

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. Paul United Church of Christ
Saline, MI 48176

Settled Pastor: ½ time position

Michigan Conference, Covenant Association

March 12, 2024

LOCAL CHURCH PROFILE CONTENTS

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*“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 pastors 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 pastors will want to see this document in its entirety.

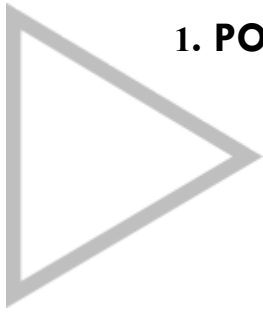
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. 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-telling 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 pastors 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 Mission Insite reports containing demographic information on your community. More information on types of pastorates 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 pastoral 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 pastors in the UCC Pastoral 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. Paul United Church of Christ
Street address: 122 W. Michigan Avenue, Saline, MI 48176
Supplemental web links: www.uccstpaul.org

Additional ecumenical affiliations: N/A

Conference: Michigan
Association: Covenant
UCC Conference or Association Staff Contact Person
Rev. Lawrence Richardson, Associate Conference Minister
lawrence@michucc.org (517) 295-3637

Summary Ministry Description:

We currently have an aging congregation and are looking to attract all age groups who would like to join with us in worship and outreach. To serve our older congregation, we have enhanced our ability to reach out and involve those who may not be able to attend in-house worship. We are willing and able to enhance our worship and programs to serve groups of all ages as we attract them into our Christian community. We are looking for people who have a heart for helping others, who can join us in increasing our outreach activities. While we are searching for a new pastor, we hope to maintain a sense of stability and focus on worship, Bible Study, and outreach. Our goal is to be a congregation discerning God's Word correctly, focused on doing God's work in helping others, and is educating ourselves and others in God's word.

Photographs:

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

St. Paul U.C.C.



Our Church Building



Our Sanctuary



Our Fellowship Hall



Parsonage in Saline

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

Saline is very close to Ann Arbor so there are unlimited learning opportunities as well as first class health care facilities. Our school system is highly ranked. In addition to our high school there is an Alternative High School Program, a middle school, and four elementary schools. Our cute downtown offers shops and restaurants. Saline offers a quality of life not often found in other communities of this size. We are in close proximity to numerous universities and colleges.

Current size of membership:

We have identified 75 family units, including those who now live alone, so we have approximately 95-100 members.

Languages used in ministry: Only English is used.

Position Title: Pastor of the Church.

Position Duration:

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

Compensation Level:

1/2 time position.

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)

St. Paul UCC:

The Pastor will be responsible for creating the weekly church service (not the bulletin) and the sermon. Music is chosen by the Worship Committee as well as the Choir Director.

The Pastor will be expected to make home and hospital visits, as well as to conduct a worship service at the EHM Senior Solutions facility every other month which is within a

mile of the church. The pastor will attend the monthly Church Council meetings giving feedback and input as needed. We would like to see our pastor get involved in our community, especially as we need to grow our congregation.

Core Competencies:

1. **Competence:** The pastor should understand the needs of the congregation and use their pastoral skills to meet their needs. Leadership Skills, both with worship and with assisting with the administration of the church.
2. **Scriptural understanding:** More than an encyclopedic knowledge of scripture, we need a pastor with Biblical wisdom who can internalize what the scripture says in a way that allows them to share wisdom that is anchored in their biblical understanding.
3. **Ability to listen:** The ability to hear the heart's cry behind the words that are spoken and discover their needs.
4. **Communication:** We need a pastor that communicates well from the pulpit as well as in other settings such as meetings, counseling, weddings, visitations, funerals, and community engagements.
5. **Leadership:** We need a pastor that has good leadership skills providing direction in good and bad times for both the Church and the congregation.

1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): \$35,000

Benefits (*choose one*):

No benefits

Salary: \$35,000

What is the expected living situation for your next pastor: The parsonage located in Saline is available for rent.

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

The Pastor will be responsible for housing arrangements and commuting to the Church.

State any incentives: To Be Determined

Describe peer and professional supports available for pastors in your association/conference: Association meetings, state meetings, and state support staff are available.

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

We are willing to accommodate the Pastor's schedule as much as possible.

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

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

We have a desire to grow the congregation by attracting people of all ages and to fully utilize our facility. We would like to attract those who do not currently have a church affiliation.

We value Bible Study and increasing knowledge of God's Word as seen in the Bible. It is important for the pastor to teach Bible Study and to teach about God's Word during the Sermon.

We need a pastor that will work collaboratively with our Care Team members in providing spiritual support to those that need it. We also expect a direct personal contact and ministry offered to those that are facing potential life changing events.

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

We envision that our pastor will be involved in the community along with our congregation. We currently offer a Grief Support Group and are planning on starting a Wednesday lunch program for those who have lost a partner and wish to have people to fellowship with. These programs are open to the community and we would like our pastor to be involved in seeking out other ways to serve our community.

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

Saline presents as primarily a "white" middle class community with very little cultural diversity. We are supportive of being open to cross cultural activities as needed

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 pastor will display to further equip the congregation's ministry in these areas.

1. Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.
2. Exhibiting a commitment to the core values of the United Church of Christ: continuing testament, extravagant welcome, and changing lives.
3. Strategically creating the future of God's church, as well as St. Paul's.
4. Exhibiting knowledge, understanding, and continuing the study of the Hebrew Scriptures and the New Testament.



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 currently have an aging congregation and are looking to attract all age groups who would like to join with us in worship and outreach. To serve our older congregation, we have enhanced our ability to reach out and involve those who may not be able to attend in-house worship. God seems to be calling us to reach out and find more ways to serve people who are older as well as all age groups and the un-churched.

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

We have offered a complete Thanksgiving dinner for those in the community who did not have anyone to share Thanksgiving with. We had about fifty people attend.

We tried a senior food pantry program for the elderly in our community. We found that most people seem to rely on the food program at Saline Social Service which we also support. Because of this, we increased our efforts to support their program.

Our strategic plan for the next two to three years is:

1. To continue with our efforts to grow the congregation.

2. To continue with our community outreach, including the Halloween Scare Crow Contest, the Halloween Trunk and Treat Program, the Christmas Parade, and our concert series which is open to the public.
3. To increase the Biblical knowledge of our congregation, especially as we receive new people who may not have grown-up in the church, through both Bible Study and through Sermons, while reaching out into the community to invite others to study with us.

We feel that this plan will continue to give us stability and possible growth as we search for, call a new pastor, and have time for the new pastor to settle in and get to know us as a congregation and the community around us. We would like the called Pastor to have input on this process. In addition, it will ensure that we continue to keep ourselves out in the community, and perhaps most importantly, teach the Word of God both to our existing members and to any new members.



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.

We consider ourselves to be a faithful congregation, led by the discernment of the people within our congregation. We practice worship on Sunday mornings at 10 am, with Holy Communion being offered on the first Sunday of each month. Our sermons are based upon the Word of God through the Scriptures, both the Old Testament reading and the appointed Gospel. In most cases, we follow the standard lectionary for all of our weekly readings. At times, current events may call for a different bible passage to address the situation.

Our Bible Study on Wednesdays is also based on Scripture, usually based upon a study program from a current theologian such as Adam Hamilton or Max Lucado.

We believe that Jesus is the head of the church, and that the two most critically important commandments given by Jesus are: Love God and love your neighbor.

We follow the teachings and beliefs of the United Church of Christ, especially in welcoming people to church, and we take very seriously that no matter who you are or where you are on life's journey you are welcome here, and that God is still speaking, it is a comma, not a period.

We talk about God as a universal being. While we do not specifically use "inclusive language" we recognize that truly understanding God is beyond our human capabilities. We continue to refer to God as God the Father, and to Jesus as our Savior.

Often people in the congregation comment that they feel the presence of the Holy Spirit in our worship music, thanks to the work of our choir and our Music Team.

Describe several strengths or positive qualities of your congregation.

1. We have an enthusiastic congregation, willing to look at and try new ideas.
2. We have strong lay leaders in our church, and we manage our business by committees who report to the Church Council.
3. We have a strong music program with a relatively large choir for the size of our membership. We also have a chime choir and frequently have special music and occasional concerts.
4. We continue to engage in outreach to our community, including working with Saline Social Services, paper pantry, Mill Pond Manor, and services at EHM Senior Solutions.
5. We are very warm and accepting of all people.
6. We are located in a beautiful Church building right in downtown Saline, which is easy to get to and with a large parking lot next to the church with ample parking space.

Describe what worship is like when your congregation gathers.

Our service includes music from our choir and our Music Team, and a special time for a message for the "young at heart." Our sermons are based on Scripture. (We follow the standard lectionary cycle.)

We offer a very positive and upbeat service with music and humor as we both worship and praise God.

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

We have two high school students both of which are recently confirmed. We have a current church school curriculum, and people willing to teach it.

We continue to teach Bible Study on Wednesdays throughout the year, utilizing study programs from people such as Adam Hamilton. We look forward to continuing with learning about God's Word both in Sermons and in Bible Study.

Describe how your congregation is organized for ministry and mission.

Decisions are made by committees and are empowered by the Church Council. Council approval is sought if proposed actions incur expenses beyond normal or have a potential impact on operations within the Church. Committees represent the various functions of the church. People are always encouraged and invited to take part in these committees.

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

It is hard to say how many hours are spent in meetings per month. Decision making begins with our church committees. They make decisions and suggestions which are then passed to the Church Council. Our Church Council meets monthly and most decisions are approved at these meetings. Occasionally we determine that a "special Council meeting" is needed and it is scheduled. We also have a chance for our members to ask questions and be updated on activities during the Coffee Hour after service.

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

Our Designated Pastor immediately put a call into several of our Church Council officers for guidance and as a group we were able to solve the problem.

- **Can you provide the next pastor with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance?**

Yes

3b. 11-YEAR REPORT

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

UNITED CHURCH OF CHRIST
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS



Church#: 322450

Assoc: 396 Schedule: 0 Saint Paul UCC Saline MI 48176

| YEAR | MEMBERS | AVG WEEKLY ATTENDANCE | CHR ED/ FAITH FORM | CONFIRMATION | CONFESSION | TRANSFER OR REAFFIRM | DEATHS OR TRANS OUT | OTHER LOSSES | NET MEMBS ADDS-REMOVED |
|------|---------|-----------------------|--------------------|--------------|------------|----------------------|---------------------|--------------|------------------------|
| 2012 | 198 | 85 | 20 | 2 | 0 | 1 | 9 | 0 | -6 |
| 2013 | 194 | 85 | 16 | 0 | 4 | 0 | 8 | 0 | -4 |
| 2014 | 196 | 85 | 16 | 5 | 2 | 0 | 5 | 0 | 2 |
| 2015 | 196 | 85 | 16 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2016 | 186 | 74 | 16 | 0 | 0 | 0 | 9 | 0 | -9 |
| 2017 | 181 | 75 | 52 | 0 | 0 | 0 | 5 | 0 | -5 |
| 2018 | 172 | 75 | 52 | 0 | 0 | 0 | 9 | 0 | -9 |
| 2019 | 162 | 60 | 36 | 0 | 0 | 0 | 10 | 0 | -10 |
| 2020 | 158 | 60 | 23 | 0 | 0 | 0 | 4 | 0 | -4 |
| 2021 | 146 | 20 | 8 | 0 | 0 | 0 | 12 | 0 | -12 |
| 2022 | 140 | 30 | 8 | 0 | 0 | 2 | 8 | 0 | -6 |

| YEAR | CURRENT EXPENSES | CAPITAL PAYMENTS | BASIC SUPPORT | TOT OTHER UCC GIVING | TOTAL OCWM | OTHER GIFTS | WIDER MISSION | BASIC SUPP% CURR LOCAL | TOTAL EXPEND | PLEDGES AND OFFERINGS |
|------|------------------|------------------|---------------|----------------------|------------|-------------|---------------|------------------------|--------------|-----------------------|
| 2012 | \$138,677 | \$7,580 | \$6,621 | \$2,074 | \$8,695 | \$19,807 | \$28,502 | 4.77 | \$174,759 | \$139,071 |
| 2013 | \$139,756 | \$10,511 | \$6,721 | \$3,374 | \$10,095 | \$3,759 | \$13,854 | 4.81 | \$164,121 | \$175,309 |
| 2014 | \$137,606 | \$20,308 | \$5,652 | \$9,468 | \$15,120 | \$5,665 | \$20,785 | 4.11 | \$178,699 | \$167,520 |
| 2015 | \$137,606 | \$0 | \$5,102 | \$1,483 | \$6,585 | \$0 | \$6,585 | 3.71 | \$144,191 | \$0 |
| 2016 | \$152,289 | \$0 | \$5,153 | \$1,622 | \$6,775 | \$400 | \$7,175 | 3.38 | \$159,464 | \$143,793 |
| 2017 | \$194,177 | \$0 | \$4,698 | \$2,297 | \$6,995 | \$6,000 | \$12,995 | 2.42 | \$207,172 | \$0 |
| 2018 | \$145,219 | \$0 | \$4,443 | \$3,398 | \$7,841 | \$13,392 | \$21,233 | 3.06 | \$166,452 | \$134,296 |
| 2019 | \$173,460 | \$0 | \$3,455 | \$14,636 | \$18,091 | \$0 | \$18,091 | 1.99 | \$191,551 | \$171,178 |
| 2020 | \$130,169 | \$0 | \$2,147 | \$1,105 | \$3,252 | \$10,950 | \$14,202 | 1.65 | \$144,371 | \$177,682 |
| 2021 | \$130,229 | \$25,395 | \$2,721 | \$1,804 | \$4,525 | \$3,452 | \$7,977 | 2.09 | \$138,206 | \$0 |
| 2022 | \$130,572 | \$10,933 | \$2,289 | \$1,737 | \$4,026 | \$4,152 | \$8,178 | 1.75 | \$138,750 | \$134,712 |

| % CHANGE | MEMBERS | AVG WEEKLY ATTENDANCE | CHR ED/ FAITH FORM | TOTAL ADDITIONS | TOTAL REMOVALS | CURR LOCAL EXPENSES | TOTAL OCWM | TOTAL EXPENDITURE |
|-----------|---------|-----------------------|--------------------|-----------------|----------------|---------------------|------------|-------------------|
| 2017-2022 | -22.65 | -60.00 | -84.62 | 0.00 | 60.00 | -32.76 | -42.44 | -33.03 |
| 2012-2022 | -29.29 | -64.71 | -60.00 | -33.33 | -11.11 | -5.84 | -53.70 | -20.60 |

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

| | | <i>Is this number an estimate? (check if yes)</i> |
|--|----|---|
| Number of active members: | 58 | X |
| Number of active non-members: | 2 | |
| Total of church participants (sum of the numbers above): | 60 | X |

Percentage of total participants who have been in the church:

| | Percentage | <i>Is this number an estimate? (check if yes)</i> |
|----------------------------------|------------|---|
| More than 10 years: | 85 | X |
| Less than 10, more than 5 years: | 8 | X |
| Less than 5 years: | 7 | X |

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> |
|------|-------|-------|-------|-------|-------|-------|-------|-----|--|
| 0 | 2 | 1 | | 2 | 3 | 12 | 5 | 35 | X |

Percentage of adults in various household types:

| | Percentage | <i>Is this number an estimate? (check if yes)</i> |
|----------------------------------|------------|---|
| Single adults under 35: | 3 | X |
| Households with minors: | 5 | |
| Single adults age 35-65: | 3 | |
| Joint households with no minors: | 21 | X |
| Single adults over 65: | 66 | X |

Education level of adult participants by percentage:

| | Percent | <i>Is this number an estimate? (check if yes)</i> |
|-------------------------|---------|---|
| High school: | 97 | X |
| College: | 86 | X |
| Graduate School: | 17 | X |
| Specialty Training: | 0 | |
| Other (please specify): | | |

Percentage of adults in various employment types:

| | Percent | <i>Is this number an estimate? (check if yes)</i> |
|------------------------------------|---------|---|
| Adults who are employed: | 17 | |
| Adults who are retired: | 76 | |
| Adults who are not fully employed: | 2 | |

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

Most of the adults in our congregation are retired. They were business people, teachers, farmers, and in the health field.

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?

Unfortunately, we are not diverse. For us, we would define diversity as anyone who is not European-American.

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:

Our Congregation is welcoming to anyone who comes to our church no matter what their background or ethnic group. Unfortunately, we are not located in a city which has a large diverse population.

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 | | |
| Baptisms <i>(number last year)</i> | | |
| Children's Groups or Classes | | |
| Christmas Eve and Easter Worship | | |
| Church-wide Meals | | |
| Choirs and Music Groups | 15 | |
| Church-based Bible Study | 8 | Bible Study with the Designated Pastor. |
| Communion <i>(served how often?)</i> | 1 time/month | |
| Community Meals | 3 | Millpond Manor |
| Confirmation <i>(number confirmed last year)</i> | 3 | |
| Drama or Dance Program | | |
| Funerals <i>(number last year)</i> | 3 | |
| Intergenerational Groups | | |
| Outdoor Worship | | |
| Prayer or Meditation Groups | | |
| Public Advocacy Work | | |
| Retreats | | |

| | | |
|---|--|---|
| Theology or Bible Programs in the Community | | |
| Weddings (<i>number last year</i>) | 1 | |
| Worship (time slot: _10:00 a.m.) Worship time will change to 11:00 once a shared pastor is in place. | 55-60 pre-Covid, 45-55 post Covid | |
| Worship (time slot: _____) | | |
| Young Adult Groups or Classes | | |
| Youth Groups or Classes | 2 | |
| Other | | Monthly Men and Woman breakfast and game night |

Additional comments:

List all members or regular participants in your congregation who are ordained, licensed, or commissioned pastors. 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. Jim Coran | 3 | St. Paul UCC | Designated Pastor | N |
| | | | | |
| | | | | |

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

List all current staff, including pastors. 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 |
|-------------------------|----------------|--|------------------|--|
| Church Administrator | N | \$22,000 Full Time | Church Council | 8 |
| Custodian | N | \$3,000 Part time | Church Council | 7 |
| Organist/choir Director | N | \$9,552 Part time | Church Council | 15 |
| Book keeper | N | \$3,200 | Church Council | 10 |

REFLECTION

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

Our call seems to be to work with the elderly in our community, especially those who have lost a spouse and are in need of increased fellowship. We have a commitment to helping others learn more about their individual faith and the Word of God, primarily through Sermons and Bible Study. We continue to be involved in the community with various community events in an effort to keep ourselves active in the public eye. We strive to welcome any and all people who come to visit and share in worship with us, and, with God's help, we continue to strive to grow our congregation.

3e. CHURCH FINANCES

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

| Source | Amount |
|---|------------------|
| Annual Offerings and Pledged Giving | \$109,000 |
| Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>) | \$2,500 Interest |
| 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 | \$2,000 |
| Rentals of Church Building | \$N/A |
| Rentals of Church Parsonage | \$N/A |
| Support from Related Organizations (e.g. <i>Women's Group</i>) | \$0 |
| Transfers from Special Accounts | \$ |
| Other (specify): Memorial Fund to General Fund | \$10,000 |
| Other (specify): | \$ |
| TOTAL | \$ |

Current annual expenses (dollars budgeted for most recent fiscal year): \$163,917.00
\$97,000 is reflected in salaries of the Designated Pastor, the Church Administrator, the Music Director, and the Custodian. The remainder is divided between general church expenses, upkeep, heat, and our Tech Team which broadcasts our Sunday Worship Service.

Considering total budgeted expenses for the year, compare total pastoral support. What is the percentage? Approximately 1/3

Has the church ever failed to pay its financial obligations to a pastor 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? Donations. If calculated as a percentage of operating budget, what is that percentage? Gathered as given by the people in the congregation.

What is the church's current indebtedness? 0

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.
We just completed the renovation of the kitchen.

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

| Year(s)) | Purpose | Goal | Result | Impact |
|--------------|---------|------|--------|--------|
| N/A | | \$ | \$ | |
| | | \$ | \$ | |

If a capital campaign is underway or anticipated, describe:

| Year(s)) | Purpose | Goal | Result | Impact |
|--------------|---------|------|--------|--------|
| N/A | | \$ | \$ | |
| | | \$ | \$ | |

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

Does your church have an endowment? Yes

What is the market value of the assets? 100,000

Are funds drawn as needed: There are some restrictions, up to the Church Council

What is the percentage rate of draw (last year, compared to 5 years ago)? 0

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

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

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$135,000 CD, 50,000 in Stock

Investments (other than endowment): \$

Does your church have a parsonage? Yes

Fair market value of the parsonage: \$450-500,000

How is the parsonage used? By the Designated Pastor

777 Foxboro Court, Saline, MI 48176

Finished square footage: appx. 2,500

Number of Bedrooms, 4 Number of Bathrooms 3 1/2

Assessed real estate value: unknown

Available for pastoral residence: Yes, rental

Expected pastoral residence: No

Condition of structure, systems and appliances: Excellent

Entity in the church responsible for review and needed repairs: Building & Grounds Committee

Describe all buildings owned by the church:

Church building and Parsonage

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

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

Worship Space, Church Building including accessible bathroom, elevator, and parsonage.

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

Our mission and ministry continue to work with those in need both within and outside of the church. To continue to teach the Word of God through Sermons and Bible Study, and to participate in city events to keep our church on the minds of the residents of Saline.

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.

Over the years additions including increasing the seating in the Sanctuary to accommodate 225 people, the addition of office spaces, the nursery, the chapel, and the fellowship room on the first floor, and the updating and remodeling of the kitchen in 2022 on our lower level. An elevator was added in 1998 to help people who cannot negotiate the stairs go between levels. The Sanctuary itself was updated and remodeled in 2016.

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

We completely updated and remodeled our kitchen in 2022.

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

We have not had any major conflict since 2001. Conflict is handled when possible first by our pastor, then by the Church Council. Our biggest challenge now is not conflict, but how to continue to support our missions, our buildings, and our pastor with a continuing aging and decreasing congregation.

Pastoral History (*include all previous pastoral staff for the past 30 years*)

| Staff member’s name | Years of service | UCC Standing (Y/N) |
|--------------------------|------------------|--------------------|
| Revs. Keith & Pam Koebel | 6 | Y |
| Rev. Dr. Patricia Kenney | 8 | Y |
| Rev. Ken Peterkin | 3 | Y |
| Rev. Ronald Boldman | 21 | Y |

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

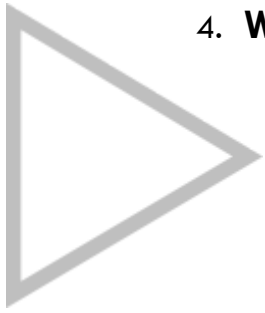
Pastors have different management philosophies. Some are more outgoing than others, some are better to accept ideas from the congregation than others. Some are more aimed at reaching out and growing the congregation than others. What seems critical is that no matter what style a

pastor brings, or how they operate, the church and the Pastor must work closely together both with vision and future goals of the church.

Has any past leader left under pressure or by involuntary termination? No

Has your church been involved in a Situational Support Consultation? No

Has a past pastor been the subject of a Fitness Review while at your church? No



4. WHO IS OUR NEIGHBOR?

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

a. COMMUNITY VISION

b. MISSION InSite

4a. COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy?

We were one of the only churches in our area who held service on Christmas morning when it fell on a Sunday. We had a person attend specifically after telling us that we were the only service she could find. We had an Ash Wednesday, Maundy Thursday, Good Friday, Saturday Vigil, and Sunday morning service for the Easter season which was advertised to the wider community. We have a monthly game night and potluck which is also open to the community.

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

Our current Designated Pastor participates in the covenant association meetings and is a member of the Prophetic Integrity Mission Area Team for 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.

☒ Accessible to All (A2A)
☐ Creation Justice
☐ Economic Justice
☐ Faithful and Welcoming
☒ God Is Still Speaking (GISS)
☐ Border and Immigrant Justice
☐ Inter-cultural/Multi-racial (I'M)

☐ Just Peace
☐ Global Mission Church
☐ Open and Affirming (ONA)
☐ WISE Congregation for Mental Health
☐ Other UCC designations:
☐ Designations from other denominations
☐ 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?

Accessible to all, and very welcoming are a part of our culture. We are a very welcoming congregation and practice what the UCC says when it says that “no matter who you are or where you are on life’s journey, you are welcome here.” We are totally accessible to all people. We have an elevator, and a handicapped accessible bathroom. We also believe that God is still speaking and are committed to continue to discern what God is saying to us and to the world around us. Our focus now has to be on finding a new settled pastor, and on helping this pastor to get to know all of us.

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

We are involved with other UCC congregations and just recently shared a dinner and worship for Thanksgiving with two other UCC Congregations. We also just participated with the Presbyterian Church in a Blue Christmas worship celebration. We work in conjunction with another Church in collecting items for a paper products pantry for the needy. We participate in a community Cross Walk.

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.

Part of our mission is to reach out and spread the Word of God to others in our community, and to demonstrate God’s love by what we do for others in the community. We spend a considerable amount of time trying to discern ways to reach out and help. We are also considering a Wednesday lunch program aimed at those who have lost a spouse and need additional fellowship time with others. We have a willingness to try different ideas to fulfill our mission.

Reflect on the scope of work assigned to your pastor. 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 understand that the Pastor is juggling many things at the same time. We encourage our Pastor to be active in our community, and to help with community events, such as our Christmas Parade. We are a part of the Saline Chamber of Commerce and encourage our Pastor to be a part of the activities of the chamber. We also encourage our current Designated Pastor to continue to be a part of the Prophetic Integrity Team with the State Conference.

4b. MISSION InSite

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

Census data shows that the overall population in Saline is 9,296 people. Of these people White (Non-Hispanic) people makeup 89.1% of the population, Asian (Non-Hispanic) people makeup 3.69% of the population, White Hispanic people makeup 2.69% and Black or African American (Non-Hispanic) people makeup 1.23%.

The data shows that the greatest population of people are White (Non-Hispanic) with other groups composing the other 10.9%. We do not have a breakdown of non-retired vs retired people however it seems to run about 16.9% of the people in the United States are retired. Our biggest challenge seems to be that the people in the age range from about 25 to 55 do not respond to our invitations to become involved. We have been using both the community web page and our own designed door hangers to invite people to our events without any results.

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?

Our congregation reflects the demographic makeup of the majority of the people in the community around us.

Are the demographics of the community currently shaping ministry, or not?

The current demographics are shaping our ministry, however, as our congregation continues to age, we have fewer people able to reach out and help with active ministry. Again, we have a

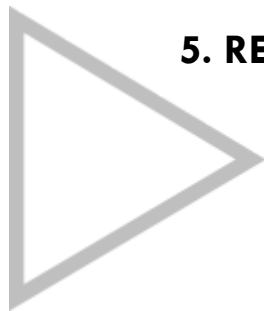
critical need to grow our congregation, so we have enough people who are physically able to reach out.

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

This is a question which we have been discussing with the Church Council. What are we known for, or to put it another way, what would people say if we had to close our doors? Would we be missed, or would our outreach be missed, or would it be just another “oh well?” We have offered consistent Church leadership for over 100 years and feel we are a part of our community.

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

People became involved because our Pastor took the time to answer their questions. When they came, they were greeted in a warm and friendly way, and our Pastor made a home visit to answer any more of their questions.



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

Rev. James Coran

Ph. 734-788-8639 Email: sailwithjim@aol.com

Designated Pastor at St. Paul

Hello:

This letter is to serve as a reference for St. Paul U.C.C. located in Saline, Michigan. My name is Jim Coran, and I have been their Designated Pastor since October 1st. 2022.

Let me begin by stating that I am totally enjoying the experience. We have spent the last several months exploring where the church feels called to move in terms of mission as well as in terms of a called settled Pastor.

This has been a process of the entire church. We began with a survey of what people felt was important, and then held eight small group meetings for discussion. The Search Committee took all of this into consideration as they updated our Church Profile, so I can state that everyone in the church is involved in this process, including those of us who are shut-in or not able to attend church on a weekly basis.

The greatest strength that I see here is the people. They are involved and enthusiastic about our worship, our music, our outreach, and our call process. I have found the Church Council to be willing to listen to and consider my new ideas, some of which may be a little unconventional, and to answer my questions about their history over the last 116 years.

We just finished a very successful "Basement (Rummage) Sale," and are in the midst of planning a luncheon get together with our sister church, Clinton U.C.C., to meet and celebrate our new Conference Pastor, Rev. Dr. Lillian Daniel. As presented in the profile, we are taking a leap in faith and planning on sharing a full-time Pastor between both churches. I am confident that with the help of both Church Councils, and the help of the members of both churches, this will be a very exciting, rewarding, and challenging position.

The number one point of importance on our survey was to visit those who are unable to attend on Sundays and to visit those who are in the hospital for whatever reason. In response to this we have a committee, who in addition to the Pastor, goes out on a regular basis to see people. While I cannot say that we need "improvement" in this area, I do think that that it would be helpful for the new Pastor to spend time with these people, especially as it relates to taking Communion out to others.

I would say that this is a very strong church with strong leadership and strong lay people. It may not be the largest church in the community, but it does have the potential and desire to make a positive difference in the community depending upon where God, the new Pastor, and the congregation feel called to take it.

Please feel free to call me with any questions at: (734) 788-8639. We look forward to hearing from you.

Sincerely,

Rev. Jim Coran

Current Designated Pastor

REFERENCE 2

Rev. Ronald Boldman Pastor Emeritus
RevBoldman@aol.com

(Describe some areas of strength in this church's ministry.)

The membership, though small in numbers, is one of strong individual support. The leadership is effective in both the local church congregation and the community. The congregation has a strong mission spirit. The music leadership is excellent with functioning gospel, sanctuary, chime and youth choirs. There is good communication between leadership and membership. The prayer chain is active.

(Describe some areas for improvement in this church's ministry.)

There is a need for numerical membership growth, something always desired and challenging. Young adults and families especially needed. There are many fellowship activities for the congregation but perhaps some specialized programs for particular needs; programs which have trained leadership and are open to the community.

(Describe a significant experience you have had of this church's ministry.)

There is a vibrant spirit of friendship/fellowship during morning worship services and coffee hours. I personally experience this the Sundays I am present, and I have truly appreciated this support at the times of deaths in my family.

(Anything else to share.)

The building maintenance is up to date and the facility, parking lots and location are all positive factors for potential future growth.

REFERENCE 3

Ronald Andrews Organist
Telephone: 734-657-3305 Email: aronaldandrews@gmail.com

1. Describe some areas of strength in this church's ministry
 - o Since I was originally hired as the full-time organist at St. Paul many years ago, I have experienced an open, welcoming and inclusive spirit. I always felt welcomed and appreciated by the congregation. Sadly, due to differences with a previous pastor (resigned several years ago), I left full-time employment, though have still kept in touch with church members. It was this connection with the congregation that led me back recently to being a substitute organist for them. I feel that they are very accepting, welcoming and encouraging of my musical gifts, and those of my husband. We both enjoy playing and sharing musical worship with this congregation. I would also characterize this congregation as the most giving and generous congregation I have worked with in my 50+ years as a church organist. It appears to me that they welcome outreach, and they are involved, aware and ready to assist in many needs of the local

community and other areas in and around Detroit. This extends to their hosting of the One Voice Gospel Choir, which calls St Paul their home. There is a deep and abiding love among all the members; I have never been aware of any internal strife. Even though Covid presented many challenges, it led them to new areas of outreach, like streaming services. I feel a strong desire from this congregation to continue as St. Paul's UCC by building up their congregation and continuing to support their local and extended community.

2. Describe some areas of improvement.

- o As with most congregations in my experience, there is a dedicated handful of people who do the majority of the work. This is not unique to St Paul's, but has been characteristic of every church I've ever been associated with. I am not sure of how to address or remedy this. In this case, building up more members would be a good first step. This should be a priority with any new church leadership. Part of this might involve doing targeted outreach and support to young families, as the number of children in the congregation has dwindled significantly. One additional suggestion: most of the regular members sit in the back of the sanctuary. As the number of people attending each Sunday has decreased, it may feel strange and unsettling for visitors to walk in and find most people in the back half of the room. This also exaggerates the feeling of relative emptiness in the sanctuary. Filling the front half of the room would give more of a feeling of whole-hearted participation and enjoyment in being there. I have never sensed any discord or strife among the congregants, only mutual respect and support.

3. Describe a significant experience that you have had of the church's ministry.

- o Every time I leave a worship service, I feel very positive, welcomed, encouraged and appreciated. I feel this, because people are vocal in their appreciation and support. It's not just lip service. Other churches I have been in are frequently not as outwardly demonstrative in their friendliness and inclusion.

REFERENCE 4

Steve Robison Funeral Director Robison Bahnmillers Funeral Home
Telephone 734-429-9760 Email: rbfhsaline@hotmail.com

Describe some areas of strength in this church's ministry.

My feeling is that because of the long-standing, agriculturally and educationally based smaller community, this has allowed the Pastor to really develop more deeply rooted and personal relationships with the parishioners.

Describe some areas for improvement in this church's ministry.

Many churches face this challenge, but perhaps a targeted youth outreach program would help to ensure the longevity of the Church. This area currently has several housing projects in part because of the draw to the highly rated school system, so that will help. I was glad to see the completion of the kitchen in the basement because that means that gatherings and luncheons can resume which is something I was looking forward to.

Describe a significant experience you have had of this church's ministry.

Pastor Jim officiated my good friend's grandmother's and grandfather's funeral service, both within the last 18 months. The family was comforted by his presence and it was good to see my friend be more at peace with his loss because of Jim's message. Separately, we experienced a bad car accident recently in our family and Jim came by 2 if not 3 times to check on how we were doing, which was much appreciated.

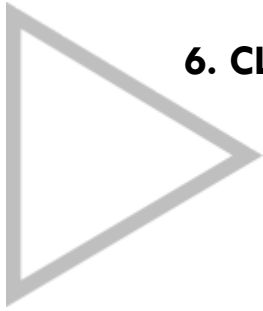
PROMPTS FOR REFERENCES

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 pastor 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:

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 pastor 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 pastor 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.)*

| | |
|------------------|--|
| Pat Jensen | Financial secretary |
| Robyn Girbach | Church secretary |
| Rev. James Coran | Designated Pastor (advisory role only) |
| Paul Wright | Search Committee member |
| Cathy London | Search Committee member |
| Rilee London | Search Committee youth member |
| Ruth Frayer | Search Committee and council member |
| Craig Richter | Search Committee chair and council president |

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, pastoral 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:

Name / Title: Lawrence Richardson, Associate Conference Pastor

Email: lawrence@michucc.org

Phone:

Date:

**UNITED CHURCH
OF CHRIST**



This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

"Jesus answered them, 'Have faith in God!'" – Mark 11:22