

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH



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

MINISTERIAL
EXCELLENCE, SUPPORT
& AUTHORIZATION
OF CHRIST



UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

**First Congregational United Church of Christ
Mount Vernon, Ohio**

Name of Position Opening: Pastor

Central Southeast Ohio Association, Heartland Conference

[March 4, 2024]

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.

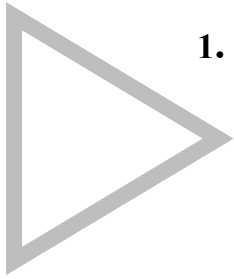
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years.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

Street address: 200 N. Main Street Mount Vernon, Ohio 43050

Supplemental web links: mvucc.org

Additional ecumenical affiliations (e.g. denominations, communions, fellowships): None

Conference: Heartland

Association: Central Southeast Ohio Association

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

Rev. Melodie Rezac, Administrative Minister/Registrar

740-503-4803 melodie.cseoa@heartlanducc.org

Summary Ministry Description:

In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?

We strive to be a church where everyone feels safe and extravagantly welcomed, where we take care of each other's needs, and where everyone is given an opportunity to be involved in the life of the church, both on Sunday mornings and through activities during the week. We seek to extend this welcome and caring through increased community outreach. We are searching for pastoral leadership that will provide Sunday morning services both grounded in scripture and relevant to our daily lives. Our church is looking for a pastor who will mentor our faith journeys and our individual gifts. We are seeking someone to challenge us to look at our church with fresh eyes and guide us to listen to who God is calling us to be in this post-pandemic world.

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):

This community is friendly and caring with a slower pace than large cities. There is an emphasis on cultural activities in the community and through local colleges - music, theater, and other arts. There is abundant access to nature with multiple city and county parks and a bike path. We have a strong local hospital and healthcare system.

Current size of membership: 137

Languages used in ministry (other than English): N/A

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? Yes

1b. SCOPE OF WORK

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

- Preparation and leadership of Sunday morning worship including scripture study, crafting of the liturgy and bulletin, sermon preparation, planning of music in coordination with musical staff, preaching, offering of prayers, etc.
- Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay people take advantage of them.
- Leadership development by working with people in the church to create ministry and programs.
- Pastoral care in collaboration with lay people.
- Community engagement and leading the way for the church to be an ambassador of God's love.
- Weddings and funerals for participants in the worshipping community.
- Strategic planning for current and new directions in ministry.

- Attend meetings and give leadership as needed to church programs, in collaboration with lay leadership.
- Participate in wider church activities such as conference and association meetings.
- Faithful financial development and stewardship in conjunction with the Finance Committee.
- Responsibility for supervision of staff.
- Availability to wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations.
- Counseling, listening, and referral.
- Study and prayer to increase faith and to improve skills so as to lead, teach, preach better.
- Energizing and deepening the spiritual connection and faith understandings of others in all that they do.

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.)

Relationship-oriented, well-organized, welcoming to all

1c. COMPENSATION AND SUPPORT

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

* Full conference guidelines

Benefits (*choose one*):

*Salary plus 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)?

Living nearby with a housing allowance.

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

Prefer pastor living within a 20-minute commute, so as to be part of the local community.

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*): There is a paid sabbatical available after seven years of service.

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

The Association has a few Pastoral Practice Groups open to Authorized Ministers. They meet at various times and locations as determined by the members. Each has a trained facilitator who leads the group.

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

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.

- 1) Church growth
- 2) Developing youth programs
- 3) Informing the community of the unique aspects of our denomination
- 4) Increasing mission opportunities in the community through connections with community partnerships to identify missions locally and beyond.

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

We envision the minister developing church-related programs in conjunction with the community and other churches.

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

We would like our next pastor to be sensitive to those of varying socioeconomic status.

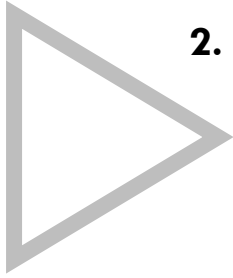
Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's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

*Exhibiting a spiritual foundation and ongoing spiritual practice.

*Caring for all creation.

*Working together for justice and mercy.

*Strengthening inter- and intra-personal assets.



2. WHO IS GOD CALLING US TO BECOME?

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

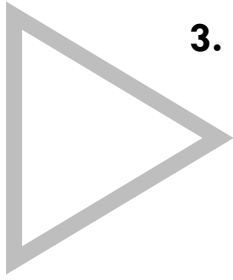
Who is God calling you to become as a congregation?

We aspire to continue to be open and affirming and welcoming to everyone, regardless of identity, socioeconomic and educational status and to continue the practice of open communion. We seek to be spiritually reassuring, loving and caring to those who attend our services and in the wider community.

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

For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?

Our church, in conjunction with other churches, sponsored classes focused on overcoming racism. These were attended by members of the community at large. We would like to see this approach expanded to other areas of prejudice. We are concerned about local levels of poverty and homelessness. As a church we participate in the local Hot Meals program for the hungry, providing meals for those in need twice monthly, and lending our kitchen to the local Catholic church to provide meals an additional two times a month. We have provided tutoring to a local school, which was discontinued due to the pandemic; we would like to start this program again when possible.



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?

This is our mission statement: To be an open-minded, risk-taking Christian faith community seeking justice, loving kindness and walking humbly with our God by following Jesus and his way, including being welcoming, open and affirming to all and being engaged in the wider world with acts of love, peace, and justice.

God is most often described as love; the Holy Spirit as the still, small voice in our midst that encourages us and guides us in our decision making.

Describe several strengths or positive qualities of your congregation.

- 1) Welcoming and accepting of everyone
- 2) Friendly
- 3) Fiscally sound
- 4) Beautiful old, well-maintained building
- 5) Many different ministries

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 is held in the sanctuary, which has been recently renovated, including a new sound system. The worship service is somewhat traditional, love-centered and uplifting. The service is

composed of greeting one another, scripture readings, liturgy, singing hymns, a choir anthem, a sermon, prayers and an offering. Monthly communion is done by intinction with members serving one another. Each service ends with singing “Let There Be Peace on Earth.”

We consider good preaching to be scripture-based and relevant to our daily lives.

There has not been a recent baptism, but a recent new member service included a liturgy and pledges both from the new members to the church and from the church to the new members.

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?

Following the worship service and a social time, there are classes available for all ages. The children and youth classes are currently using the curriculum *Shine: Living in God’s Light* published by Brethren Press and MennoMedia. There is a children’s class composed of older preschool and elementary children. This class is based around Bible stories with hands-on experiences to help the students relate to the story. The youth class is available for middle- and high-school students. This is also based around Bible stories with discussions relating to the students’ lives. We have limited numbers of children and young people, but are committed to providing Christian education to those who are a part of our congregation. For our youngest children we have a nursery available during Sunday services. For safety purposes it is staffed by individuals who have completed a State of Ohio background check and have been fingerprinted.

The adult class is based around exploring the Bible in greater depth and/or discussion of social justice issues. We believe strongly that growing in knowledge and faith takes place over the entire lifespan.

In addition to formal classes there is a well-funded library, overseen by a volunteer librarian, with books available for both children and adults. This library contains a variety of both spiritual and secular books.

Describe how your congregation is organized for ministry and mission.

For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?

The work of the church is divided into six committees: Building, Christian Education, Church and Ministry, Diaconate, Finance, and Mission and Service. Each committee has between 4-7

members who serve two-year terms. The Church Council is made up of the chairperson of each of these committees, plus a moderator, vice moderator, treasurer, and clerk.

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

Church Council meets for 1-2 hours monthly. The Finance Committee also meets monthly for the same amount of time. Other committees (Building, Christian Education, Church and Ministry, Mission and Service, Diaconate) meet occasionally as needed and do much of their decision-making by email or short in-person conversations after church.

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

One example of a need for a quick decision was the Christmas Eve service of 2022. Inclement weather had moved in. The pastor and the custodian had both made it to the church to assess the situation and had found that, not only were the roads bad, but it was not possible to keep the church sidewalk and steps ice-free. Church Council members were called and made the decision by vote that the service should be cancelled. Church members were notified by email and a cancellation notice was broadcast by local radio and TV.

- **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 to all.**

3b. 11-YEAR REPORT

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



Eleven Year
Church-14 (7).docx

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	84	yes
Number of active non-members:	3	
Total of church participants (sum of the numbers above):	87	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:	52	yes
Less than 10, more than 5 years:	19	yes
Less than 5 years:	13	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	6	4	0	0	4	8	24	34	yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	16	yes
Households with minors:	8	yes
Single adults age 35-65:	2	yes
Joint households with no minors:	22	yes
Single adults over 65:	16	yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	100%	
College:		
Graduate School:		
Specialty Training:		
Other (please specify):		

*Any other percentages would be guesswork. Almost all participants have some education beyond high school.

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	18	yes
Adults who are retired:	50	yes
Adults who are not fully employed:	1	yes

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

Almost all are professional or white-collar.

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?

Racial diversity mirrors the make-up of our community. We are an open and affirming church; this is part of our diversity. Our membership is composed of people from 20+ faith traditions.

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: We have not.

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	10-20	Christian Education committee members
Baptisms <i>(number last year)</i>	0	
Children's Groups or Classes	4-6	Christian Education committee; Sunday school teachers
Christmas Eve and Easter Worship	Easter – 83 Christmas - 141	Pastor, music staff
Church-wide Meals	25-30	Volunteers
Choirs and Music Groups	12-15	Paid choir director
Church-based Bible Study	0	Bible study part of Sunday morning adult education
Communion <i>(served how often?)</i>	monthly	Diaconate, Pastor
Community Meals	10-12	Volunteers cook and serve a hot meal to 40-80 community members 2x/month
Confirmation <i>(number confirmed last year)</i>	0	
Drama or Dance Program	N/A	
Funerals <i>(number last year)</i>	2	
Intergenerational Groups	N/A	
Outdoor Worship	N/A	
Prayer or Meditation Groups	uncertain	Space provided to Zen Buddhist group not affiliated with this church
Public Advocacy Work	N/A	
Retreats	N/A	
Theology or Bible Programs in the	N/A	

Community		
Weddings (<i>number last year</i>)	0	
Worship (time slot: 9:30_____)	avg, 46	Pastor, music director
Worship (time slot: _____)		
Young Adult Groups or Classes	N/A	
Youth Groups or Classes	2-3	Christian Education committee, Sunday school teachers
Other		

Additional comments: This church discontinued some traditions during the pandemic, some of which we are considering restarting. For example, we have a long tradition of a summer outdoor worship, but have not done so since 2019. We ran a weeklong Peace Village program for youth in the summer, which, again, has not been held since 2019. In addition, our previous pastor ran, in conjunction with other churches, an Overcoming Racism class. He also directed a stage production of “A Christmas Carol” as a fundraiser for the local homeless shelter. Both of these were held in 2022 and involved several members of this congregation.

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)
Rev. Mearle Griffith	No	Ordained Methodist minister	Provides occasional pulpit supply to cover vacations	Yes

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation: N/A

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Office manager	Bill Williamson	Part time	Pastor	2 years
Custodian	Bobbie Mullins	Part time	Pastor	3 months
Pianist	Christa Brady	Part time	Pastor	10 years
Music Director	Theo Schwamm	Part time	Pastor	20 months

REFLECTION

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

Our congregational demographics are not racially diverse, but mirror the demographics of the community. We tend to be an older congregation, but are committed to having programs available for all ages. We discontinued activities due to COVID and have not yet restarted all of them, but are in the process of evaluating these and restarting them slowly. We lost some community activities that were projects initiated by the previous pastor, but we are open to similar or new ways to be involved in the community.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$160,461.96
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$78,250.44
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$0

Fundraising Events	\$0
Gifts Designated for a Specific Purpose	\$0
Grants	\$
Rentals of Church Building	\$320.00
Rentals of Church Parsonage	\$N/A
Support from Related Organizations (e.g. <i>Women's Group</i>)	\$0
Transfers from Special Accounts	\$0
Other (specify): temporary investments	\$8,354.77
Other (specify):	\$
TOTAL	\$247,387.17

Current annual expenses (dollars budgeted for most recent fiscal year): \$244,434.00

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.

**FIRST CONGREGATIONAL UNITED CHURCH OF CHRIST
FINANCIAL STATEMENT
2024 BUDGET PROPOSAL**

	2023 ACTUAL	2023 BUDGET	2024 BUDGET	% Increase Over 2023 Budget
Current Year's Gifts	\$ 157,446	\$ 142,746	\$ 154,372	8.1%
Loose Plate	\$ 3,016	\$ 6,000	\$ 6,000	0.0%
Investments and Trusts	\$ 86,605	\$ 85,940	\$ 90,300	5.1%
Miscellaneous Income	\$ 320	\$ 350	\$ 350	0.0%
Prior Year's Fundraisers	\$ -	\$ 398	\$ -	-100.0%
Payroll Protection Funds	\$ -	\$ 9,000	\$ -	-100.0%
TOTAL BUDGETED INCOME	\$ 247,387	\$ 244,434	\$ 251,022	2.7%

DISBURSEMENTS

Maintenance	\$ 50,107	\$ 8,400	\$ 26,540	216.0%
Utilities	\$ 14,948	\$ 19,825	\$ 16,800	-15.3%
Building Insurance	\$ 8,295	\$ 8,550	\$ 8,700	1.8%
TOTAL BUILDING	\$ 73,350	\$ 36,775	\$ 52,040	41.5%
Office Equipment	\$ 6,014	\$ 7,200	\$ 6,600	-8.3%
Office - Other Expense	\$ 2,421	\$ 2,000	\$ 2,500	25.0%
Office - Supplies	\$ 698	\$ 1,500	\$ 1,000	-33.3%
Office - Postage	\$ 319	\$ 360	\$ 360	0.0%
TOTAL OFFICE	\$ 9,452	\$ 11,060	\$ 10,460	-5.4%
PUBLIC RELATIONS	\$ (135)	\$ 3,000	\$ 3,000	0.0%
KITCHEN EXPENSE	\$ 280	\$ 250	\$ 500	100.0%
Christian Education	\$ 668	\$ 1,300	\$ 1,600	23.1%
Church & Ministry	\$ 4,057	\$ 1,500	\$ 1,500	0.0%
Diaconate	\$ 506	\$ 300	\$ 500	66.7%
TOTAL COMMITTEES	\$ 5,231	\$ 3,100	\$ 3,600	
Mission - Local	\$ 6,700	\$ 3,000	\$ 3,000	0.0%
Mission - Central SE Ohio Assn	\$ 14,000	\$ 14,000	\$ 14,000	0.0%
TOTAL MISSION OUTREACH	\$ 20,700	\$ 17,000	\$ 17,000	0.0%

	2023 ACTUAL	2023 BUDGET	2024 BUDGET	% Increase Over 2023 Budget
WORKERS' COMP	\$ 526	\$ 600	\$ 600	0.0%
Annuity - Interim Pastor	\$ -	\$ 8,576	\$ -	-100.0%
Health Insurance - Interim Pastor	\$ 3,333	\$ 24,170	\$ 4,000	-83.5%
Housing Allowance - Interim Pastor	\$ 24,000	\$ 14,137	\$ 33,600	137.7%
Life/Disability Ins. - Interim Pastor	\$ 734	\$ 919	\$ 1,220	32.8%
Professional Expenses - Interim Pastor	\$ 2,131	\$ 3,071	\$ 3,000	-2.3%
Salary - Interim Pastor	\$ 43,800	\$ 47,019	\$ 47,760	1.6%
Soc. Sec. Matching - Interim Pastor	\$ 5,459	\$ 4,686	\$ 6,224	32.8%
TOTAL INTERIM PASTOR EXPENSE	\$ 79,457	\$ 102,578	\$ 95,804	-6.6%
TOTAL PASTOR EXPENSE	\$ 6,486	\$ 8,069	\$ -	-100.0%
Salary - Office Manager	\$ 19,402	\$ 19,016	\$ 19,625	
Soc. Sec. Matching - Office Manager	\$ 1,484	\$ 1,455	\$ 1,501	
TOTAL OFFICE MANAGER EXPENSE	\$ 20,886	\$ 20,471	\$ 21,126	3.2%
Salary - Custodian	\$ 8,076	\$ 19,090	\$ 100	
Soc. Sec. Matching - Custodian	\$ 617	\$ 1,460	\$ 8	
TOTAL CUSTODIAN EXPENSE	\$ 8,693	\$ 20,550	\$ 108	-99.5%
Salary - Director of Church Music	\$ 6,889	\$ 6,890	\$ 7,111	
Soc. Sec. Matching - Director of Church Music	\$ 527	\$ 527	\$ 544	
TOTAL DIRECTOR OF CHURCH MUSIC EXPENSE	\$ 7,416	\$ 7,417	\$ 7,655	3.2%
Salary - Pianist	\$ 11,172	\$ 11,172	\$ 11,530	
Soc. Sec. Matching - Pianist	\$ 855	\$ 855	\$ 882	
TOTAL PIANIST EXPENSE	\$ 12,027	\$ 12,027	\$ 12,412	3.2%
Salary - Nursery	\$ 1,834	\$ 1,400	\$ 3,000	
S.S. Matching	\$ 508	\$ 107	\$ 230	
TOTAL NURSERY	\$ 2,342	\$ 1,507	\$ 3,230	114.3%
TOTAL BUDGET EXPENSE	\$ 246,711	\$ 244,404	\$ 227,534	-6.9%
Income in excess of expense	\$ 676	\$ 30	\$ 23,488	

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? Approximately 32%

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%)

It is collected as pledges are paid. It is not calculated as a percentage of the operating budget.

What is the church’s current indebtedness? \$20,294.65

Total amount of loan debt: \$20,294.65

Reason for debt: Sanctuary renovation in 2020

Are capital and other payments current? Yes; final payment due in June, 2024.

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.

The sanctuary renovation has been completed, including an updated heating system, installation of an air conditioning system, repair of cracks in the plaster walls and ceiling with all hard surfaces repainted. No additional major building programs are planned.

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:

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? Yes, three

What is the market value of the assets? \$2,063,483.78, total of the three endowments

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

Endowment proceeds are used as part of the annual budget.

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

4.0% of the average market value of the past 20 quarters. This calculation has been used since 2007.

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

Only the calculated income has been used for budget expenses.

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

The endowments are intended to be perpetual.

Please comment on the above calculations or estimates:

This information has been provided by the church treasurer and is accurate as of 1/1/24.

Other Assets

Reserves (savings): \$58,229.81 (amount in checking accounts)

In addition we have multiple designated funds managed by the Knox County Foundation. These total \$2,372,525.92.

Investments (other than endowment): \$324,652.85

Does your church have a parsonage? No. We provide a housing allowance as part of the compensation package.

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N
Condition of structure, systems and appliances
Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church:

Church building

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

None

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

There is a wheelchair ramp into the building. Worship takes place in a second floor sanctuary; there is an elevator. The fellowship area is on the first floor, as is a handicapped accessible restroom.

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?

Each committee meets to determine their financial needs for the year. These are submitted to the treasurer. The treasurer then submits a budget for congregational approval.

3f. HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

1. This church was founded in opposition to slavery and was involved in the anti-slavery movement in the mid-1800s.
2. We were involved in voter registration in the 1960s.
3. We became an Open and Affirming church in 2011 and continue to be involved with LGBTQ+ issues.

The most important event in recent years, in terms of being challenging, was the COVID pandemic.

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

The COVID pandemic presented the need to make many changes, especially in 2020. Our church, in consultation with the local Health Department, adjusted procedures and protocols during this period. We shifted to online only services for several months. When we reopened Sunday services we recommended masking, adjusted seating for safe distancing requirements, and did not restart a social time after the service for several months. During this time the congregation was kept informed through mail and email and meetings were held online.

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?)

Recent years have seen minimal conflict, although there were periods of intense conflict in the church’s history. As a congregation we prefer to bring conflict into the open. Conflict does not frighten this church community. We prefer to deal with conflict and to agree to disagree when necessary.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Scott Elliott	2013-2023	Yes
Rev. Keith Stuart	2001-2012	Yes
Rev. James Elliott	1995-1999	Yes

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

1. We have learned not to expect a minister to be/do everything.
2. We have learned not to expect a minister’s spouse to be involved, but welcome any level of involvement.
3. We have learned to appreciate each minister’s gifts.
4. We have learned that we need to be more accepting of a minister’s limitations.

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

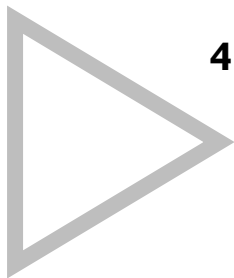
Y/N/Ask us – Not in the last 30 years

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?

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 provide meals twice monthly at our church without question to anyone who shows up through the community Hot Meals program. We lend our church kitchen to the local Catholic church for meal preparation twice monthly as well. If there is leftover food we take it to the Main Place, a day program for those with mental health challenges. Annually we provide Christmas gifts to needy children and grocery gift cards to their families through the local Tree of Sharing program. We send monthly support to Interchurch, a local social services agency and Hope Now, a local furniture bank. We have several members who volunteer regularly at these and other local agencies. Our Women’s Finance committee works through Interchurch to provide for needs that the agency does not support; in the last year they have assisted with rent, utilities, food and clothing. They additionally aided a Ukranian Kenyon student with expenses and sent medical supplies with her when she returned home.

We have a rainbow flag on our door, indicating that we are a safe space. In the last year we have made a contribution to the Open and Affirming Coalition of the UCC. We have also sent monetary support to the UCC’s efforts to provide relief to those impacted by the conflict in Palestine/Israel. We use Fair Trade Equal Exchange products and sell these weekly at our social time.

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

We send delegates to the association and conference annual meetings.

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

- | | |
|--|--|
| <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 checked="" 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 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?

We have gone through a formal ONA process and have chosen to be an ONA church. We are unclear as to whether there are formal processes for the other statements, but are definitely willing to investigate some of the others, especially A2A, Creation Justice, Economic Justice, Faithful and Welcoming, Just Peace, and Wise Congregation for Mental Health. We are currently working toward these ideals to the best of our abilities with the goal of demonstrating love as Jesus taught us.

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

Prior to the COVID pandemic we were involved with combined youth group activities with other churches. This has not been restarted.

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 members of this congregation are active in many community-wide service endeavors, as well as being involved in those activities required to maintain high quality Sunday services, adequate building maintenance, and in-church ministries.

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

We expect the pastor to be involved both in the community and the wider church.

4b. MISSION InSite

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

Population in this area is likely to increase, bringing increased diversity. Part of this growth is anticipated to be tied to new job opportunities in an adjacent county. Although not specified by this report, we have been told that some people are moving to this county from adjacent counties, because social services are more readily available here.

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.

This area is currently about 97% white. The demographics of the church are similar. The age range with the largest percentage increase in the community is those 65 and over; this is true of our congregation as well. All new members added in the last year were over 60. The percentage of school aged children in the community has dropped 10% in the last 13 years and is projected to continue dropping; our congregation has also had a significant decrease in that age group during that same time span. Politically we tend to be a "purple" church in a "red" community.

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

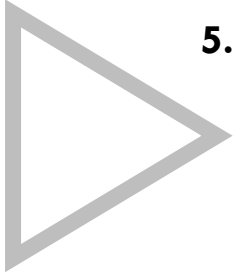
The demographics shape the pool of people coming in to the church. A population with increased social service needs also gives us an opportunity to expand our ministry, either separately or with other churches or social service agencies.

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

We hear that people in need are sent to our church because we are known for helping others. We also hear others making judgments about our inclusiveness.

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

- 1) We are friendly.
- 2) We are accepting of everyone.
- 3) We are supportive of social justice issues.



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

Brian Miller and Beverly Morse

740-427-4010 (Brian) 740-485-1859 (Bev)/ brianemiller49@gmail.com/ former members



FCUU Letter of
Reference.docx

REFERENCE 2

Judy Smith/ Director, Hot Meals program, St. Vincent DePaul Catholic Church

740-504-0899/ jjoslin44jas@gmail.com/ this Hot Meals program shares our church kitchen

REFERENCE 3

Tim Ellis/ Director, Winter Sanctuary homeless shelter

740-392-9277/ the church has provided volunteers and support for a major fundraiser for the
Sanctuary

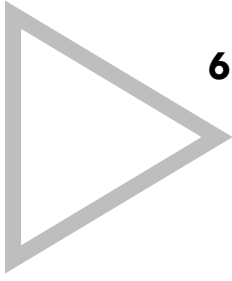
PROMPTS FOR REFERENCES

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:

Several years ago our congregation became collectively drawn to the words of Micah 6:8. An artistic member of the congregation designed, and our then group of quilters created, two wall hangings with the words from that verse. They are now displayed prominently on the walls at the front of our sanctuary – one saying, “Seek justice, love kindness” and the other, “Walk humbly with God.” They are visual reminders every Sunday of who are called to be as a church.

We have also found the words of CeCe Winans inspirational. In her song, “Goodness of God” she speaks of God’s goodness “running after me.” She sings poignantly,

I love your voice.
You have led me through the fire.
In darkest night You are close like no other.
I’ve known you as a Father.
I’ve known you as a Friend.
And I have lived in the goodness of God.

We pray for a minister who shares our Micah 6 vision – who calls us constantly to be kind, to look for ways to promote justice, and to do so with humility, always seeking God’s guidance. We pray, too, for a minister who believes that God is always good, who has felt God’s presence in all aspects of life, and can relate to others who are searching for this God.

We are a simple church that is pretty much self-directed. We love the Lord and want to follow God’s ways in today’s modern world. We need direction and help on this path and want very much to work with a new pastor who has love, compassion and insight.

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.)*

The Profile was completed by the Search Committee, using input from questionnaires completed by the congregation. The church treasurer provided financial information. The church's annual report provided information for many other areas.

2. Additional comments for interpreting the profile:

Signed: *Ann Luna*

Name / Title / Date: Ann Luna
Search Committee Chair
2/23/2024

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: YES

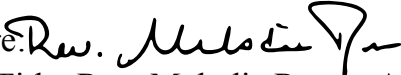
To the best of my knowledge, ministerial history information is complete.

Staff Comment: YES

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

Staff Comment: YES

My signature below attests to the above three items.

Signature: 

Name / Title: Rev. Melodie Rezac, Administrative Minister/Registrar

Email: melodie.cseo@heartlanducc.org

Phone: 740-503-4803

Date: 3.4.2024

**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