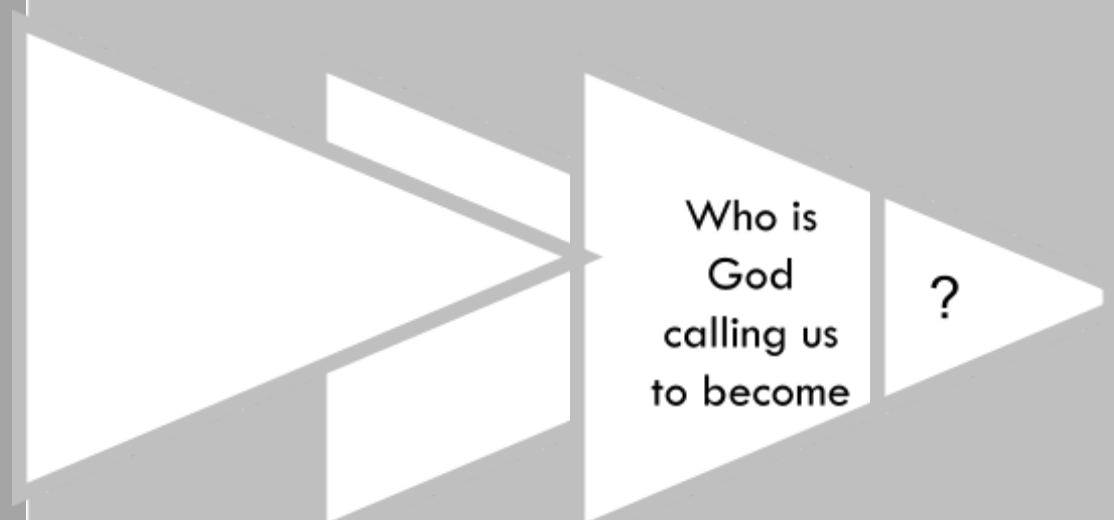


INTRODUCING THE NEW LOCAL CHURCH PROFILE



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!

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Zion United Church of Christ
Burlington, IA 52601

Settled Pastor

Tri-Conference Association Iowa

January 30, 2023

LOCAL CHURCH PROFILE CONTENTS

Position Posting

Who Is God Calling Us To Become?

Who Are We Now?

Who Is Our Neighbor?

References

Consent and Validation

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

INSTRUCTIONS

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

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

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

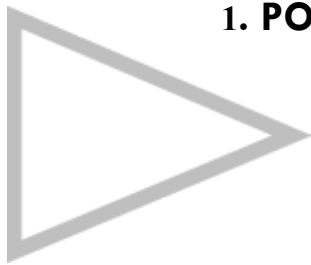
Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings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

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

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

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

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



1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: Zion United Church of Christ
Street address: 412 North 5th Street, Burlington, IA 52601
Supplemental web links: www.zionuccburlington.org
[Zion United Church of Christ, Burlington, Iowa | Facebook](#)

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

N/A

Conference: Iowa Conference

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

Rev. Sarah Renzel Jones

Associate Conference Minister

Tri-Conference Association Iowa, Nebraska, South Dakota

Phone: 808-631-2444

Email: sarah@ucctcm.org

Summary Ministry Description:

As a Christ centered community, Zion has been reaching out to local diverse demographics by following Christ's teachings with the desire of increasing membership and diversity. We have tried several strategies, but we need new eyes and new ideas or a new take on old strategies. It is our hope that the current membership would become more involved in this journey and bring their friends and family with them.

Photographs:





What we value about living in our area:

We value our friendly community overlooking the Mississippi River valley, the beautiful setting in which we live. We take advantage of diverse restaurant choices; shopping opportunities; recreational options (Mississippi River, city and county parks, sports complex, bike trails); cultural events (Civic Music, SE Iowa Symphony Orchestra, Municipal Band, and several entertainment venues), (greaterburlington.com). We are fortunate to have a Regional Medical Center (greatrivierhealth.org) which offers diverse medical care. Southeastern Community College (scciowa.edu) is located in West Burlington. Iowa City and The University of Iowa are only a 1 1/4 hour drive. Amtrak runs through town and we have a regional airport with direct flights daily to St. Louis and Chicago.

Current size of membership:

137 members

Languages used in ministry:

English

Position Title:

Pastor

Position Duration:

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

Compensation Level:

Full Time. We are open to discuss further benefits based on conference guidelines.

Does the total support package meet conference compensation guidelines?

At a minimum it will meet conference guidelines and is open for negotiation.

1b. SCOPE OF WORK

Core Competencies:

- Highly motivated and outgoing
- Strong communication skills and share this skill through different types of media
- Progressive in their views
- Ability to work well with youth in the church and in the community
- Focused on inspiring and developing the church staff, committee members and church members to be outwardly focused
- Inclusive - Open and Affirming
- Positive attitude - Ability to collaborate with parishioners and others
- Equally focused on the growth of our community of faith and the larger community we serve

1c. COMPENSATION AND SUPPORT

Salary Basis:

This is based on Iowa Conference Guidelines.

Benefits:

Salary plus Benefits.

What is the expected living situation for your next minister?

Living nearby with a housing allowance.

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

Live in the greater Burlington area. No commute to anywhere in Burlington takes more than 10-20 minutes. If a member is hospitalized or in a nursing facility outside the Burlington area there may be a commute required. If traveling outside the Burlington/West Burlington area expenses will be reimbursed.

State any incentives:

Up to \$1,700 reimbursement per year for professional expenses. This can be negotiated and detailed in the letter of call at a later date.

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

The UCC Community of Practice. The Association Clergy Regular Gathering.

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

We are seeking full time duties as pastor of our church. However, we would be open to our pastor pursuing additional opportunities, with the approval of the consistory, as long as they are able to fulfill their full time duties at Zion.

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.

Collaboration between the congregation and minister to invigorate, inspire, and grow the spiritual health and membership of Zion UCC is of utmost importance. Building upon a strong social justice base, Zion continues to reach out to the larger community to grow and diversify. Nurturing the existing congregation members is a ministerial function that is vital to retaining the Zion UCC base and leading to congregational spiritual growth.

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

Zion UCC is seeking a minister who will be an active member of the community. The local council of churches has essentially been inactive, and the re-establishment of this group could be beneficial. Inviting congregations without a minister to join our services could be an

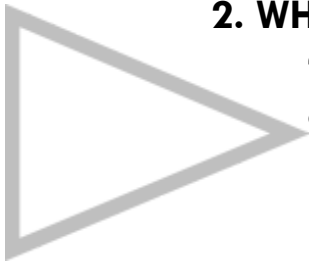
outreach. Participating in NAACP Juneteenth and in Pride Week are ways we have reached out to diverse demographics that could be expanded upon.

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 is spoken. Traditional German "Stille Nacht" sung Christmas Eve. Zion Church was built in 1864 by German immigrants. German was the preferred language spoken in our church until 1921. Because of our German heritage we continue to sing the first verse of Silent Night in German on Christmas Eve.

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.

- Building Transformational Leadership Skills
- Caring For All Creation
- Working Together For Justice and Mercy
- Strengthening Inter- and Intra- Personal Assets



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?

A diverse congregation who walks in the steps of Jesus through the Sermon on the Mount. We follow the church’s teaching of “God is Still Speaking.” As a congregation we try to listen and grow through programs such as Brave Space.

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

- TOYZ (Thinking Of You Zion) - Sends Greeting Cards, Showcases History, Advocates Community Involvement
- Pride in the Park - ONA
- Social Justice
- Brave Space - Multiple Focus Groups
- ZASK (Zion Asking Questions) - Group of church members gather virtually and in-person who look at current events and issues to try to come up with solutions.
- Virtual Presence - Online services since 2020

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.

In our congregation’s life of faith, God is all-loving and inclusive, a church where Jesus Christ welcomes and accepts everyone as they are. A church where minds are nourished as much as the soul and Jesus the Healer meets Jesus the Revolutionary and together we grow a just and peaceful world.

Describe several strengths or positive qualities of your congregation.

As a congregation we care about each other. Zion is passionate about social justice issues and reaching out to help meet the needs of the community. As a congregation we take an active role in Paint-a-Thon, Hospice House, Pride in the Park, Building Bridges, and various other outreach efforts.

Describe what worship is like when your congregation gathers.

Worship takes place in the sanctuary and online. Words used for preaching: easily understandable message. Relates sermon to current events and issues.

In previous years we have had a smaller second service that had more dialogue during the sermon between the pastor and congregation. This is something that many enjoyed and would like to bring back.

Traditional baptism follows “Order of Baptism” on Page 31 of The New Century Hymnal,” copyright 1995 with family and sponsors involved. Adult, child (baby) then formally introduced to the congregation.

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

Currently we have a Nursery for kids under 5 and Children's Church for school age kids. We do not currently have a Youth Group or Confirmation Class. NOIZ Nights are an all church gathering that tends to be more youth focused with a meal and lesson. ZASK is a group for adults that covers a wide variety of topics that focus on current events and how we live out our faith. Brave Space is planned to be implemented in May of 2022. In the future we would like to see an increase in members and be able to have more participation in these groups.

Describe how your congregation is organized for ministry and mission.

For transparency purposes, decisions are communicated via email, text messages, phone calls, or via monthly newsletter articles (The monthly newsletter is emailed to all members/friends of the Church). On an annual basis, members/friends are recruited to join Church Committees via Sign-Up Sheets. Committee meetings are held on a monthly basis. Minutes of the meetings are distributed via the monthly newsletter.

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

Approximately 25 Hours Per Month (This approximation includes all departments of the Church.

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

In March of 2020, Governor Reynolds issued a Proclamation of Disaster Emergency as a result of the COVID-19 pandemic. Out of an abundance of caution and with the welfare of our most vulnerable members in mind, we suspended worship and other in person meetings at Zion, effective immediately. Consistory, Elders, and other groups with more than ten members met via ZOOM. We also implemented an online worship service via Facebook Live. The services were live however members could watch the services on demand thereafter. Worship Service Outlines were sent out each week so members could follow along with the online service. With the hard work of the Tech Committee, online worship services were live within one week of the Governor's Proclamation.

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, we mainly communicate via meetings, emails, weekly bulletins and newsletters. The Consistory is the governing body of the church.

3b. 11-YEAR REPORT

Please see Addendum for 11-Year Report

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church:

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	137	Yes
Number of active non-members:	20	Yes
Total of church participants (sum of the numbers above):	157	Yes

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	79%	Yes
Less than 10, more than 5 years:	16%	Yes
Less than 5 years:	5%	Yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
11	13	11	18	13	12	9	33	26	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	2%	Yes
Households with minors:	11%	Yes
Single adults ages 35-65:	9%	Yes
Joint households with no minors:	25%	Yes
Single adults over 65:	13%	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	76%	Yes
College:	34%	Yes
Graduate School:	11%	Yes
Specialty Training:	7%	Yes
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	22%	Yes
Adults who are retired:	30%	Yes
Adults who are not fully employed:	2%	Yes

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

Many of our members are employed in or retired from a professional field. Those include school teachers, hospital employees, doctors, attorneys, business owners. We also have members who work in industry and service fields.

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

While we desire to be diverse, currently we are mono-cultural.

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)? Please note the date. Comment after the exercise:

Early March 2022 - “Brave Space” Sermon regarding ONA diversity. Brave Space Committee has been formed to help promote Brave Space within the church starting April 2022. The speaker received multiple positive comments afterwards regarding this new movement for our church. Several congregation members have offered to be included/active in this new committee.

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 ZASK! “Zion Adults Seeking Knowledge” Study Group meets on Sundays after worship service. Currently discontinued due to COVID-19.	When ZASK! Meetings were held, there were approximately 10 attendees each week.	Rodney Botts plans and conducts the ZASK! Study Group sessions.

Baptisms <i>(number last year):</i>	One baptism with 86 attendees.	The Pastor, Music Director, Chancel Arts Committee, Technology Department, Office Administrator
Children's Groups or Classes	2-7 children are in attendance.	The Pastor & Christian Education Director. Children's Church is held on Sunday mornings.
Christmas Eve and Easter Worship Please Note: Easter Sunday 2021 was the first Sunday we resumed in person worship. Social distancing guidelines were followed.	Christmas Eve: 100 in-person attendees. 116 online views. Easter Sunday: 36 in-person attendees. 244 online views.	The Pastor, Music Director, Chancel Arts Committee, Technology Department, & Office Administrator
Church-Wide Meals	Approximately 35 people attend. Approximately 10-35 people attend Fellowship Hour. Approximately 30-35 people attend the event.	Zion's Fellowship Committee organizes and serves the church wide meals. (Examples include Annual Meeting & Stewardship Sunday) Zion holds church wide meals for special events. The Fellowship Committee and volunteers organize Zion's Fellowship Hour after Worship Service. Zion also holds "Sunday Fun Days", an All- Church Event, where church members/friends are provided a meal and activity. The Board of C.E. and Fellowship Committee plan the event.
Choirs and Music Groups	Vocal Choir: 12 Members Handbell Choir: 10 Members	Vocal Choir directed by Music Director. Handbell Choir directed by Handbell Director

Church-based Bible Study	Typically, 10 people attended.	Pastor
Communion (<i>served how often?</i>) Communion is served on the First Sunday of each month and Maundy Thursday	Approx. 95% of attendees accept communion.	Pastor And The Elders
Community Meals On a monthly basis, members/friends of church assist with “Bridges Out of Poverty Meals” and “SUM Meals” in the community.	Bridges Out of Poverty Meals: 40 attendees. SUM Meals: 100 attendees.	Zion’s Social Justice Committee assists with the organization of the meals, as well as the prep, and serving of the meals. 10 members of the S.J. Committee assist.
Confirmation (<i>number confirmed last year</i>)	Zero	Pastor performs confirmations during worship service.
Drama or Dance Program	Children’s Christmas Program Approx: 15 kids	Christian Ed Director and Committee
Funerals (<i>number last year</i>)	4 Funerals Attendance is not tracked for funerals. However, if there is a memorial luncheon, attendance is tracked.	The Pastor, Music Director, Technology Department, and Office Administrator. If there is a luncheon, the Fellowship Committee plans the meal.
Intergenerational Groups ZASK! Zion Adults Seeking Knowledge Study Group promotes exchange of ideas between different generations. Currently discontinued due to COVID-19.	When ZASK! Meetings were held, there were approximately 10 attendees each week.	Rodney Botts plans and conducts the ZASK! Study Group sessions.

Outdoor Worship	N/A	N/A
Prayer or Meditation Groups	PreCovid Twice weekly. 6-12 participants	Pastor plans
Public Advocacy Work	10 Active	The pastor and Chair organize the work of the Social Justice Committee.
Retreats	N/A	N/A
Theology or Bible Programs in the Community	N/A	N/A
Weddings (<i>number last year</i>)	One wedding this year with 35 attendees. Zero weddings in 2021.	Pastor, Wedding Coordinator, Custodian, Office Administrator, And Music Director if applicable.
Worship (Time Slot: 10:00 A.M.)	Approximately 25-50-attendees in person and average of 100 online	The Pastor, Music Director, C.E. Director, Chancel Arts Committee, Technology Department, and Office Administrator
Worship (Time Slot: 7:00 P.M.) Evening worship services take place on Ash Wednesday, Maundy Thursday, and Christmas Eve.	Approximately 12-90 Attendees	The Pastor, Music Director, C.E. Director, Chancel Arts Committee, Technology Department, and Office Administrator
Young Adult Groups or Classes	Approximately 30-35 people attend the event.	Zion holds “Sunday Fun Days’, an All- Church Event, where church members/friends are provided a meal and activity. The Board of C.E. and Fellowship Committee plan the event.
Youth Groups or Classes	N/A	N/A

Other	There are 6 members on the TOYZ Committee.	Zion has a special committee, called “TOYZ”. “Thinking of You Zion” is a committee that is promoting our church heritage, inclusivity, and membership.
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Additional comments:

The above participation numbers were higher pre-Covid. Many groups have now resumed and we would like to increase participation and become more active.

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)
Gary Chapman	No		Full Time Zion 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:

Gary Chapman has been retired since 2008. He currently is a church member with no duties.

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
Custodian	No	Part-Time	B/G Committee	7 Years

Choir Director	No	Part-Time	Pastor	39 Years
Assistant Treasurer	No	Part-Time	Treasurer	5 Years
C.E. Director	No	Part-Time	Christian Ed Committee	2 Months
Office Administrator	No	Full-Time	Pastor	6 Years
Handbell Director	No	Volunteer	Choir Director	8 Years
Wedding Coordinator	No	As Needed	Pastor	16 Years
Choir Accompanist	No	Part-Time	Choir Director	39 Years

REFLECTION

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

Zion has striven for years to become a diverse congregation through a variety of genuine efforts. From the standpoint of race, success has been limited largely stemming from the reality of the community in which we are located which is predominately white. However, these efforts have helped mold the congregation into an ONA community ministering to those who identify as LGBTQ. Meanwhile efforts to become a more broadly diverse congregation continue using Brave Space concepts which have been introduced and embraced. The long journey goes on.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$156,850 In 2021
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$350,797 Increase In Total Value In 2021
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$120,708 In 2021

Fundraising Events	None In 2021
Gifts Designated for a Specific Purpose	\$65,000 In 2021
Grants	\$1,101 In 2021
Rentals of Church Building	N/A
Rentals of Church Parsonage	N/A
Support from Related Organizations (<i>e.g. Women's Group</i>)	N/A
Transfers from Special Accounts	N/A
Other (specify):	N/A
Other (specify):	N/A
TOTAL: Endowment revenue increase + 2021 receipts	\$507,647

Current annual expenses (dollars budgeted for most recent fiscal year): Please see Annual Report

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

34.6% - Ministerial Support is \$105,852

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) \$24,511
- X One Great Hour of Sharing \$320
- X Strengthen the Church \$155
- X Neighbors in Need \$160
- X Christmas Fund \$200

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of the operating budget, what is that percentage? (*recommended 10%*)

OCWM is budgeted for 16% of operating budget offerings.

What is the church's current indebtedness? No indebtedness.

Total amount of loan debt: N/A

Reason for debt: N/A

Are capital and other payments current? N/A

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.

Replacing the roof was budgeted and repair/replacement began March of 2022. Total projected budget: \$116,000

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

Year(s)	Purpose	Goal	Result	Impact
2016	Handbell Refurbishing	\$	\$10,000	
		\$	\$	

If a capital campaign is underway or anticipated, describe: N/A

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

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

N/A

Does your church have an endowment? Yes

What is the market value of the assets?

As of Dec 31, 2021 \$3,382,359 per 2021 Annual Report

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

Funds are distributed annually not to exceed 4.5% of the average total investment value on Sep 30 of the prior three years.

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

4.5% subject to an increase to 5% by the Consistory for 2019 and 2020 only

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

2021 \$120,703

2020 \$129,370

2019 \$123,537

2018 \$103,000

2017 \$ 98,901

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

As a note the return on investment for 2022 was 15.5%. Assuming no return on investment going forward, at the current rate of distribution it would take over 28 years to deplete the endowment.

Please comment on the above calculations or estimates:

The Endowment is managed by a committee which has adopted a distribution policy that will maintain the endowment indefinitely

Other Assets

Capital improvements fund : \$21,000 (Established 2021)

Reserves (savings): \$39,378

Investments (other than endowment): N/A

Does your church have a parsonage?

No.

Describe all buildings/property owned by the church:

Sanctuary, Office Space, Education Wings. Also a parking lot directly across the street from 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.*)

First Floor and below ground level area. We have an elevator from the first floor to below ground level.

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

We finished modifying the pulpit and choir area (2021) to be on the sanctuary floor level for handicap/wheelchair accessibility. We are an open and affirming congregation accepting all individuals irrespective of their situation.

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.

In the mid 1800s we went from a totally German-speaking church to an English-speaking church. In the 1930s we built an education wing off the back of the church to accommodate our Sunday school. The Sunday school population at the time was quite large. In the last couple of years, we have built an extensive food bank grocery store on the lower level of the church for those needing food. It's a store that allows the needing individuals to select what they feel they need in the upcoming month.

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

Our most recent change was becoming ONA in 2013.

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.

Zion UCC has a Pastoral/Parish Resolution Committee, but it has been inactive for several years. Perhaps the name should be changed because not all conflicts involve the pastor. As with all organizations, conflicts do arise with employees, committees, and congregation members. Without a formal conflict resolution structure within the church, we have missed opportunities to resolve conflicts with the most favorable outcomes. A situation that is detrimental/unfulfilling to the individuals(s) and Zion UCC.

While completing the church profile, the Pastoral Search Committee has become aware of this need for a formalized conflict resolution plan and will ask the consistory to consider re-instituting the committee.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Brice Hughes, Interim and Called	2013-Present	Yes
Jane Willan, Called	2009-2013	Yes
Marlea Gilbert, Interim	2008	Yes
Gary Chapman, Called	1988-2008	Yes

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

The trajectory of Zion’s spiritual and congregational journey are determined by the pastor. Without this integral leadership, a congregation cannot fully realize its potential. Although leadership styles may vary, the pastor is the one who molds the congregation into a successful spiritual whole.

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

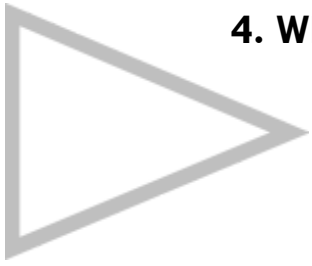
No

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?

Through our “Love Fund” we participate in Bridging the Gap, Rent and Utility Assistance. We maintain an onsite Food Pantry. We participate in Hospice and community meal preparation. We have both an internal and external care/justice effort. Internally, we have a group called TOYZ (Thinking of You Zion) reaching out to our members with care. We also have a Social Justice group that reaches out to local LGBTQ groups and diverse groups. We are present with a booth at Juneteenth Celebrations and Pride in the Park.

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

Our current pastor, Brice Hughes, attends all the association, conference and National meetings.

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.

Again, Covid affected some of our outreach; however, we feel that we participated to the best of our abilities in recent years. Local outreach includes maintaining Zion’s Food Pantry, providing a monthly meal for Hospice House, a monthly meal for Bridges Out of Poverty, helping with a monthly meal of SUM (Shared United Ministries) and gifting elementary students through Angel Tree for Christmas. Internally, we provide funeral luncheons as needed and meals to shut-ins if requested. Globally, we support the Konojel Community in Guatemala, the Heifer Project, Sunday School Mission Market and Clean Up Disaster Buckets.

☐ Accessible to All (A2A)
☐ Creation Justice
☐ Economic Justice
☐ Faithful and Welcoming
☐ God Is Still Speaking (GISS)
☐ Border and Immigrant Justice
☐ Inter-cultural/Multi-racial (I'M)
☐ Just Peace

☐ Global Mission Church
☒ Open and Affirming (ONA)
☐ WISE Congregation for Mental Health
☒ Other UCC designations: Brave Space
☐ 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

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

We are the only ONA Congregation within a 50 mile radius! We participate in Pride In The Park, Juneteenth celebration (NAACP), our Food Pantry, Bridges Out of Poverty meals (United Methodist), Shared United Ministries [SUM] (Methodist), and volunteer at Hospice House.

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.

Due to Covid this has been limited. We continue to support monetarily and are always willing to improve our activities.

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?

The needs of the congregation are of primary importance and should not be lost in the effort to reach out to the community; however, the congregation and the community are not mutually exclusive. What is good for our congregation also benefits the community—hospice meals, Bridges Out of Poverty, Pride in the Park, music outreach, our food pantry. Leading people into participating with church activities allows them to develop their own strengths and recognize the power of God's work by helping others.

4b. MISSION InSite

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

Our neighborhood data is similar to the national data.

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?

The churches and neighborhood compare very closely demographically. Our church has an older population that is Caucasian. Our neighborhood area is comparative in age, gender and economic status. Our neighborhood is blessed with LGBTQ families.

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

Currently the population of Burlington is about 25,000 plus about 3,000 in West Burlington. The population is made up of 82.9% white, 4% Hispanic, .6% Asian, 8.2% black, .3% Native American and 3.1% other races. The most common industries are healthcare 10.2%, educational services 7.8%, construction 6%, accommodation and food services 4.9%, electrical equipment appliance components 4.4%, department & general merchandise stores 4.1%, and machinery 3.4%. Our community is not made up of a high-tech population. As you can see by the before mentioned demographics the majority of our people are employed in healthcare, education, and/or food service and light manufacturing. As is shown on page 6 of the MISSION INSIGHT REPORT "fear of the future" is the highest ranked concern area. This also is a high concern of our church population. Median income in Burlington is \$47,540. Median income in Iowa is \$61,806. Median Property value is \$97,200. Median Gross rent is \$818. Poverty rate is 20%.

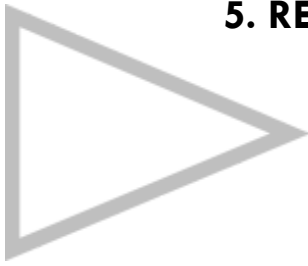
What do you hear when you talk to community leaders and ask them what your church is known for?

Community leaders refer to us as "THAT CHURCH" . The statement comes from our being an ONA church. We are the only UCC church within 50 miles of Burlington that is ONA. We are also referred to as a very socially concerned church. We were present at Gay Pride Celebration and Juneteenth (NAACP). We have a food pantry that allows constituents to shop for foods they may need. We have been very active in programs that help the underprivileged Bridge the Gap to a better life.

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

ONA and helping the disadvantaged are the largest draws. Those with children want them to understand how we minister to those worlds.

5. REFERENCES



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

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

REFERENCE 1

Kristina R. Tinder / Office Administrator / Zion UCC
319-670-1576 / kristina.quint@hotmail.com / Office Administrator

REFERENCE 2

Nancy Schulte / Friend of Zion
319.759.4831 / naschulte@mchsi.com / Friend of Zion

REFERENCE 3

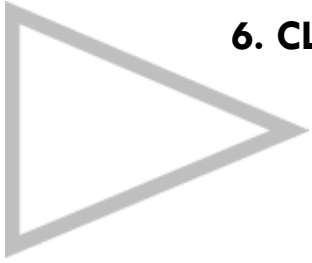
Chip Readinger / Funeral Director
319-752-2771 / creadinger@lunningfuneralchapel.com / Funeral Director

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:

Job 4:3-4

3 Think how you have instructed many,
how you have strengthened feeble hands.

4 Your words have supported those who stumbled;
you have strengthened faltering knees.

1 Corinthians 13:13

And now these three remain: faith, hope and love. But the greatest of these is love.

- Our faith is 2,000 years old. Our thinking is not.
- No matter who you are or where you are on life's journey, you are welcome here.
- Never place a period where God has placed a comma.

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.).*

Primarily the Pastoral Search Committee, Pastor Brice, Office Administrator, Consistory and congregational input.

2. Additional comments for interpreting the profile:

Signed:

Pamela J Daws

Chairman

Zion UCC Search Committee

Name / Title / Date:

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. Sarah Rentzel Jones, Associate Conference Minister
Email: sarah@ucctcm.org
Phone: (808) 631-2444
Date: January 30, 2023

UNITED CHURCH
OF CHRIST



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

“Jesus answered them, ‘Have faith in God!’” – Mark 11:22

LOCAL CHURCH PROFILE: REFERENCE LETTER

Friday, April 1, 2022

There is not a day that goes by where I don't recall my first encounter with members of Zion Church. It was the day of my interview. During my interview, I opted to be honest and advise the Search Committee that I was agnostic. There was no look of disgust. I simply was welcomed with a smile. It was at this point I knew that Zion is a safe place where questions regarding faith can be pondered.

Strengths of Zion United Church of Christ:

- Freedom to develop one's own beliefs. Open and accepting to all.
- Supportive of people in need, both within the congregation and community.
- Active Social Justice Committee that coordinates community events.
- Strong social media presence, where worship services are streamed online with high production value.

Areas of Improvement For Zion United Church of Christ:

- Visitors who show interest and attend regularly do not become members.
Are they being invited by the pastor to join?
- Develop a stronger youth ministry to retain young families.

Best Regards,

Kristina R. Tinder

Phone: 319-670-1576

Email: kristina.quint@hotmail.com OR office@zionuccburlington.org

April 4, 2022

My decision to attend ZION UCC stemmed from the United Church of Christ being the only main line protestant denomination designated as all inclusive. Also, raised as a Roman Catholic where women were not allowed to pastor churches, a female (Jane William) was at the helm of ZION when I began attending. This to me was amazing.

As to the strengths of ZION, the members are "numero uno." To a person, they step up and do what needs to be done. They are caring and help each other in so many ways. As a member of the Social Justice Committee, I see "first hand" what we do for the community. the meals for Bridges out of Poverty and the SUM group. the Angel Tree that provides gifts for those less fortunate students at an elementary schools. (at Christmas)

Our Food Pantry is vital especially now as SNAP funds and unemployment are being cut.

As to improving our church ministry, my wish would be a way to attract young folks to our congregation. a new, possibly youthful pastor would help in that regard.

A new pastor should be outgoing, involved in the community and in the lives of the members of Zion.

Nancy Schulte
naschulte@mchsi.com
319-759-4831



Lunning Chapel

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FAX (319) 752-5248

web page: <http://www.lunningfuneralchapel.com>

email: care@lunningfuneralchapel.com

April 6, 2022

To Whom This May Concern,

My name is Brian "Chip" Readinger and I have been associated with and owner of Lunning Chapel Funeral Home of Burlington, Iowa for almost 39 years now. I have been asked to write a letter of reference for Zion United Church of Christ, 412 N. 5th Street, Burlington, Iowa 52601.

Zion UCC has a wonderful church ministry including the food pantry and Summer Vacation Bible School to name a couple and they open their doors to all people. Most important they make you feel at home and help you to grow your faith with God. The sanctuary is beautiful with its age and stained-glass windows.

I know every church has room for improvements and not being a member of Zion UCC's ministry it is difficult for me to come up with any. The only improvement I would see is to reach out to all your church members I know that sometime we want to push them aside but we are all God's children and need God's love.

The funeral experience has been great with Zion UCC over the years, very kind, helpful and accommodating when having a Church or funeral home service.

Please do not hesitate to contact me if you should require any further information.

Best,

Brian K. "Chip" Readinger

319-752-2771

creadinger@lunningfuneralchapel.com