

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who
are
we

Who
is our
neighbor

Who is
God calling
us to
become

?

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

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

United Church of Christ,
Congregational
Clarion, Iowa

[Pastor]

Iowa United Church of Christ

September 25,2023

LOCAL CHURCH PROFILE CONTENTS

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

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

INSTRUCTIONS

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

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

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

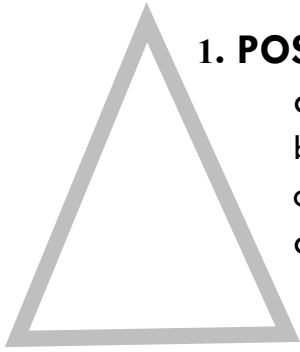
Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings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

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

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

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.

United Church of Christ, Congregational is in the Northwestern Association of the Iowa Conference.



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: United Church of Christ, Congregational

Street address: 121 3rd Avenue, NW, Clarion, Iowa

Supplemental web links:

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

Conference: Iowa United Church of Christ

Association:

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

Jane Estrada, Search & Call Administrative Specialist

Ph: 605-338-8738

Email: jane@ucctcm.org

Summary Ministry Description:

We are a smaller congregation that is seeking leadership. We are losing are older members due to death and we need younger and new member to continue the growth/survival of our church.

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*): We are a smaller community that has a great school system, great hospital and the people are very friendly and are willing to help a neighbor in need.

Current size of membership:
150 Members

Languages used in ministry (*other than English*):

Position Title: Minister to share with another church/congregation

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

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

Compensation Level (*choose one, delete the other options listed*):

Full Time Preference would be a full time pastor serving 2 congregations, sharing buildings and church service.

½ Time

Does the total support package meet conference compensation guidelines? yes

1b. SCOPE OF WORK

We are looking at a Half time Pastoral Position (20-25 hours weekly/ 5-6 units)

Preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, preaching offering of prayers and etc.

Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them.

Pastoral care in collaboration with lay people (at least to those who are sick, elderly or grieving)

Participate in wider church activities such as conference and association and local community meetings as time permits.

Administration, phone calls & emails

Energizing and deepening spiritual connections and faith understandings of others in all they do.

Counseling, weddings, funerals and other pastoral concerns

Core Competencies: *Organized, caring, time conscious, sociable, accepts ecumenical or non-demonational as a way for small rural community churches to survive. We want to be able to work with pastor to make decisions & they need strong conflict resolution skills.*

1c. COMPENSATION AND SUPPORT

Salary Basis *Since we primarily are looking at a part-time package which is based on the minister's time commitments in terms of "units". Good communication are key to this package:* A half-time position would average 6 units/week over the course of year with the salary and benefits should be calculated at 50% of a full-time ministry package. We will consider a base salary for half-time at: \$24,000. We will be open for discussion on this amount.

Benefits (*choose one*):

Salary plus Benefits: We will be open for discussion on the benefits:

Pension/Annuity

Health, Dental & Vision Insurance

Social security Offset

Life & Disability Insurance

Worker's Compensation

What is the expected living situation for your next minister: Open for discussion, we do have a parsonage that is located right next door.

Comment on the residential/commuting expectations for your next minister: Open for discussion, we do realize that if we share a pastor we might be responsible for mileage.

State any incentives: Open for discussion on incentives. We are willing to discuss having 5th Sundays (that aren't Easter or Christmas) as weekends off. We are also willing to discuss payments to pastors's educational debt.

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

We do have a ministerial association in our town also besides the conference.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: For the past 11 years we have had a pastor ½ time and worked fine for our church. Previously we have had a minister that taught High school classes

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. Sharing with another congregation that has similar orders of service

and preaches from the bible and relate to our needs in this day and age. Willing to explore a way to encourage new membership and willing to explore options with a growing Hispanic population in our community. We are open to new ideas and looking for someone to support our community

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls. All of the goals listed above will help us to be a stronger congregation showing Gods love.

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

If we want to explore some relationships with Hispanic community, speaking Spanish would be helpful.

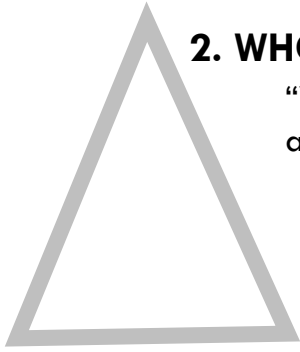
Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's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

Strengthening inter and intra personal assets

Caring for all creation

Exhibiting a spiritual foundation and ongoing spiritual practice

Nurturing UCC Identity



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?

We need to visit small church congregations and see how they are surviving in this day/age.

Need to do something fun to draw members in...Example would be like a dinner, movie at the local theater..

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

We have not developed a multi-year strategic plan or vision statement. It would be a great process to go through.

We started several years ago to share a pastor including a full compensation package with the Presbyterian Church. We then went to sharing summer services outside in the park, next we shared some special services. This past year we shared buildings by alternating from one church building to the other. It is an excellent way to help both aging congregations survive. A small, but controlling group of older Presbyterian church members voted not to continue this agreement. This has caused problems in that church, which they are currently sorting out who they are and how they wish to proceed. We need to continue our own journey attempting to find someone to share a full time pastor and services which may still include the Presbyterians if they decide to proceed in that direction in the future.



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.

An awesome loving God who is there for us all of the time regardless of what is going on in our lives, community and world. A forgiving God regardless of how bad we screw up

Describe several strengths or positive qualities of your congregation.

We have strong boards and committees. Willingness to work together, accepting and encouraging to new members. Our congregation is friendly, we have a choir, choir director and pianist that love music & beautiful setting in the church with a large stained glass window.

Describe what worship is like when your congregation gathers.

A warm, open, inclusive feeling with God's presence. Baptisms have involved the family, extended family and the whole congregation. Our past minister would ask a question and the congregation would respond and all answers were accepted

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

A current educational program is lacking. Sharing with another congregation may allow more access to youth and teachers

Describe how your congregation is organized for ministry and mission.

- When it comes to decision-making, how many hours are spent in meetings per month?
Our main boards try to meet monthly for approximately one hour. The other boards will try and meet quarterly.
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished? We make phone calls, emails, texting to schedule emergency meetings
- Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church’s activity and governance? [Yes/No] Yes... see attached

3b. 11-YEAR REPORT

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

See attached

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	95	Yes
Number of active non-members:	10	Yes
Total of church participants (sum of the numbers above):	105	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:	80.00%	Yes
Less than 10, more than 5 years:	15.00%	Yes
Less than 5 years:	5.00%	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>
4	2	4	3	7	4	16	38	27	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	7.00%	Yes
Households with minors:	6.00%	Yes
Single adults age 35-65:	4.00%	Yes
Joint households with no minors:	24.00%	Yes
Single adults over 65:	59.00%	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	100.00%	Yes
College:	50.00%	Yes
Graduate School:	20.00%	Yes
Specialty Training:	30.00%	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:	32.00%	Yes

Adults who are retired:	65.00%	Yes
Adults who are not fully employed:	3.00%	Yes

Describe the range of occupations of working adults in the congregation: We are mostly a retired congregation with a hand full working/younger adults

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? We are open to mixed ethnic heritages.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:

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	Young adult group	The pastor lead until leaving and they meet on their own
Baptisms <i>(number last year)</i>	2	
Children’s Groups or Classes	0	
Christmas Eve and Easter Worship	75	
Church-wide Meals	2 times a year	Meals on Wheels in our community
Choirs and Music Groups	15 members	Meet 2 to 3 times a month
Church-based Bible Study	1	Joint with sharing church
Communion <i>(served how often?)</i>	Monthly	
Community Meals	1	Bazaar
Confirmation <i>(number confirmed last year)</i>	0	
Drama or Dance Program	0	

Funerals (<i>number last year</i>)	2	
Intergenerational Groups		
Outdoor Worship		
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	2	
Worship (time slot: _____)	09:00:00 AM	Now.. open for discussion
Worship (time slot: _____)		
Young Adult Groups or Classes	1	Beer & Bible group (Young adults/families)
Youth Groups or Classes		
Other		

Additional comments:

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Shirley Martinson				Retired pastor

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 staffperson serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Secretary		Part time	Church council	34 years
Custodian		Part time	Church council	12 years
Organist/ Choir Director		Part time for both	Church council	45 & 34 years

REFLECTION

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

We work together to make and keep our church growing. Our boards and church members volunteer and help.

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year) 2022

Source	Amount
Annual Offerings and Pledged Giving	\$108,502.00
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$
Fundraising Events 150 th Anniversary meal	\$2,740.00
Gifts Designated for a Specific Purpose	\$
Grants	\$
Rentals of Church Building	\$
Rentals of Church Parsonage	\$5,175.00
Support from Related Organizations (<i>e.g. Women's Group</i>) <i>Women Fellowship</i>	\$2,400.00
Transfers from Special Accounts	\$18,500.00
Other (specify): Initial, Plate & Non-member Donations	\$120.00
Other (specify):	\$
TOTAL	\$137,437.00

Current annual expenses (dollars budgeted for most recent fiscal year): \$117,394

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

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

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 operating budget, what is that percentage? (recommended 10%) A line item in the Annual budget

What is the church’s current indebtedness? None

Total amount of loan debt:

Reason for debt:

Are capital and other payments current?

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

If the church has had capital campaigns in the last ten years, describe: NONE

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

If a capital campaign is underway or anticipated, describe: NONE

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

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

Does your church have an endowment? No

What is the market value of the assets? Church building \$ 519,000
Parsonage \$125,000

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

Savings, checking, CD or Investment account

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

Withdrew from Investment account for Repairs only.... Didn't use for operating expenses

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: NO

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

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$9500

Investments (other than endowment): \$36,175

Does your church have a parsonage? Yes

Fair market rental value of the parsonage: \$750 to \$900 per month

How is the parsonage used? Currently rented to assist with budget

Street / City / State / Zip: 115 3rd Ave NW /Clarion/Iowa/ 50525

Finished square footage: 1744 sq ft
Number of Bedrooms, Number of Bathrooms: 3 bedrooms, 1 ½ bathrooms
Assessed real estate value:97,700
Available for minister residence: Y/N available if needed
Expected minister residence: Y/N available if needed
Condition of structure, systems and appliances Good condition
Entity in the church responsible for review and needed repairs
Board of Trustees

Describe all buildings owned by the church:

Church building & parsonage

Describe non-owned buildings or space used or rented by the church:

N/A

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) *Worship space, fellowship space and bathrooms... we have an elevator. The pulpit is not accessible for a wheelchair at this time.*

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

A major budget change was 11 years ago when we shared the pastor & benefits with the Presbyterian church. We give monthly to OCWM as in a line item in our budget, OGHS, Neighbors in Need and the Christmas fund.

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. All the stained glass windows have been re-done. A new 50 year metal roof installed. The majority of these 2 projects were funded by a retired judge who loved and supported our church. Many, many years ago there was a fire in the church which required a rebuild. We have gone with several pastoral searches

Describe a specific change your church has managed in the recent past. We recently celebrated 150 years as a congregation.

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement....” Describe your congregation’s values and practices when it comes to conflict.

We have attempted to share a pastor and services with the local Presbyterian Church. We feel we were open and welcoming of this and would continue to do this to survive and serve our God. Our church has always been able to use boards and committees, special congregational meetings with an open discussion to resolve our conflicts.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Bill Kem	11 years	Y
Jeff White	2 years	Y
Curt Minor	11 years	Y
Fred Lohman	5 years	Y

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership: We work well with the pastor & ask input on church committees.

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

Y/N/Ask us NO

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us NO

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

Y/N/Ask us 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?

Our choir has a good following from other denonations and the community. We have in the past a few non-members join our choir on special occasions.

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

We have very good boards that work together with the membership and the community. We are very diverse when it comes to the boards.

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

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

- | | |
|--|--|
| <input checked="" type="checkbox"/> Accessible to All (A2A) | <input checked="" type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input checked="" type="checkbox"/> Open and Affirming (ONA) |
| <input checked="" type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input checked="" 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 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?

Describe your congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional). High school baccalaureate, Back pack program through the Elementary school, Meals from the Heartland, Meals on Wheels with the hospital, Ecumenical Bible school every summer, Ministerial Association in Clarion, Iowa.

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. We covenant one with another to seek and respond to the Word and the will of God. We purpose to walk together in the ways of the Lord, made known and to be made known to us. We hold it to be the mission of the church to witness to the gospel of Jesus Christ in all the world, while worshiping God, and striving for truth, justice and peace. As did your fore bearers, we depend on the Holy Spirit to lead and empower us. We pray for the coming of the Kingdom of God and we look with faith toward the triumph of righteousness and eternal life.

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?

More than one of our former pastors became known in our community as one that is available to help those in need, provide funeral services and weddings for the unchurched.

4b. MISSION InSite

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

How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

We are not recognizing the increase in the Hispanic population in our community. We are primarily an aging caucasian community.

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

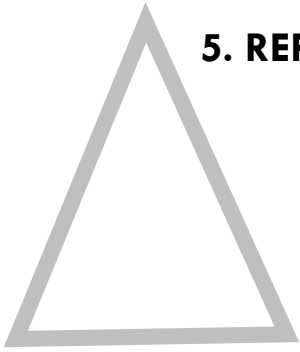
Our community has more individuals coming into the community that do not have English as their first language.

What do you hear when you talk to community leaders and ask them what your church is known for? Have not had any feedback on this, perhaps we have not been listening

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

Interest and inclusion by our members

Most of the new members say that we are a very welcoming congregation. We try to reach out to new people that come to our services. We also try to offer our hearts to all that come to our service.



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

Name L Kevin Kakacek, UPC contact, Phone: 515-851-0848

REFERENCE 2

Name: Grant & Nicole Woodley, Members of the Ministerial Association, Phone: 505-986-2678

REFERENCE 3

Name: Dan & Lynn Odland, friends of the congregation, Phone: 515-293-0284

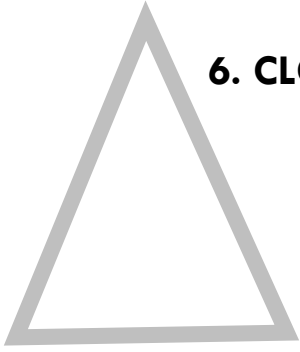
PROMPTS FOR REFERENCES

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:

This process has forced our committee to do some soul searching. We feel that we should go thru this about every 10 years. We have had a lot of good discussion while updated our profile and putting our thoughts down on paper. We as a committee have come up with new ideas about our service to God and his people. We would like to have a minister with some music in their back ground and bring new ideas to our congregation. We are not afraid to try new ideas, maybe we need to change our focus on what we want. We realize that new/fresh ideas will help keep our congregation alive in the long run.

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? *Search committee and church members.*
2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature: *Jonna Jensen*

Name / Title: Rev. Jonna Jensen, Associate Conference Minister

Email: jonna@ucctcm.org

Phone: (563) 357-7287

Date:

**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