialty Training:	5%	
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	60%	Yes
Adults who are retired:	35%	
Adults who are not fully employed:	5%	

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

Farming, manufacturing, teaching, office administration/clerical

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?

Caucasian (of German, English, or European descent)

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:

No future plans

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	8	Study participants
Baptisms <i>(number last year)</i>	1	Pastor
Children's Groups or Classes	0	
Christmas Eve and Easter Worship	100	Pastor
Church-wide Meals	25	Congregation
Choirs and Music Groups	10	Music Director
Church-based Bible Study	8	See Adult Group above
Communion <i>(served how often?)</i>	7	Pastor & Worship & Program Comm.
Community Meals	35	Congregation
Confirmation <i>(number confirmed last year)</i>	0	Pastor
Drama or Dance Program	1	Church members
Funerals <i>(number last year)</i>	3	Pastor
Intergenerational Groups	0	
Outdoor Worship	0	There has been occasional outdoor worship over the years
Prayer or Meditation Groups	0	
Public Advocacy Work	0	
Retreats	0	
Theology or Bible Programs in the Community	0	
Weddings <i>(number last year)</i>	0	Pastor
Worship (time slot: 10 am - 11 am)		Pastor & various church leaders
Worship (time slot: _____)		
Young Adult Groups or Classes	0	

Youth Groups or Classes	0	
Other	0	

Additional comments:

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? <i>(3 or 4 or No)</i>	Ministry Setting	Type of Ministry Role	Retired? <i>(Y or N)</i>
Brad Braley, Gary	Catterson		Pastor	Yes

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

None

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staffperson 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
Erin Wentzien	Secretary	Part-time	Church Board	3 years
Chelsea Cheville	Treasurer	Part-time	Church Board	1.5 years

REFLECTION

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

Like so many other churches, we have an aging, shrinking congregation. Our core members have a strong conviction dedicated to maintaining a vibrant church community and seeking to find a path to growth in membership and outreach.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$58547
Endowment Proceeds <i>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</i>	\$2850
Endowment Draw <i>(beyond what is permitted by spending policy, “drawing down the principal”)</i>	\$0
Fundraising Events	\$693
Gifts Designated for a Specific Purpose	\$5800
Grants	\$50
Rentals of Church Building	\$195
Rentals of Church Parsonage	\$0
Support from Related Organizations <i>(e.g. Women’s Group)</i>	\$3251
Transfers from Special Accounts	\$0
Other (specify): Insurance Refund	\$1128
Other (specify):	\$
TOTAL	\$72,514

Current annual expenses (dollars budgeted for most recent fiscal year): \$76,065

Attach 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? 27%

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)*

X Our Church’s Wider Mission (OCWM – Basic Support)

X 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%*)

Budgeted

What is the church's current indebtedness? 0

Total amount of loan debt:

Reason for debt:

Are capital and other payments current?

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

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
		\$	\$	
		\$	\$	

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? \$60,000

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)?

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: 4%

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

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$24,000

Investments (other than endowment): \$130,000

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:

Expected minister residence:

Condition of structure, systems and appliances:

Entity in the church responsible for review and needed repairs:

Describe all buildings owned by the church: the church

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 but pulpit

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

For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?

Stewardship and Missions Committee does the budget annually. It gives us the ability to do God's work.

3f. HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

Covid

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

Pastor change from settled to interim

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.

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?)

Pray first, and we have a ministerial relations committee for dispute resolution.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rick Myers	10	No
Susan Cluts	10	Yes
Wade Ditty	10	No
Barbara Muhs	10	Yes

Brad Braley, Gary Catterson

3

No

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

That there requires a give and take on both sides

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

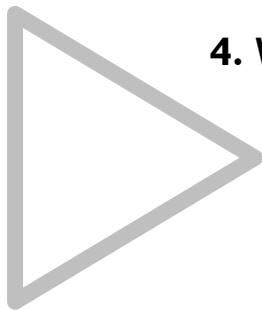
Ask us

Has your church been involved in a Situational Support Consultation?

No

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

No



4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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

For example, which service activities has your church participated in this past year?

Where has the church participated in global connections of care and justice? What is currently transformational in your church's engagement with neighbors near or far?

There is an intense desire to meet the needs of those around us whether they be spiritual, physical, or financial. These needs are ever shifting, and we try to address them as they come up. For example: We help package meals for distribution to those who are food deprived after a natural disaster. We recognize an expanding elderly population in our area. We are involved in plans to provide meals, transport, and visitation. There are seasonal needs such as summer programming for children (VBS for everyone), stressful holidays (Angel Tree gifts), and monthly food needs (local food pantry). Our mission committee is always ready with generous donations and of course, we best meet the needs of our community by fervently praying for all.

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

None

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.

- | | |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Border and Immigrant Justice |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) |
| <input type="checkbox"/> Economic Justice | <input type="checkbox"/> Just Peace |
| <input checked="" type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> 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?

Yes, we want to bring the word of God to anyone willing to accept it.

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

Bible School, Community Good Friday Service, Senior Dinners, Crop Walk

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.

95% spent in church with fellow members

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?

Each month Pastors report to the Board the outside activities performed.

4b. MISSION InSite

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

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?

Very similar in size and mission

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

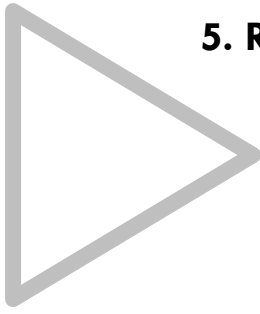
We have an elderly but very involved congregation in both the church and community.

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

Our hospitality, love of sharing food, and music

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

Our hospitality and face to face greeting and encouragement to become involved.



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.

Upon request

References:

Name	Address	Phone Numbers	Relation	Email
Rev Gary Catterson	5563 Summerland Drive, Waterloo, IA 50701	319-404-6523	Interim Pastor	gcatterson238@gmail.com
Darryl Widmmeyer	1223 F Ave, Gladbrook, IA 50635	641-750-2300	Commissi on Lay Pastor	dajuwid@gmail.com
Brad Braley	1205 Parkway Ave., Cedar Falls, IA 50613	319-610-3372	Interim Paster	bsbraley@gmail.com

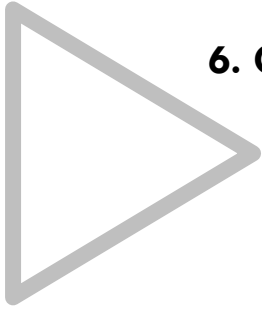
PROMPTS FOR REFERENCES

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:

Dear Lord, our heavenly Father, we ask that you guide your servant from whatever corner of this beautiful world of yours. To give them the courage to seek us out and that we may begin to do your work together. You and you alone Lord know who this person is. We trust in you that you will deliver that person safely to us. We also pray, Lord, that you guide all churches and clergy looking that match to do your work. The need for your peace and understanding in this world is needed now more than ever. We pray for your infinite guidance and love.

6b. STATEMENT OF CONSENT

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

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

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

Church pastoral search committee

2. Additional comments for interpreting the profile:

Signed:



Name / Title / Date:

Martin Ramsey, Chair
Salem Church Search Committee

April 19, 2024

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: Yes

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

Staff Comment: Yes

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

Staff Comment: Yes

My signature below attests to the above three items.

Signature:

Name / Title: Rev. Jonna Jensen

Email: sarah@ucctcm.org

Phone: (808) 631-2444

Date: April _____, 2024

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*"Jesus answered
God!" – Mark 11:22*

**UNITED CHURCH
OF CHRIST**



them, 'Have faith in

SALEM CHURCH OF LINCOLN 2023 BUDGET

	2022 Budget	2023 Budget
Organists 60 x 25	1400	1400
Sec./Treas + S.S.	3000	4800
Janitor	2730	3000
Insurance	5000	5400
Maint. + Lawn Care	1800	1800
Building Supplies	400	400
UCC Missions	3100	3100
PCUSA Missions	3100	3100
Local Missions	100	500
Misc. + Gifts	300	300
Confirmation	0	0
Pulpit Support	0	0
Senior Choir	100	100
Utilities	8000	8200
Social Security	230	230
Pastor's Salary	19,200	21,600
Mileage	2800	4200
Pension	0	0
Health, Dental	0	0
Continuing Ed.	300	300
Office Supplies	1300	1300
Worship Supplies	300	300
Camp Scholarships	0	0
Handbooks & Bibles	200	200
Copyright License	150	150
Piano Tuning	180	180
Search Committee	500	500
	<hr/> \$54,190	<hr/> \$61,060

12.7 % Increase