

# 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!

Rachel Hackenberg  
Microsoft

MINISTERIAL EXCELLENCE,  
SUPPORT & AUTHORIZATION



**UNITED CHURCH  
OF CHRIST**



**UNITED CHURCH OF CHRIST  
LOCAL CHURCH PROFILE**

Northeast United Church of Christ  
Lincoln, Nebraska

Pastor

Nebraska Conference, Heartland Association

Feb 3, 2023

*(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.

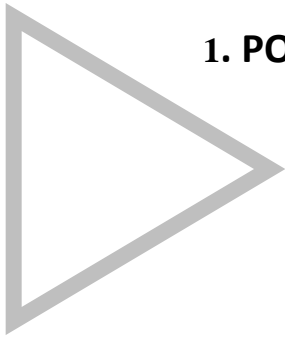
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – WHO ARE WE NOW, WHO IS OUR NEIGHBOR, and WHO IS GOD CALLING US TO BECOME – are meant to be updated every 3-5 years. Known 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

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Church name: Northeast United Church of Christ

Street address: 6200 Adams Street

Supplemental web links: [www.northeastucc.com](http://www.northeastucc.com)

<https://www.facebook.com/NortheastUCC/>

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

Conference: Nebraska

Association: Heartland

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

Rev. Sarah Jones

Associate Conference Minister Iowa-Nebraska-South Dakota Conferences

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?*

We are a diverse church with a deep love of the triune God . We are seeking a pastor who likes the challenge of leading a diverse group of people, and bringing in others who wish to worship a God who is still speaking. We are seeking a Pastor who can lead us where God is calling our congregation, while continuing to help our fellow neighbors.

Photographs:

*Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.*









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

Lincoln is a community with a small town feel in a large city with all the amenities of a large metro area. A melting pot of many cultures from various places brought in via refugees and being a large University city. All cultures are welcomed and bring value to our community by challenging our current views.

Northeast United Church of Christ was formed as a community church from the beginning. We are centered in a neighborhood full of many cultures and surrounded by a wide array of political and economical backgrounds.

Current size of membership: 50 (20-30 weekly attendance)

Languages used in ministry (*other than English*): None

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

Does the total support package meet conference compensation guidelines? Yes

## 1b. SCOPE OF WORK

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

Full Time Pastoral Position (40-50 hours weekly/10-12 units)

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.)*

We are seeking a pastor who is loving, caring, and good with children. We are seeking an organized pastor that understands the value of support staff's time.

## 1c. COMPENSATION AND SUPPORT

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

Up for discussion, if called. (45,000 to 70,000 depending on experience)

Benefits *(choose one)*:

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.

We expect our pastor to live within 45 minutes of the church.

State any incentives *(e.g. school debt reduction or retention bonus after a certain number of years in position)*: Traditionally we have offered a paid sabbatical after a number (historically around 5) of years of service. Up for discussion, if called.

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

There is a local pastors group, contact the local conference office for more resources.

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

It is our intention for this calling to be a full time position; however, if flexibility is necessary, then those discussions may be made with the church council at that time.

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

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

- Grow the congregation.
- Revitalize and renew connections with former and future members.
- Grow community ties.
- Strengthen community outreach and local issues affecting the community.

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

We are seeking a pastor who will continue to support meaningful programs already established and grow in ways that have yet to be discovered.

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

Spanish Speaking bilingual would be nice, but it is not a requirement for the position. We share our facilities with Dios Habla Hoy (a Spanish speaking congregation) and also have a diverse community surrounding our church.

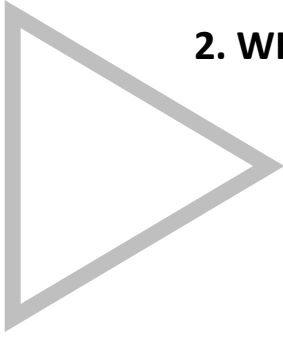
Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's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

Working together for justice and mercy.

Building transformational leadership skills.

Exhibiting a spiritual foundation & ongoing spiritual practice

Strengthening inter-/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?

God is calling us to become a community based church that serves the needs of our neighbors and friends. We are being called to serve those from our diverse community and grow in new ways, while honoring our past traditions and values.

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?*

Our church's vision statement: **Sharing God's grace, healing, and inclusive hospitality.**

Like all churches we experienced COVID related technical challenges and reaching the community in crisis. During COVID in-person church services were canceled by city order. We met outside when the weather permitted, to adhere to the city mandates. We also developed online services and programs to keep our members in touch (Zoom, YouTube, Facebook).

Two thriving Ministries in our church are our ongoing monthly community breakfast and also our Little Free Pantry. Our community breakfast is provided free of charge to anyone in the community. During COVID we transformed our community breakfast into a drive-thru and served breakfast in to-go containers. Our Little Free Pantry was started a little over a year ago. We offer non-perishable items as well as personal hygiene products. Thanks to local support from the community and our congregation, we have been able to keep our pantry stocked.



## WHO ARE WE NOW?

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

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

### 3a. CONGREGATIONAL REFLECTIONS

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Describe your congregation’s life of faith.

*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?*

Our congregation is a diverse group of people who come from various spiritual backgrounds with personal faith journeys. As a community we help each other reflect on our beliefs. We see and describe God as a mother, father, teacher, healer, provider in our congregation. God, through the Holy Spirit, shares the gifts of understanding, knowledge, wisdom, piety, fortitude, and friendship as we take our faith journey.

Describe several strengths or positive qualities of your congregation.

The Northeast UCC congregation is filled with welcoming, friendly, supportive members that are focused on community needs. We are a congregation of dedicated people willing to fulfill the church's ministry with our time and talents. When challenges arise, we find the ability to meet them with innovation and complete the task, even when funding goals may seem daunting. Our church has discovered that our community is wider than our neighborhood and stretches into an online space as well.

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?*

Worship consists mostly of sanctuary based services with a blend of traditional hymns and organ music. On occasion, worship contains selections from non-traditional music, congregant musical talents, and outdoor services. A Liturgist assists the pastor in various ways leading worship.

The most recent baptisms used the New Century Hymnal words of sacrament with assistance from a Diaconate representative.

Our description of “Good Preaching” would be:

- Sermons that are relatable and understandable with an engaging narrative based on scripture.
- Sermons that blend storytelling, both biblical and personal, with scripture based messages and themes; bringing a unifying message to the congregation.
- Sermons that relate to current events and personal growth while engaging the congregation in their faith journey.

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 have seen dwindling numbers of attendance due in part to COVID. We have few active members under 30 and participation in K-12 Christian education has been declining in recent years. Most recently we have had an active monthly program that has lost some steam. We are a family friendly church in need of new ideas and support for growth in collaboration with our next pastor.

For adult Christian education, we provide advent and lenten studies and various bible studies and prayer groups throughout the year.

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?*

The organization of the council is made up of individual coordinators that have a singular focus in the church. Church council directs all involvement in community outreach and missions.

Our church has many different ideas/visions, but we struggle with completion.

- When it comes to decision-making, how many hours are spent in meetings per month?
  - a. Church Council meets once a month for approximately one to two hours.

b. Other decisions are made on an as needed basis via emergency meeting or email.

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

- a. emergency situations are made quickly through emergency meetings or with council approval through email or phone calls

- b. Decisions are communicated various ways including from the pulpit, email, newsletter/mailings, word of mouth/phone tree, Social Media.

- 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

### 3b. 11-YEAR REPORT

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

UNITED CHURCH OF CHRIST									
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS									
Church#: 420760									
Assoc: 460      Schedule: 0      Northeast UCC      Lincoln      NE      68507									
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	N E T
2010	240	70	40	2	0	0	11	2	-1
2011	230	70	28	0	1	0	11	0	-1
2012	228	75	40	0	0	5	6	1	-2
2013	228	70	35	5	0	0	5	0	0
2014	219	65	31	0	1	1	10	1	-9
2015	215	75	31	0	1	0	5	0	-4
2016	214	60	20	4	0	0	5	0	-1
2017	207	50	32	0	0	0	7	0	-7
2018	197	50	25	0	0	0	10	0	-1
2019	197	50	25	0	0	0	0	0	0
2020	166	20	7	4	0	0	17	18	-3
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPP	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL L EXPEND E
2010	\$139,643	\$29,018	\$4,168	\$2,829	\$6,997	\$977	\$7,974	2.98	\$176,635
2011	\$149,106	\$29,108	\$1,499	\$2,870	\$4,369	\$900	\$5,269	1.01	\$183,483
2012	\$143,176	\$30,000	\$7,050	\$6,768	\$13,818	\$826	\$14,644	4.92	\$187,820
2013	\$141,641	\$14,276	\$3,366	\$1,111	\$4,477	\$1,485	\$5,962	2.38	\$161,879
2014	\$139,951	\$14,300	\$3,550	\$2,000	\$5,550	\$3,471	\$9,021	2.54	\$163,272
2015	\$130,563	\$13,020	\$4,224	\$1,920	\$6,144	\$0	\$6,144	3.24	\$149,727
2016	\$131,146	\$13,020	\$3,315	\$1,132	\$4,447	\$771	\$5,218	2.53	\$149,384
2017	\$131,146	\$0	\$3,315	\$1,132	\$4,447	\$0	\$4,447	2.53	\$135,593
2018	\$135,103	\$0	\$6,308	\$3,425	\$9,733	\$0	\$9,733	4.67	\$144,836
2019	\$135,103	\$0	\$0	\$0	\$0	\$0	\$0	0.00	\$135,103
2020	\$127,013	\$0	\$5,971	\$1,050	\$7,021	\$1,955	\$8,976	4.70	\$135,989
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE	
2015-2020	-22.79	-73.33	-77.42	300.00	600.00	-2.72	14.27	-9.18	
2010-2020	-30.83	-71.43	-82.50	100.00	169.23	-9.04	0.34	-23.01	

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

LOCAL CHURCH PROFILE – 201

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	48	
Number of active non-members:	2	
Total of church participants (sum of the numbers above):	50	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	99%	Yes
Less than 10, more than 5 years:	1%	Yes
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>
2	1		2	8	5	5	15	10	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	0%	
Households with minors:	25%	Yes
Single adults age 35-65:	25%	Yes
Joint households with no minors:	25%	Yes
Single adults over 65:	25%	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	100%	Yes
College:	45%	Yes



Graduate School:	10%	Yes
Specialty Training:		
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	50%	Yes
Adults who are retired:	45%	Yes
Adults who are not fully employed:	5%	Yes

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

Our church has a diverse range of occupations, ranging from Blue collar (Diesel Mechanic) to White Collar (Attorney).

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?

Majority Caucasian with a small percentage of multi-diverse heritage.

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:

We have not had a formal conversation about welcoming diversity. We have had informal conversations from time to time, and welcome further discussions in the future.

### 3d. PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? ( <i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i> )
Adult Groups or Classes	0	Pastor and Lay Leaders
Baptisms ( <i>number last year</i> )	0	Pastor, Parents, Diaconate Coordinator
Children's Groups or Classes	0	Christian Education Coordinator and Lay Leaders.
Christmas Eve and Easter Worship	55	Pastor, Musicians. Tech Team, Lay Leaders, Congregation
Church-wide Meals	10-15	Cooks, clean up crew, decorators, entertainment
Choirs and Music Groups	5	Musicians, Tech Team
Church-based Bible Study	0	Pastor or Lay Leader
Communion ( <i>served how often?</i> )	4-5	once a month, pastor and lay leaders
Community Meals	10-15	Cooks, clean up crew, decorators, entertainment
Confirmation ( <i>number confirmed last year</i> )	0	Pastor, Lay Mentor, sometimes Diaconate Coordinator
Drama or Dance Program	0	
Funerals ( <i>number last year</i> )	5	Pastor, Diaconate Coordinator
Intergenerational Groups	0	
Outdoor Worship	10-15	Pastor, Lay Leaders, Congregation
Prayer or Meditation Groups	0	Pastor, Lay Leaders
Public Advocacy Work		

Retreats	15	Pastor, Lay Leaders,
Theology or Bible Programs in the Community		
Weddings ( <i>number last year</i> )	2	Pastor
Worship (time slot: 10:30)	20	Pastor, Office Manager, Musicians, Tech Team, Congregation
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes		
Other		

Additional comments: Some of the numbers have been higher in the past, reduced the last few years by COVID.

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)
Gwen Hurst	No	Not serving as a minister	N/A	N

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:

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Office Manager	Yes	Part Time	Council	16 years
Organist	no	Part Time	Council	16 years

## REFLECTION

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

We are a small congregation that is very active in continuing the traditions and faith practices of the church and willing to give our time and many talents. We have a realization of the many aspects of our church that have been underserved, but have a desire to explore expanding those further with future spiritual leadership. Like many congregations, COVID has affected our attendance.

## 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$87,760.00
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$0
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$0
Fundraising Events	\$0
Gifts Designated for a Specific Purpose	\$2,920
Grants	\$1000
Rentals of Church Building	\$16,200
Rentals of Church Parsonage	N/A

Support from Related Organizations <i>(e.g. Women's Group)</i>	\$1,000
Transfers from Special Accounts	\$3,318
Other (specify):	\$20,115 (COVID related PPP Loan)
Other (specify):	\$
<b>TOTAL</b>	<b>\$132,213</b>

Current annual expenses (dollars budgeted for most recent fiscal year): \$134,641.95  
*Attach the most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget- list current budgeted expenses here.*

NEUCC 2023 Budget

	<b>2022 Budget Requested</b>	<b>Actual 2022 as of 12/31/2022</b>	<b>2023 Budget Requested</b>
<b>INCOME</b>			
Member Giving	81,466.00	105,404.00	71,016.00
Offering Plate	1,800.00	600.00	500.00
Building Use Fees	16,400.00	16,550.00	16,400.00
Vacation Bible School	0.00	0.00	0.00
Fund Raising	0.00	338.00	0.00
Scrips	0.00	0.00	0.00
Excess Money from 2022	0.00	0.00	51,000.00
Money from CE Special Fund	1,325.00	0.00	1,325.00
Money from Visual Arts Special Fund			200.00
Money from Music Special Fund			342.00
Money from Pantry Special Fund			600.00
Money from Breakfast Special Fund			270.00
<b>Total Income</b>		122,892.00	141,653.00

NEUCC 2023 Budget

<b>EXPENSES</b>	<b>2022 Budget Requested</b>	<b>Actual 2022 as of 12/31/2022</b>	<b>2023 Budget Requested</b>
<b>Outreach</b>			
OCWM	2,444.00	3,152.00	2,130.00
Heartland Association	338.00	100.00	100.00
Conference Delegates	150.00	0.00	150.00
<b>Stewardship</b>			
Stewardship Ed Materials	100.00	50.00	100.00
Other Outreach	0.00	0.00	0.00
Pantry			600.00
Community Breakfast			270.00
<b>Christian Ed.</b>			
Curriculum	100.00	0.00	100.00
Confirmation Resources	100.00	0.00	100.00
Supplies	50.00	0.00	50.00
Cradle Roll/Welcome Small Children	25.00	0.00	25.00
Kamp Kaleo Scholarships	0.00	0.00	0.00
Family Camp	0.00	0.00	0.00
Youth Program	50.00	0.00	50.00
Nursery	0.00	0.00	0.00
CE Assitant	0.00	0.00	0.00
Social Security CE	0.00	0.00	0.00
Family Fun Night	900.00	0.00	900.00
Vacation Church School	100.00	0.00	100.00

NEUCC 2023 Budget

	<b>2022 Budget Requested</b>	<b>Actual 2022 as of 12/31/2022</b>	<b>2023 Budget Requested</b>
<b>Word &amp; Sacrament</b>			
Diaconate Programming	0.00	0.00	0.00
Search Committee	0.00	47.00	800.00
Pulpit Supply	0.00	200.00	400.00
Sabatical Pulpit Supply	0.00	0.00	0.00
Visual Arts	0.00	0.00	200.00
Worship Supplies	0.00	0.00	100.00
CCLI License	0.00	0.00	142.00
Worship Candles	0.00	0.00	0.00
Funeral Bulletins	0.00	0.00	0.00
Music and Supplies	0.00	0.00	0.00
Professional Growth Music	0.00	0.00	0.00
Organ/Piano Maintenance	0.00	0.00	200.00
Organist	4,567.08	4,132.00	4,567.08
Choir Director	581.00	0.00	300.00
TLC Director	0.00	0.00	0.00
Worship IT	0.00	0.00	0.00
Social Security Worship	393.83	333.00	372.33

	<b>2022 Budget Requested</b>	<b>Actual 2022 as of 12/31/2022</b>	<b>2023 Budget Requested</b>
<b>Building &amp; Grounds</b>			
Electricity	4,000.00	2,454.00	3,000.00
Gas	4,000.00	4,579.00	4,750.00
Telephone	960.00	992.00	996.00
Refuse Removal	396.00	405.00	396.00
Water	1,200.00	1,440.00	1,300.00
Insurance	7,702.00	10,823.00	8,700.00
Snow Removal	2,200.00	425.00	2,200.00
Elevator Maintenance	2,500.00	2,012.00	2,500.00
Supplies	150.00	146.00	200.00
Copier Maintenance	920.00	814.00	900.00
Pest Control	408.00	408.00	408.00
BackFlow test	125.00	135.00	135.00
Unscheduled Repairs	1,000.00	548.00	1,000.00
Cleaning Service	2,400.00	800.00	0.00
Fire Alarm Inspection	300.00	104.00	300.00



NEUCC 2023 Budget

	<b>2022 Budget Requested</b>	<b>Actual 2022 as of 12/31/2022</b>	<b>2023 Budget Requested</b>
<b>Pastoral Leadership</b>			
Salary	4,561.00	19,582.00	27,000.00
Housing	1,926.00	2,568.00	0.00
Pastor Annuity	908.00	605.00	0.00
Pastor Life/Disability	97.00	65.00	0.00
Health/Dental Ins	2,835.00	1,710.00	0.00
Travel	0.00	0.00	0.00
Continuing Ed	0.00	200.00	0.00
Social Security Allow	496.00	1,694.00	800.00
Professional Exp	0.00	0.00	0.00
Sabatical Reserve	0.00	0.00	0.00

	<b>2022 Budget Requested</b>	<b>Actual 2022 as of 12/31/2022</b>	<b>2023 Budget Requested</b>
<b>Administration</b>			
Admin Assistant	7,200.00	7,292.00	8,000.00
Social Security Admin	550.80	459.00	612.00
Office Supplies	250.00	0.00	250.00
Computer Internet	1,152.00	1,365.00	1,900.00
Paper	300.00	46.00	300.00
Postage Bulk	0.00	0.00	0.00
Postage Regular	500.00	312.00	400.00
Fundraising Expense	0.00	312.00	0.00
Bank and State Fees	179.00	147.00	179.00
Accounting Review			3,000.00

Total Revenues	141,653.00
Total Expenses	80,982.00
Surplus (Deficit)	60,671.00

	<b>2023 Pledged</b>	<b>2022 Pledged</b>
Fund	64,560.00	74,060.00
General	540.00	1,280.00
Diaconate	120.00	640.00
CE	1,320.00	
Pantry	600.00	
Breakfast	67,140.00	75,980.00

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 65%

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

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (indicate those included during the most recent fiscal year)

Our Church's Wider Mission (OCWM – Basic Support)

One Great Hour of Sharing

Strengthen the Church

Neighbors in Need

Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of the operating budget, what is that percentage? (recommended 10%) 3% of operating budget

What is the church's current indebtedness?

Total amount of loan debt: Zero

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. N/A

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

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.

N/A

Does your church have an endowment? **Yes**

What is the market value of the assets? **\$260,209**

Are funds drawn as needed, regularly, or under certain circumstances? **Annual Scholarships for post secondary education since 1999 and no applicant has been denied a scholarship.**

What is the percentage rate of draw (last year, compared to 5 years ago)? **Scholarships are from Income on Principle**

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: **None**

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

Please comment on the above calculations or estimates:

**Other Assets**

Reserves (savings): **\$14,755**

Investments (other than endowment): **\$**

Does your church have a parsonage? **No**

Describe all buildings owned by the church: **193,168 sq ft Church Building total assessed value \$1,542,600 Land Value \$724,400**

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.*) **Entire Building**

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 there a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?*

Despite a declining membership the church has been able to meet its financial needs as budgeted.

A stewardship campaign happens in October where we ask the congregation to pledge their time, talents and contributions for the upcoming year. The Council then takes those numbers and makes a budget, which is submitted to the Congregation for approval.

A few new ministry initiatives would be a free little library, monthly breakfast, and community pantry.

### 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.

1. Joined the United Church of Christ and changed our name
2. Remodeled our building to address accessibility throughout our building.
3. Expanded our use of technology using social media and also our use of projected bulletins to reduce the need for paper.

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

During the COVID Pandemic we learned new ways to worship and fellowship via Zoom connections, learned how to worship via YouTube on Sunday mornings, and expanded our use of Facebook to include a private group for a stronger sense of community.

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?)*

1. Bring all parties together to hear each perspective
2. Bring it to the attention of the church council for their assistance
3. Contact Conference Office for their guidance
4. Have mediation with a third party IF we are unable to resolve the conflict
5. Pray for guidance

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Abby Wilson	1991-1994	Y
Rev. Bob Loffer (Interim)	1994-1995	Y
Rev. Bob Loffer	1995-1999	Y
Rev. Clarence “Clip” Higgins (Interim)	1999	Y
Rev. Diana Coberly (Interim)	1999-2000	Y
Rev. Thomas Guenther	2000-2005	Y
Rev. Fred Evenson (Interim)	2005-2007	Y
Rev. Melissa Finlaw Draper	2007-2022	Y

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

Our church has a history of mostly positive relationships with our ministerial leadership. There has been some difference of opinion between ministerial and congregation/lay leaders that have always been resolved in an amicable compromise. We have found that we have a great group of lay leadership that works well with ministerial guidance.

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

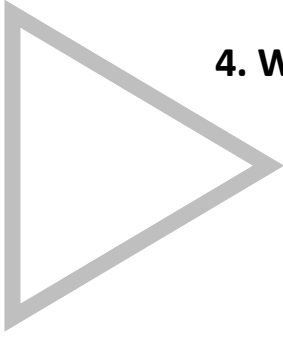
No

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?

*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?*

Because we have a very committed church focused on community hunger and food insecurity issues, we have an active little free pantry and a free community breakfast program. These programs have helped us to connect with church members who help support our church in alternative ways. It is deepening our connection with the community and is giving the church a sense of belonging in the community.

We support our local food banks, meals on wheels, and local needs outreach centers.

Our church is supportive of the five for five contributions that support the missions of the wider church on a global scale.

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

Our church sends delegate representatives to the association and conference gatherings each year. We currently have one voting delegate for General Synod. The majority of our congregation is focused on local church activities.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using

language shared with other UCC congregations. (Find more information as desired at [ucc.org](http://ucc.org).)  
Check any statements below that apply to your UCC faith community.

- |  |  |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A)           | <input type="checkbox"/> Just Peace                            |
| <input type="checkbox"/> Creation Justice                  | <input type="checkbox"/> Global Mission Church                 |
| <input type="checkbox"/> Economic Justice                  | <input type="checkbox"/> Open and Affirming (ONA)              |
| <input type="checkbox"/> Faithful and Welcoming            | <input type="checkbox"/> WISE Congregation for Mental Health   |
| <input type="checkbox"/> God Is Still Speaking (GISS)      | <input type="checkbox"/> Other UCC designations:               |
| <input type="checkbox"/> Border and Immigrant Justice      | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input checked="" type="checkbox"/> 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?

Our church has a desire to work toward many of the statements of witness with the spiritual leadership of the next pastor. Based on feedback from our congregation there is a desire to explore open and affirming and accessible to all designations.

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

Kamp Kaleo is an outdoor ministry that partners with the United Church of Christ and the Christian Church (Disciples of Christ) . This ministry is an important focus for many of our members.

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.

Mission statement:

Northeast United Church of Christ seeks to be an inclusive, loving community of people growing in faith who welcome and embrace people of every walk of life in worshiping and serving God.

We experience God's love through

- worship that inspires people to trust God.
- caring for and supporting each other.
- reaching out to support those beyond our church.
- teaching each other and sharing the good news of God's love in Christ.
- sharing stories of faith from the bible and each other's lives.
- joining with other people of faith in experiencing God's mission.



- giving back to God through sharing with others.

Our main gathering is on Sunday mornings or other activities inside the church. Our Council meets monthly and annual congregational meetings, and as a special session. On a social/service aspect, we went on group trips to see organ music, attended baseball games, participated in Kaleo Family Camp and Cleanup weekends. We strive to follow our Mission Statement and devote a lot of time fulfilling the mission.

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

We expect the pastor to make calls, such as, visiting shut-ins and those in nursing homes or others in the congregation. We would like the pastor to be in contact with other UCC and DoC churches in Lincoln, and other churches/spiritual leaders. This should take no more than 50% of their time on average.

Any expectation of community ministry and work with the wider church will be at the discretion of the Pastor in consultation with the church council.

#### 4b. MISSION InSite

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

We have potential for moderate growth with Lincoln growing to the northeast between 70th to 96th streets.

We have a lower income area with potential for more community outreach.

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?

- a) The church has a congregation that is slightly more homogeneous than that of the surrounding area of the church.
- b) The Northeast, Havelock, Bethany, and University Place all have a slightly more diverse population than the church congregation.

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

We have started a once a month community breakfast and opened a Little Free Pantry to help with the food security in the Northeast Lincoln area. We also support the People's City Mission and Lincoln Area food banks.

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

Busy Church for its size. Community focused.

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

A sense of community and family. Feel connections with other hometown churches.



## 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.”

Susan Shear

Sinda Dux

Tom Gunther

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.

Sinda Dux  
2301 SW 18 St.  
Lincoln NE 68522-1923

May 2022

To Whom It May Concern:

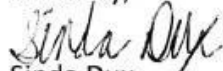
As an often-time visitor and organist to Northeast United Church of Christ, I've been asked to write a reference letter to be included in the church profile. Several areas of discussion were given to me to write about --

Describe areas of strength in this church's ministry: This church provides a much-needed center for the community. The church holds an increasingly-popular Neighborhood Breakfast every few months to become acquainted with neighbors and to acquaint the neighborhood with the fellowship of Northeast Church members.

Describe areas for improvement in this church's ministry: Definitely the music department needs improvement; there are fine singers in the congregation but no one to lead them and the previous minister was not musically knowledgeable. Ministry to young families and singles needs to be vastly improved upon. **An energetic ministry is needed.**

Describe a significant experience you've had of this church's ministry: The first time I came to Northeast UCC as a substitute organist, I could not have been welcomed more warmly. After the worship service, many people came to me with smiles on their faces and hands outstretched, saying they were so glad I was there to provide music. Many complimented me on my music and...at times when I've played there, my organ and piano music has been applauded.

Sincerely,

  
Sinda Dux

May 23, 2022

To Whom it may concern:

I served Northeast for 5 years beginning in the year 2000. During that time, I experienced a variety of strengths for carrying out faithful ministries as followers of Christ. Among the most appreciated strengths was and remains the commitment of the congregation's leaders for designing, planning and carrying out the church's various ministries. During that time not only did the leaders attend worship regularly as did many of the other members of the congregation but there were rarely any absentees from committee meetings. I could always count on them being present participants regarding each other with respect and an openness to new ideas. This resulted in many ministries for the benefit not only of the congregation but of the community beyond. I could cite many examples to support this claim.

You asked me to describe areas of improvement in the church's ministry. I really can't think of any as I was extremely happy during this time. Everything seem to be running smoothly because of the dedication of the people and their support for me and one another. The only area I can think of that might need some improvements would be that of the youth ministry. While I was there it seemed to me that the youth group was a closed group being happy to be with one another without any outreach to others. The adult leadership for the youth seem to be meeting their own needs rather than the needs of the youth in their strategies for youth ministry. The group rarely communicated with me or the rest of the congregation. However, they were a good group of people who cared deeply for the church.

I had an abundance of significant experiences during my ministry at Northeast. I found meaning in what the visual arts committee put together every Sunday in the chancel to communicate and amplify what each season of the church was really about. The organist and the choir provided top-notch music for each service which I found to be inspiring. But as I look back some of the most significant experiences for me occurred while calling on the sick in the hospitals and on those in nursing homes. This is because those and those situations were so appreciative of the call. They expected and look forward to prayer believing in prayer as an integral part of a Christian Life. As I listen to them it was clear to me that sharing their concerns was helpful and supportive. Without exception I would leave knowing that I had engaged in a ministry that was worthwhile and real but even more I left knowing how much each one cared about me.

Overall, I would highly recommend Northeast as a viable place for ministry for any pastor seeking a call to serve as its pastor. There will be challenges of course. Yet any pastor will not be alone in dealing with those challenges as there are many in the congregation who will offer their skills and abilities, their support in partnering with the pastor in engaging ministry.

Thomas Guenther

[TLGuenther@hotmail.com](mailto:TLGuenther@hotmail.com)

Susan Shear

1728 West B St.

Lincoln NE 68522

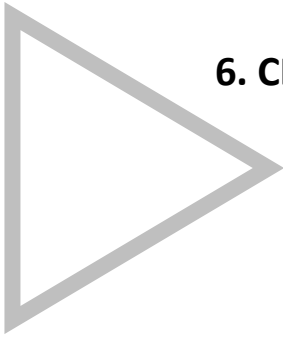
I have been asked to provide a reference letter for Northeast UCC in help with their search for a new pastoral leadership. I am not a member of Northeast UCC but have had several occasions to be involved with the church and their members.

Some of Northeast UCC's strengths are their being open to the community at large. They share/host a Hispanic congregation in their church building; they recently started a Little Pantry for the community to donate/ receive food from; they have hosted Saturday morning breakfasts for the community. They have a committee that pays attention to the details in decorating for the liturgical seasons. They have hosted several Association meetings and have opened their building for several fundraising events that our camp has held. They have a strong group of persons who have held a Labor Day Camping Event at the denomination's camp in Burwell for over 50 years. They are an open and caring community willing to try new things. They have had in the past persons who were very involved with social justice issues such as Bread for the World.

Some improvements to the church's ministry is a difficult question to answer, as I'm not involved with the church and their members on a regular basis and don't see anything that I see that needs improvement but I'm sure there are areas that could be improved upon.

Significant experience that I've had with this church's ministry would be their willingness to open their building to our groups fundraising events, they have hosted many dinners and auctions for Kamp Kaleo in the past. They are also willing to be the host church for our Association meetings. Several years ago their made a significant change to their building with the installation of an elevator which made the building accessible on all levels.

Northeast UCC is a relatively young church in the UCC being started in the 1950's. They are an open and loving congregation. They have had a rich history of calling various ministers throughout their short history and I'm confident that they will continue to grow and flourish into the future.



## 6. CLOSING THOUGHTS

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

### 6a. CLOSING PRAYER

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

#### The Church

A church whose spire  
is not on the building reaching  
skyward  
but in the hearts  
of its people  
reaching out and across  
to all  
of every likeness  
of every difference  
rejoicing with their elations  
grieving with their sufferings



Emulating Christ's outstretched arms  
in affinity for those in need  
nearby and afar  
embracing  
lifting up  
kindred bent down by  
hunger  
pain  
distress

Imbued with  
ever-present  
never-changing  
love of God

Enlightened and guided by the  
history and mystery  
of the scriptures

Comforted and cleansed  
by the forgiveness  
of the resurrected Jesus

The Church  
by its permeating  
extensions of  
compassionate love  
sings out the glory

- Beth Franz
  - Member of Northeast  
United Church of Christ

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## 6b. STATEMENT OF CONSENT


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

As the committee charged with the responsibility for identifying and recommending suitable new ministers 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?  
Search and Call Committee with contributions from the congregation.

2. Additional comments for interpreting the profile:  
Questions may be directed to [ScottPigsley@northeastucc.com](mailto:ScottPigsley@northeastucc.com)

Signed:   
Name / Title / Date:

Name: Scott Pigsley Title: Search and Call Chairperson Date: 12/28/2022
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## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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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:

A handwritten signature in black ink that reads "Rev. Sarah Rentzel Jones". The signature is written in a cursive style.

Name / Title: Rev. Sarah Rentzel Jones

Email: sarah@ucctcm.org

Phone: (808) 631-2444

Date: February 17, 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*