

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

St. John's United Church of Christ

Ackley, IA

Pastor

Iowa Conference
September 17th, 2023

LOCAL CHURCH PROFILE CONTENTS

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

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

INSTRUCTIONS

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

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

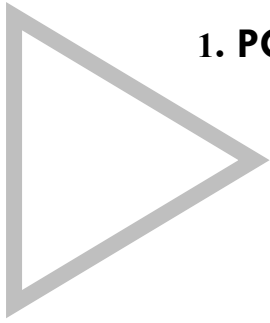
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years.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

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

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

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

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



1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: **St. John's United Church of Christ**

Street address: **716 3rd Ave. Ackley, IA 50601**

Supplemental web links: [stjohnsackley@gmail.com\(email\)](mailto:stjohnsackley@gmail.com) website- stjohnsuccackley.com

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

Conference: **Iowa**

Association: **Northeast Association**

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

Jonna Jensen

Designated Conference Minister for the Iowa, Nebraska, and South Dakota Conferences

2421 Grahn St. in Burlington, IA 52601

jonna@ucctcm.org

563-357-7287

Summary Ministry Description:

St. John's has a strong ministry with many active members, and we set goals to grow and continue to serve our members, practice outreach to the community of Ackley, as well as assist during catastrophes in the United States and globally. We need a strong leader to increase our membership and keep our values intact, to practice and preach the gospel of Jesus Christ.

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):

**City services are supported. Good area school system, grade and high school.
Community support via fundraisers.**

Current size of membership: **326**

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

Position Title: **Pastor**

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

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

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

Full Time

Does the total support package meet conference compensation guidelines? **No**

1b. SCOPE OF WORK

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

Core Competencies:

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

They should be an effective preacher/leader.

They should be effective in planning and leading worship.

They should be a helpful counselor.

1c. COMPENSATION AND SUPPORT

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

Benefits (*choose one*):

Salary plus Benefits

Salary includes Optional Benefits

No Benefits

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

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

The pastor must be able to travel to hospitals in Iowa where members are recovering, doing the communion at Grand JiVante nursing home and traveling to member homes in the area.

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

The church would be able to look at incentives like student loan reduction if applicable. Each year as our pastor, the salary and benefits are reviewed by the Church Council.

Describe peer and professional supports available for ministers in your association/conference:
Ackley Ministerial Association and the NE Association pastors

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

The job as pastor comes first but that person would be more than welcome to look for a second job if necessary.

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. **St .John's wants a pastor who would help us grow and continue to serve our members. They would also be available to visit members in the nursing home, at hospitals and at home when appropriate. They would use the Bible exclusively and use it to enhance their sermons with the present-day lessons.**

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

The pastor is expected to participate in the local ministerial association and collaborate with area pastors. The pastor should participate and demonstrate leadership in community events, such as community church services and the local high school baccalaureate.

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

English well spoken. Congregation speaks English.

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

They would work regularly at bringing new members into the church.

They are a caring and compassionate person, sensitive to others needs.

They would be effective in working with youth.

They would make pastoral calls on members in hospitals and nursing homes and those confined to their homes.



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 continue to welcome anyone who wants to attend.

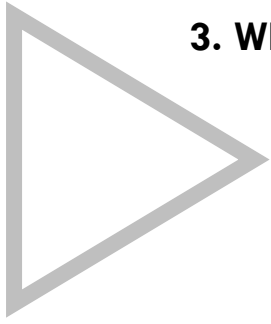
We continue to follow Jesus Christ and the teachings of the Bible.

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?

1) Grand JiVante (our nursing home in town). They planned to move out of Ackley and we and other churches as well as residents fought to have them stay in Ackley. The result was, they stayed and are doing very well. We help support them by having communion once a month along with other churches in town and in other ways.

2) When COVID hit, we updated our church technology and increased our social media presence. We stream our services each week, created a new church website and keep our Facebook page updated with church events and pictures.



3. WHO ARE WE NOW?

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

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

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

The avowed purpose of this church shall be to worship God, to preach the gospel of Jesus Christ, and to celebrate the sacraments; to realize Christian fellowship and unity within this church and the church universal; to render loving service toward humankind; and to strive for righteousness, justice, and peace.

Describe several strengths or positive qualities of your congregation.

A gathering place for the Ackley community.

Accepting anyone.

Open and casual.

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 takes place in the sanctuary of the church, and it is based on the teachings of the Bible. The last baptism consisted of the pastor baptizing the baby, with the parents and/or grandparents & friends joining him, and then he would walk with the baby down the aisle and back. The congregation also pledged to help the parents and baby in their spiritual walk.

Good preaching consists of teaching from the Bible and making the sermons relate to our modern life, encouraging everyone to be more like Christ every day.

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 welcome all youth leadership. At Christmas Eve and Easter, the youth lead a service. We have confirmation leadership, and the youth can help.

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?

We hold congregational meetings when we need to vote on major issues. Volunteers step up to form teams and committees when needed.

- When it comes to decision-making, how many hours are spent in meetings per month?
Usually 2-5 hours per month
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

Once our pastor's father got ill suddenly. Congregation took up a collection to help.

- 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**

3b. 11-YEAR REPORT

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

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	242	Yes
Number of active non-members:	84	Yes
Total of church participants (sum of the numbers above):	326	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:	70	Yes
Less than 10, more than 5 years:	20	Yes
Less than 5 years:	10	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>
25	15	12	10	20	10	30	45	62	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	10	Yes
Households with minors:	20	Yes
Single adults age 35-65:	10	Yes
Joint households with no minors:	30	Yes
Single adults over 65:	30	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	68	

College:	30	Yes
Graduate School:	1	Yes
Specialty Training:	1	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:	35	Yes
Adults who are retired:	55	Yes
Adults who are not fully employed:	10	Yes

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

All Walks of life- retired, sales, teaching, farming, social work, nurse etc.

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?

Mostly German heritage. Diversity in our church mostly means young and old from different backgrounds and different circumstances.

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:

N/A

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	38	volunteers

Baptisms (<i>number last year</i>)	0	Pastor
Children's Groups or Classes	50	Volunteers
Christmas Eve and Easter Worship	270	Pastor and Youth
Church-wide Meals	120	Volunteers
Choirs and Music Groups	50	Volunteers
Church-based Bible Study	10	Volunteers
Communion (<i>served how often?</i>)	1x month plus special dates	Pastor
Community Meals	NA	
Confirmation (<i>number confirmed last year</i>)	4	
Drama or Dance Program	NA	
Funerals (<i>number last year</i>)	6	Pastor
Intergenerational Groups	30	Volunteers
Outdoor Worship	70	Pastor and Volunteers
Prayer or Meditation Groups	12	Volunteers
Public Advocacy Work	NA	
Retreats	NA	
Theology or Bible Programs in the Community	20	Pastor and Volunteers
Weddings (<i>number last year</i>)	0	
Worship (time slot: <u> 9am </u>)	84	Pastor and musicians
Worship (time slot: <u> </u>)		
Young Adult Groups or Classes	28	Pastor and Volunteers
Youth Groups or Classes	40	Pastor and Volunteers
Other	NA	

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)
Nan Bartling	Three Way	Lay minister	On call	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 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
Custodian		Part time	Council	7 years
Secretary		Part time	Council	6 years
Organist/Pianist		Part time	Council	10 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 welcoming church full of members who are willing to volunteer when needed.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$ available upon request to applicant
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$ available upon request to applicant
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$ NA
Fundraising Events	\$NA
Gifts Designated for a Specific Purpose	\$ available upon request to applicant
Grants	\$ NA
Rentals of Church Building	\$ NA
Rentals of Church Parsonage	\$ NA
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$ NA
Transfers from Special Accounts	\$ NA
Other (specify):	\$
Other (specify):	\$
TOTAL	\$

Current annual expenses (dollars budgeted for most recent fiscal year): **\$ available upon request to applicant.**

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? **Available upon request to applicant.**

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%)* **Council alloted a certain amount each month and any amount given by members is also sent in**

What is the church’s current indebtedness?

Total amount of loan debt: **N/A**

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. **NA**

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

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

If a capital campaign is underway or anticipated, describe:

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

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

Does your church have an endowment? **Available upon request to the applicant.**

What is the market value of the assets?

We only get the interest on this endowment once a year and allocate it out to the community as needed.

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

Interest only and it varies

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

NA

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

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

It will never be depleted.

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$ **NA**

Investments (other than endowment): \$ **Available upon request by the applicant.**

Does your church have a parsonage?

Fair market rental value of the parsonage: **NA**

How is the parsonage used? **Pastor's residence**

Street / City / State / Zip: **612 State St in Ackley, IA 50601**

Finished square footage: **2100**

Number of Bedrooms, Number of Bathrooms: **3-4 bedrooms and 1 ½ bath**

Assessed real estate value: **unsure due to recent updates**

Available for minister residence: Y/N **Yes**

Expected minister residence: Y/N **Yes**

Condition of structure, systems and appliances **Excellent**

Entity in the church responsible for review and needed repairs-**Maintenance department on council**

Describe all buildings owned by the church: **Church with educational wing, parsonage, parking lot plus empty lot for parking**

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

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) **All**

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

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

Money is there when needed and our church has no debt.

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.

Services went from German to English.

We had the same pastor.

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

NA

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?

We settle any conflict right away.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Dennis Steen	2.50 years	N

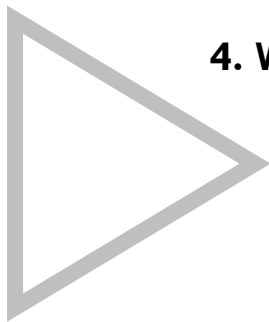
David Boogerd	14 years	Y
Michael Dack	7	N- retired
Charles Kurtz	5	N- retired

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

Has any past leader left under pressure or by involuntary termination? **No**
Y/N/Ask us

Has your church been involved in a Situational Support Consultation? **No**
Y/N/Ask us

Has a past pastor been the subject of a Fitness Review while at your church? **No**
Y/N/Ask us



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?

We support town festivities and fundraisers. We open our church for community use. We house the food pantry for the Ackley residents.

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

In previous years, the Pastor went to all meetings of the association and the conference.

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

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

- | | |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> 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? **NA**

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

We share Lenton services with the Frist Presbyterian Church and the Methodist Church in Ackley.

We host the Ackley Youth Group, open to all young people in our community.

We oversee the Ackley Food pantry for the area.

We fully support the Grand JiVante Nursing Home in Ackley.

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.

The actual time spent of our congregation in which we engage in different activities is very high. We are a volunteering congregation to support our community when needed.

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?

Our pastor should be expected to spend part of their time interacting with the community and to help whenever necessary.

4b. MISSION InSite

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

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?

NA

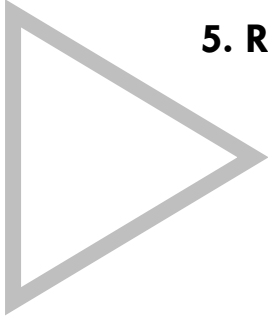
How are the demographics of the community currently shaping ministry, or not? **NA**

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

See next page for references.

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

Everyone is friendly and inviting.



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

Dale Janssen
Pulpit fill
319-231-4285

REFERENCE 2

Mary Stonebraker
Former interim pastor
21802 Cty Hw S56 in Eldora, IA 50627
515-371-7539
mrstonebraker22@gmail.com

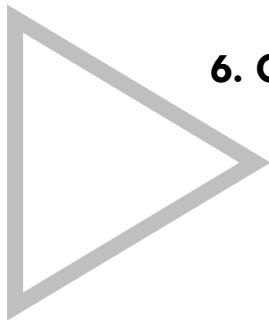
REFERENCE 3

James Koop
Pulpit fill
515-689-0662

PROMPTS FOR REFERENCES

Describe some areas of strength in this church’s ministry. **Sence of volunteerism and helping.**

Describe some areas for improvement in this church's ministry. **New members needed**
Describe a significant experience you have had of this church's ministry. **Our willingness to work with other churches in Ackley.**
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:

St. John's UCC anticipates a call to a new pastor. We have a dream of the qualities that a person will possess. Our ideal candidate will be outgoing, enthusiastic, and will relate well to people of all ages, both in church and in the community. We appreciate the ability of our pastor to be open and approachable and to really listen to individual's concerns and suggestions. Also, to honestly work with people for viable solutions. Our German heritage appreciates a good work ethic. We enjoy having our pastor mingle at church events. We love a cheerful attitude and humor and consider those wonderful attributes to the ministry and our church.

Personal outreach is important to us. We would like our pastor to make calls on people in hospitals, nursing homes, and those confined at their homes. Reaching out and counseling those in crisis is very important. We would like a pastor who is a compassionate and caring person, a genuine listener and sensitive to others needs in a variety of situations and who presents a very positive image. Involvement with our children and youth is also a major priority. It is also imperative that our young adults and early middle-aged members become more involved in the church. They are our future.

Our church survey revealed that one of our congregation's highest requests is a pastor who is an effective preacher/speaker. We want our pastor to be our spiritual leader. An effective message, presented in a down-to-earth manner is important to us. We appreciate the pastor illustrating the scripture message by utilizing examples and stories that one can relate to. Spiritually touch us on a personal level. Talk to us an equal and as a friend. Again, interject some humor; smiles and laughter are good for the soul.

We will do our best to assist the pastor in the ministry of the church, as co-workers and as friends. We have a system of committees, with a church board member as the head of each main committee. These committees oversee and conduct much of the work of the church. However, we do expect the pastor to be active in committees such as worship, family ministry, fellowship, maintenance and the church board. Conducting worship and confirmation instruction are the pastor's responsibilities. However, the pastor may call on lay persons to be active participants.

Other paid church staff consist of the secretary, custodian and organist/pianists. The secretary works closely with the pastor and the congregation. Our staff relates will with one another.

In summary, we are excited to extend an invitation to be our pastor to an individual to whom the ministry is a calling, not just a job. St. John's UCC is looking for a person of faith and compassion who will be a guiding friend and leader.

6b. STATEMENT OF CONSENT

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

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? *(for example, church council or consistory, transition team, etc.)*
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: 1/18/2024

**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