

THE FOLLOWING CHANGES WERE REQUESTED FOR THIS CHURCH POSITION TO ENTER CIRCULATION:

☒ Ready for publication

Name of Church

Congregational UCC

Address

PO Box 389
Clarion, IA 50525

Conference:

Iowa

Association:

Northwestern

Title

Settled Pastor

Start Date

Dec 1, 2025

Description

We are joining in mission with the ELCA congregation across the street, and seek to call a shared minister to guide us in future ministry.
Here is a link to a video highlighting our churches - First Lutheran Church & United Church of Christ | Clarion, Iowa – Welcoming All

Church Contact Information

(515) 532-2269 (Church Primary Phone)

ucc@wmtel.net (Church Email)

Listing Information

Web Presences

<https://www.youtube.com/watch?v=xoyL-xMY9HY>

Type: Other

Additional Formal Ecumenical Affiliations

First Lutheran Church, ELCA

UCC Conference or Association Staff Contact Person

Name:

Kendy Miller

Title:

No response

Phone:

515669-5243

Email:

kendy@ucctcm.org



Summary Ministry Description

The United Church of Christ, Congregational of Clarion, Iowa, along with First Lutheran Church, Clarion, is looking for a minister to serve the churches and the community. A half-time position at each church equals a full-time call. Our innovative sharing agreement includes only one service each Sunday. As active congregations, we are looking for someone who is ready to shepherd an excited flock and help facilitate the good work already in motion.

Church pictures

What we value about living in our area.

Clarion, Iowa, is a welcoming community known for its friendly residents, strong community spirit, and active participation in local life. The town offers a well-regarded school system, the best hospital in the county, and a variety of local employment opportunities. Our community values fellowship, service, and supporting one another. We invite a compassionate, dedicated pastor to join us, to help strengthen our spiritual life and be a part of the ongoing growth of our community.

Current size of membership

150

Average in person attendance

60

Does your church hold virtual worship services?

No

Languages used in ministry

English

Position Title

Settled Pastor

Position Duration

Settled

Compensation Level

Full Time

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines

[Download compensation guidelines](#)

Scope of Work

Some fields reference The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ .

The United Church of Christ recognizes *The Marks of Faithful and Effective Authorized Ministers* in the formation of ministers, in the practice of active ministry, and throughout life. For the purposes of completing a denominational Profile, ministers are asked to spend some time with the *Marks*.

The Scope of Work developed by our church using the Call Agreement Workbook.

No response

3 core competencies that we imagine could be foundational in our next minister's relationship with the church.

First:

- Leading and preparing Sunday worship services, including scripture study, crafting liturgy and bulletins, sermon development, and guiding/recruiting lay liturgists. Responsibilities also include preaching, leading prayer, and fostering spiritual engagement.

Second:

- Promoting faith formation and community vitality through prayer, Bible studies, service opportunities, and resource identification—encouraging laypersons to participate actively in their spiritual growth.

Third:

- Providing pastoral care in collaboration with lay volunteers, especially for those who are ill, elderly, or grieving, ensuring compassionate support.
- Engaging in wider church activities through the Conference and Association, as well as participating in local community meetings and initiatives.
- Managing administrative tasks, including phone calls and emails, to support church operations.
- Inspiring others to deepen their spiritual connections and understanding of faith in all aspects of life.
- Offering pastoral ministries such as counseling, officiating weddings and funerals, and addressing other pastoral needs with sensitivity and care.

Compensation and Support

The salary basis comes from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/ Housing Allowance. The Conference can assist in determining these amounts or provide a worksheet to be used to calculate these values.

SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED	AMOUNT OR PERCENTAGE(IF DETERMINED)	IS THIS NEGOTIABLE	PASTORAL CANDIDATE DETERMINES
Salary (Cash basis determined from Conference/ Association Guidelines)	52026	☒	☐
Housing Allowance	15607	☒	☐
Any Experiential Difference (Related to years of experience)	0	☒	☐
Salary Basis: 67633			
Pension/Annuity	7283	☐	☐
Social Security and Medicare Offset	5202	☐	☐
Medical/Dental Insurance	20811	☐	☐
Life Insurance	0	☐	☐
Disability Insurance	0	☐	☐
Worker's Compensation	0	☐	☐

If needed, please comment further on your church's salary and benefits for the minister.

Salary and benefits will be shared 50/50 between the two churches for a total of \$100,000.00+ total compensation

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 pastor's educational debt.

The expected living situation for our next minister.

Parsonage

If a parsonage is provided, will the church offer a home equity allowance to the pastor? (The recommended guidelines for a home equity allowance is equal to 1.5% of the average home value in the community; this is considered taxable to the minister. The Housing Equity Offset should not be calculated into the Salary Basis upon which other Benefits are determined. Churches should consult a tax advisor prior to establishing any account for an equity allowance to ensure compliance with IRS rules on nonqualified deferred compensation plans.)

No

No response

How our church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment.

No response

Additional reimbursements the next Pastor can expect to receive as part of their employment:

Reimbursement for use of personal vehicle.

Cell Phone and/or Internet.

Conference and/or Association meeting registrations

Other meeting registrations (or educational requirement registrations).

Criminal background checks.

Community of Practice Participation.

Peer and professional supports available for ministers in our association/conferences.

Communities of Practice, ecumenical clergy gatherings, Association and Conference support

Who Is God Calling to Minister with Us?

The ministry goals we envision our next minister collaborating with the congregation to achieve.

We welcome collaboration with another congregation that shares similar worship styles, emphasizing preaching the gospel with relevance to contemporary life. We are eager to explore ways to attract new members and actively seek to engage with the growing Hispanic population in our community. Open to new ideas and initiatives, we are seeking a leader who is passionate about supporting and nurturing our community's spiritual and cultural growth. We are currently working with the Lutheran church across the street from our location. This has been working well for both churches. We have been enjoying having a larger crowd on Sundays having both churches worshipping together.

How our vision of the minister we 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 to our community.

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

Wanting to explore some relationships with Hispanic community, speaking Spanish would be helpful.

Based on what we have learned about who our church is, who our church's neighbor is, and who God is calling the church to become, these are four areas of excellence from The Marks of Faithful & Effective Authorized Ministry that our 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

Ongoing spiritual practice Nurturing UCC Identity

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 God is calling us to become as a congregation.

At this point in time God seems to be calling us to be open to sharing across denominational lines and forge new paths together. We are interested in learning from other congregations who have begun this kind of sharing agreement. We are currently sharing with the Lutheran Church that set's across the street from our Church.

How God is calling us to reach out to address the emerging challenges and opportunities of our community and congregation.

We have taken the trailblazing steps to combine for worship with First Lutheran across the street to bolster each congregation. Both churches have a long, storied history in Clarion. Although we have different traditions, our goal is the same: to worship God and to serve our community as Christians.

Trailblazing? Yes. We are different denominations, taking a different approach to ministry sharing. Instead of the traditional practice of a traveling pastor, we are traveling congregations. We worship in a rotating fashion, alternating church buildings weekly. Instead of two smaller services, we join for one service, providing a broader sense of community, more voices singing and more friends at fellowship coffee. Each church celebrates its traditions and history on the Sundays in its church building.

We are blessed to have leadership in both congregations who are willing to try new things to strengthen our churches and to increase our relevancy in the community; to minister to our residents; to follow the teachings of Christ to serve others and care for them just as he loves and cares for us.

The rural church as we have known it in the 20th century is facing a growing challenge. We are committed to being adaptable as we embrace multiple styles of worship as a congregation.

Congregation Reflections

We would describe our congregation's life of faith as...

Our congregation's life of faith is centered on a magnificent and loving God who is always present with us, regardless of what's happening in our lives, community, or the world. We believe in a forgiving God whose grace is available to everyone, no matter how many mistakes we make or how deeply we stumble. This unwavering trust in God's presence and grace guides us daily and shapes our journey of faith together.

Strengths or positive qualities of our congregation.

Our congregation's strengths include strong boards and committees that demonstrate a genuine willingness to work collaboratively. We are welcoming and supportive of new members, creating an inclusive environment where everyone feels valued. Our friendly, caring atmosphere is complemented by a vibrant music ministry, led by a dedicated choir, choir director, and pianist who love praising God through music. Additionally, we are blessed with a beautiful worship space, highlighted by a large stained glass window that inspires awe and reverence. These qualities help us grow in faith and community together. We are currently involved with the Lutheran church that is across the street from ours. We meet in one church one week and in the other church the next week. This has been working out very good for both churches. The Sunday attendance is great once we combined services.

A growing edge for our congregation and what we plan to strengthen as a congregation

We would like to strengthen our Christian Education programs and work on a vision for the future. With the Lutheran Church and the Congregational church we now have a larger group of kids for the education programs. We also have a Bible study group that meets every week with both churches.

What worship is like when our congregation gathers.

When our congregation gathers for worship, it is a warm, open, and inclusive experience characterized by a sense of God's loving presence. Worship often feels welcoming and participatory, with the entire congregation involved. For special occasions like baptisms, families, extended family members, and the whole congregation come together to celebrate. At these times we value a responsive worship style, asking questions that invites everyone's participation creating a sense of community and shared faith. We also enjoy meaningful worship alongside our Lutheran friends, enriching our spiritual experience and fostering fellowship across denominations.

The educational program/faith formation vision of our church.

Our current educational program is limited, and we recognize the need to expand and deepen our faith formation opportunities. We believe that partnering with another congregation may provide greater access to youth and resources, including dedicated teachers and engaging programs. Our hope is to develop a vibrant, inclusive faith formation effort that nurtures all ages, encourages spiritual growth, and fosters a lifelong journey of learning and service within our community.

How our congregation is organized for ministry and mission.

Our congregation is organized to serve both ministry and mission through a structured yet flexible governance system. Our main boards typically meet monthly for about one hour, with other committees convening quarterly to coordinate specific ministries and initiatives.

We are also prepared to provide our next minister with key documents such as our organizational structure, bylaws, and annual report, which are attached, to give a clear overview of how our church functions and the patterns of our activity and governance. With the combination of the Lutheran church and Congregational church joining forces. We can have a bigger footprint for the ministry and mission for both churches.

When it comes to decision-making, 1 hour is spent in meetings per month.**Is the pastor expected to attend all church meetings?**

Yes

In times when action had to be taken quickly, for example when a crisis or disaster occurred. These were the key leaders in taking this action and this was accomplished by...

In times of crisis or urgent need, we act swiftly by making phone calls, sending emails, and using texts to schedule emergency meetings and respond effectively.

A copy of an organization structure, by laws and/or annual report to further explain the patterns of the church's activity and governance

[Clarion Bylaws Space Holder.docx](#)

11-Year Report

Download a copy of the 11-Year Report developed with the help of our conference staff and UCC Data Hub.

[Download 11-Year Report](#)

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	95
NUMBER OF ACTIVE NON-MEMBERS:	10
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	105

ARE THESE NUMBERS ESTIMATES?

No

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	75%
LESS THAN 10, MORE THAN 5 YEARS:	20%
LESS THAN 5 YEARS:	5%

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	3
12-17	1
18-24	0
25-34	6
35-44	4
45-54	7
55-64	16
65-74	33
75+	30

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	0%
HOUSEHOLDS WITH MINORS:	13%
SINGLE ADULTS AGE 35-65:	1%
JOINT HOUSEHOLDS WITH NO MINORS:	26%
SINGLE ADULTS OVER 65:	60%

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	50%
COLLEGE:	40%
GRADUATE SCHOOL:	7%
SPECIALTY TRAINING:	3%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	32%
ADULTS WHO ARE RETIRED:	65%
ADULTS WHO ARE NOT FULLY EMPLOYED:	3%

ARE THESE NUMBERS ESTIMATES?

No

The range of occupations of working adults in the congregation:

We are mostly a congregation of retirees with a handful of working adults. Teachers, farmers, and ag related occupations are common.

The mix of ethnic heritages in our congregation, and the overall racial make-up.

We are a primarily white congregation.

What diversity means in our context?

While we are mono-cultural, we are interested in welcoming people from other cultures.

Has our congregation recently had a conversation about welcoming diversity, or do we plan to hold one on the near future

No

Participation and Staffing

Participation and Planning of Gatherings

WAYS OF CHURCH GATHERING	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
Adult Groups or Classes (in person or online)	6	member
Baptisms (number last year)	4	Pastor
Children's Groups or Classes	4	CE/pastor
Christmas Eve and Easter Worship	75	Pastor
Choirs and Music Groups	9	member/staff
Communion (served how often?)	1	monthly pastor
Community Meals	200	members
Confirmation (number confirmed last year)	0	pastor
Funerals (number last year)	1	pastor
Prayer or Meditation Groups	6	member
Worship (digital / online / livestream)	25	members

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
9 am	45	members/staff

Additional comments:

No response

List of all members or regular participants in our congregation who are ordained or commissioned ministers, or who hold Lay Ministerial Standing. Additionally the names of Members in Discernment in our congregation.

NAME	THREE-WAY OR FOUR-WAY COVENANT	MINISTRY SETTING	TYPE OF MINISTRY ROLE	RETIRED
Shirley Martinsen	none	N/A	N/A	

Previous pastors or retired ministers who currently hold membership in the church and their role(s) in the life of the congregation:

No response

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Administrative Assistant	Church council	part	Church council	35 years
Organist/Pianist	Church council	part	church council	45 years
Custodian	Church council	part	church council	14 years
Choir director	Church council	part	church council	37 years

Reflection: What this information reflect about our congregation's overall ministry:

Our insight is that we have experience and wisdom to share. A pastor would have an easy transition as we are open to change.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	108500
Fundraising Events	2740
Gifts Designated for a Specific Purpose	1000
Rentals of Church Parsonage	6500
Support from Related Organizations (e.g. Women's Group)	2400

Current annual expenses (dollars budgeted for most recent fiscal year):

117394

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.

No response

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

40

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
- Neighbors in Need
- Christmas Fund

In what way is OCWM (Basic Support) gathered?

It is a line item in the annual budget.

If calculated as a percentage of operating budget, this is the percentage?

10

Total amount of loan debt:

No response

Reason for debt:

No response

Are capital and other payments current?

Yes

Capital Campaigns

Description of any building programs projected or underway.

No response

Pictures



Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

Description of any capital campaigns underway or anticipated:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

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

No response

Does your church have an endowment?

No

Other Assets

No response

Reserves (savings):

50000

Investments (other than endowment):

30000

Does the church have a parsonage?

Yes

Fair market rental value of the parsonage:

725

How is the parsonage used?

rented currently

Street

115 3rd Av. NW

City

Clarion

State

IA

Zip

50525

Finished square footage:

2600

Number of Bedrooms:

3

Number of Bathrooms:

3

Assessed real estate value:

129600

Available for minister residence?

Yes

Expected minister residence?

No

Condition of structure, systems and appliances

great. Updated.

Entity in the church responsible for review and needed repairs

Trustees

Parsonage pictures

Description of all buildings owned by the church:

Church building and parsonage.

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

No response

Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance
Accessible parking spaces
Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps)
Access to worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aids
Access to child care spaces for wheelchair users and people with other mobility aids
Listening devices in the sanctuary, or wireless technology to connect to hearing aids
Large print bulletins
Wheelchair access in bathrooms
Handrails on all stairs
Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)

Curb cuts
Accessible bathroom on each floor
Wheelchair areas in sanctuary (other than "front or back")

Which spaces are accessible to wheelchairs:

The whole building is accessible to wheelchair users.

Policies regarding financial practices of the church:

We follow best practices for handling our finances. Two separate counters. The financial secretary makes deposits and the treasurer pays the bills.

Reflection: After reviewing the church's finances and assets described above, what this information reflects about our congregation's mission and ministry:

We're financially sound and are willing to help people in need.

Historical Information

Significant happenings in the history of our church that have shaped the identity of our congregation.

Our 150th Anniversary celebration where we celebrated our church's history. And we installed a 50 year metal roof indicating that we plan to be around awhile. We have also refurbished our stained glass windows which we are proud of.

A specific change our church has managed in the recent past.

This is our third year sharing in worship with the Lutherans. Although this isn't new for us as we have shared with other denominations along our journey. PC(USA) and ELCA.

Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement....". These are our congregation's values and practices when it comes to conflict.

We rely on our boards and committees to navigate conflict. We are a healthy congregation and rarely have major conflicts.

The most recent major conflict through which our church has navigated.

We entered into a sharing agreement with the local PC(USA) in good faith and they backed out leaving us with hurt feelings and frustrations.

Ministerial History:

Name: Bill Kern

Years of service: 11

UCC Standing

Name: Jeff White

Years of service: 2

UCC Standing

Name: Curt Minor

Years of service: 11

UCC Standing

Name: Fred Lohman

Years of service: 5

UCC Standing

What our church has learned about itself and its relationship with people who provided ministerial leadership.

We work well with the pastor who serves us, following their lead. We feel we are supportive of our pastors and appreciate their craft of ministry.

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

Has a previous minister been a contributor to conflict following their tenure as pastor?

No

Community Vision

How the relationships and activities of our congregation extend outward in service and advocacy.

We include non-members in our choir for regular worship and special occasions. Some of our members have volunteered at Pilgrim Heights camp, and many of our members volunteer in the wider community - at the hospital, serving on various boards, etc. We support Joel Rodrigues, a missionary, through financial donations.

Our congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ.

We haven't participated in wider church ministries recently, but we are open to it. We do ask that our pastor attend annual meetings and Association gatherings.

How our church engages with the community organizing movements in our community.

N/A

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, through Just World Covenants or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.

None.

What the above statement(s) mean(s) to our community. How our congregation plans to work toward the above statements of witness in the future.

No not at this time.

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

We have a lot of experience working with other denominations and congregations. Meals from the Heartland, ecumenical VBS, ecumenical pastors group, Meals on Wheels, Gift of Giving, and we helped with the backpack program while it was going.

How our mission statement compares to the actual time spent engaging in different activities.

To witness to the gospel of Jesus Christ in all the world, while worshiping God, and striving for truth, justice and peace.
We are active in the community representing Christ's love wherever we go.

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

Our pastors have become known in the community for caring for the unchurched. (funerals, weddings, counseling, etc.)

The ARDA or MissionInsite Reflection

ARDA/MI File

No response

From looking at our congregation's The ARDA or MissionInsite report, these trends and opportunities are what stood out to us.

No response

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

We are not recognizing the growing hispanic community and remain a largely white congregation.

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

We haven't noticed any significant change.

What we hear when we talk to community leaders and ask them what our church is known for.

Our pastors care for those in need who don't have a church home.

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

Most of our new members feel welcomed. We try to offer our hearts to all who come to our services.

References

None contacted yet

Closing Prayer

Gracious and loving God, we give thanks for the life of this congregation— for the saints who have gone before, for the people who gather today, and for the hope that calls us forward.

As we seek a new pastor to walk with us, open our eyes to see as You see, our hearts to love as You love, and our spirits to follow where You lead.

Bless those who read these words, that they may discern with wisdom and joy.

Into Your hands we place this search, trusting that You will provide what we need for the days ahead.

In the name of Jesus, who calls us all into ministry, we pray. Amen.

Statement of Consent

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.

The Search Committee

2. Additional comments for interpreting the profile:

This process has forced our committee to do some soul-searching. We feel that we should go through this about every ten years. We have had a lot of good discussions while updating 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 God's people. We are not afraid to try new ideas, we have realized we might need to shift our focus from time to time.