

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

**Congregational United Church of Christ
Humboldt, IA**

Part Time Pastor

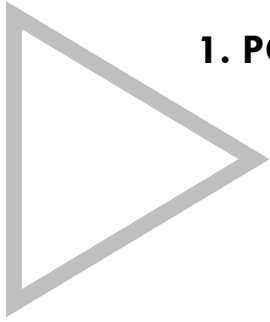
Iowa Conference, Northwest Association

[Validation Date] August 14, 2024

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- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
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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)*



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: **Congregational United Church of Christ**
Street address: **111 North Taft Street, Humboldt, Iowa 50548**
Supplemental web links: **www.ucchumboldt.com**
Facebook: **Congregational UCC, Humboldt, Iowa**

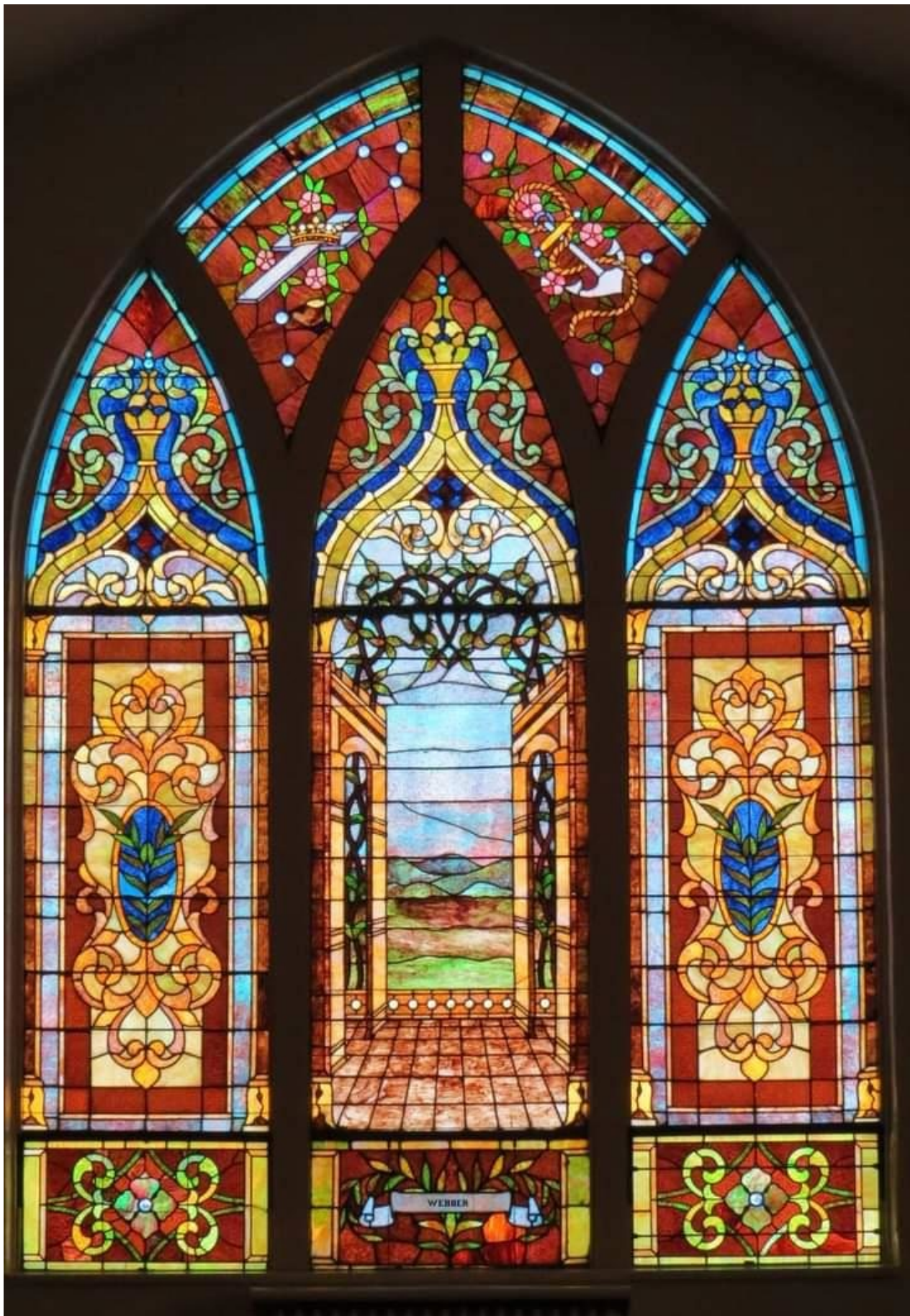
Conference: **Iowa**
Association: **Northwest**
UCC Conference or Association Staff Contact Person:
Jane Estrada
Tri conference UCC Staff
jane@ucctcm.org
605-413-5567

Summary Ministry Description:

We are a community of 5000 in North Central Iowa on the Des Moines River and two hours north of Des Moines. We are seeking a candidate to lead us in experiencing new, creative ways of doing ministry. Our Bible-based worship involves all ages and invites participants to experience the divine. Fellowship is an integral part of small-town life, and we thrive on it. We believe our community needs a church that cares and is called to provide a Christ-like presence. We live here and we show love to our neighbors by caring for and supporting all people of the congregation, the local and world-wide community, financially, spiritually, prayerfully, through education, fellowship and mission work.

Photographs:





What we value about living in our area:

We all feel very fortunate to live in this small community that cares about each other. We are a family-oriented community. We have a hospital and excellent educational opportunities. We have 12 parks and over 40 miles of trails. We have a new well-furnished recreational facility.

Current size of membership: **105**

Position Title: **Part Time Pastor**

Position Duration: **Settled**

Compensation Level: **½ Time**

Does the total support package meet conference compensation guidelines? **Yes**

1b. SCOPE OF WORK

Core Competencies:

Caring

Organized

Enthusiastically spiritual

1c. COMPENSATION AND SUPPORT

Salary Basis: \$ 42,000 total package divided up as desired and \$3000 moving expenses if needed, other nonmonetary benefits are negotiable

What is the expected living situation for your next minister

We don't have a parsonage and housing is to be determined by candidate. We have found our past ministers have wanted to allocate funds differently depending on their situations. The salary package includes all expenses payable to them.

Comment on the residential/commuting expectations for your next minister. **Our last Pastor lived outside our community and commuted.**

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

The Tri conference and Northwest Association both have support available
The local Ministerial Association has also been a resource
We also host a monthly Clergy Circle which is made up of UCC clergy in our area

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

We are open to a bi-vocational pastor and are willing to discuss how this can work for both of us.

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.

Our congregation provides a significant element to our quality of life and we hope that our new pastor will join us in ways that make our joy visible to the public.

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

We would like the pastor to be part of the Ministerial Association in our community. We would like to have our church become more visible through our service projects.

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

Not an issue at this time

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

Engaging sacred stories and traditions

Caring for all creation

Working together for justice and mercy

2. WHO IS GOD CALLING US TO BECOME?

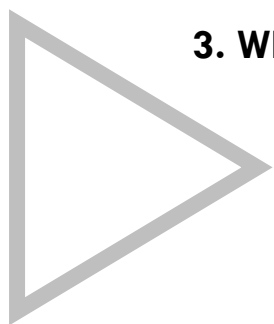
"You shall love the Lord your God with all your heart, and with all your soul, and with all your mind." (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

**A faithful community that reaches out
God's voice in the community**

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

Mostly through our mission projects both locally and beyond



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.

This congregation appreciates preaching that is challenging and provoking, uses humor, is Biblically based, touches directly on our everyday life, is comforting and reassuring, sets forth various sides of an issue without advocating one position as the only Christian understanding. Our purpose is to worship God, to preach the gospel of Jesus and to celebrate the sacraments, achieve Christian fellowship and unity within this church and beyond, to provide loving service toward humankind, and to strive for righteousness, justice and peace.

Describe several strengths or positive qualities of your congregation.

A faithful core community

Mission driven group

Selflessness

Compassionate

Coffee fellowship after church strengthens the bonds among the congregation

Describe what worship is like when your congregation gathers.

Welcoming, enlightening and practical

This beautiful native limestone church with stained glass windows was built in 1904

We have an historic pipe organ and grand piano for accompaniment

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

We have a Sunday School program with a Director of Christian Education and VBS during the summer

We have adult Bible studies several times per year. These Bible Studies help us understand more of our faith another way of binding us to each other. They expand the foundation for all members of our faith. The Bible is the foundation so the more we understand the more sound our foundation.

Describe how your congregation is organized for ministry and mission.

- When it comes to decision-making, how many hours are spent in meetings per month?
We are a Council governed church with boards and committees doing the work
The Council meets once a month as do most of the boards and committees. The pastor is a member of all boards and committees and we welcome their presence but it is not required. The Council meeting contains a recap of the activities of the boards and committees, so that meeting could be the only one attended if necessary. Zoom meetings have been used fairly regularly as well.
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished? **Pastor confers with Moderator**
- 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**

3b. 11-YEAR REPORT

National



UCC 11 YEAR REPORT

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDED-REMOVED
2012	998,906	378,704	193,255	7,036	5,853	13,367	17,397	29,009	-20,150
2013	979,239	369,264	192,430	6,634	5,665	12,403	16,671	26,344	-18,323
2014	943,521	358,836	186,915	6,569	5,100	12,801	17,252	31,680	-24,462
2015	914,871	344,702	178,983	5,575	4,830	12,801	16,789	25,560	-19,143
2016	880,383	330,936	172,113	5,177	4,442	10,787	15,632	26,541	-21,767
2017	853,778	320,656	169,619	5,141	4,299	11,520	15,738	21,882	-16,660
2018	824,866	308,031	162,483	4,884	3,754	10,020	14,674	20,286	-16,302
2019	802,356	297,076	155,319	3,872	3,891	10,718	13,607	17,215	-12,341
2020	773,539	268,925	135,416	2,331	1,404	4,238	11,640	12,325	-15,992
2021	745,230	232,405	119,748	2,580	1,674	4,167	11,786	13,089	-16,454
2022	712,296	225,359	113,030	2,822	2,953	6,051	12,192	16,004	-16,370

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPP	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2012	\$808,288,492	\$43,630,120	\$23,745,787	\$12,722,624	\$36,468,411	\$24,417,929	\$60,886,340	2.94%	\$912,804,952	\$427,155,797
2013	\$818,905,166	\$41,524,595	\$23,250,467	\$15,153,467	\$38,403,934	\$24,923,394	\$63,327,328	2.84%	\$923,757,089	\$427,143,160
2014	\$822,342,667	\$64,729,352	\$22,477,591	\$18,540,500	\$41,018,091	\$22,448,859	\$63,466,950	2.73%	\$950,538,969	\$423,704,376
2015	\$824,425,695	\$41,686,411	\$21,989,220	\$17,784,650	\$39,773,870	\$22,782,447	\$62,556,317	2.67%	\$928,668,423	\$414,463,717
2016	\$819,948,400	\$39,072,196	\$21,019,789	\$18,515,763	\$39,535,552	\$21,456,779	\$60,992,331	2.56%	\$920,012,927	\$399,252,911
2017	\$850,592,022	\$55,196,673	\$20,698,109	\$13,076,094	\$33,774,203	\$24,377,491	\$58,151,694	2.43%	\$963,940,389	\$446,896,930
2018	\$856,790,219	\$55,852,902	\$20,073,260	\$12,333,072	\$32,406,332	\$22,504,660	\$54,910,992	2.34%	\$967,554,113	\$386,966,914
2019	\$865,208,873	\$50,254,926	\$19,222,559	\$11,470,488	\$30,693,047	\$20,842,345	\$51,535,392	2.22%	\$966,999,191	\$403,754,513
2020	\$802,588,216	\$34,893,962	\$19,105,962	\$9,087,539	\$28,193,501	\$17,901,780	\$46,095,281	2.38%	\$883,577,459	\$456,330,326
2021	\$807,964,727	\$27,893,391	\$18,779,975	\$9,244,874	\$28,024,849	\$16,606,455	\$44,631,304	2.32%	\$880,489,422	\$326,973,842
2022	\$826,814,588	\$29,444,453	\$18,101,787	\$10,875,175	\$28,976,962	\$19,294,639	\$48,271,601	2.19%	\$856,259,041	\$369,322,763

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2017-2022	-16.57%	-29.72%	-33.36%	-25.05%	-2.80%	-14.20%	-11.17%
2012-2022	-28.69%	-40.49%	-41.51%	-39.24%	2.29%	-20.54%	-6.19%

Iowa

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



Conference: Iowa
Association: (Any)

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	29587	9674	5318	204	174	356	595	555	-416	
2013	29310	9414	5517	267	131	336	610	453	-329	
2014	28642	9149	5391	198	155	322	640	704	-669	
2015	28177	8715	4673	261	136	342	639	563	-463	
2016	27595	8386	4285	158	87	336	523	549	-491	
2017	27419	8268	4197	184	96	237	471	161	-115	
2018	26810	8044	4123	145	114	146	441	439	-475	
2019	25744	7846	3952	111	46	139	357	854	-915	
2020	24351	6846	3613	103	60	76	433	329	-523	
2021	24044	6554	3405	37	9	60	228	188	-310	
2022	23097	6021	2953	100	28	117	394	462	-611	
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	\$16,367,994	\$1,031,264	\$898,590	\$242,737	\$1,141,327	\$530,932	\$1,672,259	5.49	\$19,071,517	\$12,278,033
2013	\$16,860,070	\$2,308,767	\$956,798	\$318,237	\$1,275,035	\$542,262	\$1,817,297	5.67	\$20,986,134	\$13,685,855
2014	\$17,579,413	\$2,715,508	\$868,949	\$370,784	\$1,239,133	\$661,635	\$1,900,768	4.94	\$22,195,689	\$14,231,280
2015	\$17,124,576	\$831,840	\$857,355	\$402,938	\$1,260,293	\$482,017	\$1,742,310	5.01	\$19,698,726	\$13,483,440
2016	\$16,697,278	\$624,229	\$832,002	\$356,852	\$1,188,854	\$573,837	\$1,762,691	4.98	\$19,084,198	\$12,321,861
2017	\$16,995,091	\$795,784	\$766,416	\$280,727	\$1,047,143	\$529,584	\$1,576,727	4.51	\$18,571,818	\$11,142,504
2018	\$17,375,109	\$644,370	\$737,184	\$196,761	\$933,945	\$509,732	\$1,443,677	4.24	\$18,818,786	\$10,497,870
2019	\$17,459,645	\$538,073	\$649,246	\$286,011	\$935,257	\$287,956	\$1,223,213	3.72	\$18,682,858	\$7,945,702
2020	\$16,662,448	\$716,309	\$618,652	\$174,713	\$793,365	\$389,423	\$1,182,788	3.71	\$17,845,236	\$10,449,431
2021	\$16,724,769	\$202,835	\$623,792	\$170,626	\$794,418	\$387,524	\$1,181,942	3.73	\$17,906,711	\$6,721,612
2022	\$16,733,545	\$258,530	\$461,101	\$171,957	\$633,058	\$504,077	\$1,137,135	2.76	\$17,870,680	\$7,481,180
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE		
2017-2022	-15.76	-27.18	-29.64	-52.61	35.44	-1.54	-39.54	-3.78		
2012-2022	-21.94	-37.76	-44.47	-66.62	-25.57	2.23	-44.53	-6.30		

Please note: Data may not be identical to UCC Yearbook totals for every year. Schedule 1 and 2 churches are not included in these totals. 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:	74	X
Number of active non-members:	5	X
Total of church participants (sum of the numbers above):	79	X

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	61	X
Less than 10, more than 5 years:	4	X
Less than 5 years:	4	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>
1	2	4	3	1	10	6	17	30	X

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	11%	X
Households with minors:	9%	X
Single adults age 35-65:	2%	X
Joint households with no minors:	46%	X
Single adults over 65:	32%	X

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	44%	X
College:	37%	X

Graduate School:	2%	X
Specialty Training:	17%	X
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	30%	X
Adults who are retired:	66%	X
Adults who are not fully employed:	4%	X

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

We have teachers, healthcare workers, farmers, sales people, truckers, managers and business owners.

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?

Our congregation is all Caucasian, however 5% of our community is Hispanic and 2% black or Asian.

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)? P
We have not had a conversation regarding diversity but are open to that discussion.

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	8	Director of Christian Education

Baptisms (<i>number last year</i>)	4	Pastor
Children's Groups or Classes	3	Director of Christian Education
Christmas Eve and Easter Worship	50/30	Pastor
Church-wide Meals	30	Fellowship Board
Choirs and Music Groups		
Church-based Bible Study	8	Director of Christian Education
Communion (<i>served how often?</i>)		Served monthly and special services by the Diaconate
Community Meals		
Confirmation (<i>number confirmed last year</i>)		None this last year
Drama or Dance Program		
Funerals (<i>number last year</i>)	1	Pastor
Intergenerational Groups		
Outdoor Worship		
Prayer or Meditation Groups		
Public Advocacy Work	30	Diaconate organizes one project each month
Retreats		
Theology or Bible Programs in the Community	5	We do a shared Vacation Bible School with 2 other churches
Weddings (<i>number last year</i>)		
Worship (time slot: _10:00 AM_)	20	
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes		
Other		

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)
None				

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

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which 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 Coordinator	No	PT	Pastor	6 years
Director of Christian Education	No	PT	Pastor	5 years
Organist	No	Volunteer	Music committee	15 years

REFLECTION

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

We are active in the community

We are fairly well educated

We have a stable staff

3e. CHURCH FINANCES

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

Source	Amount
--------	--------

Annual Offerings and Pledged Giving	\$83,168
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	Interest only
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	
Fundraising Events	\$11,961
Gifts Designated for a Specific Purpose	\$1,240
Grants	\$
Rentals of Church Building	\$
Rentals of Church owned house	\$7,000
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$2,150
Transfers from Special Accounts	\$10,000
Other (specify): House Account	\$10,000
Other (specify):	\$
TOTAL	\$125,519

Current annual expenses (dollars budgeted for most recent fiscal year): \$115,772

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **28%**

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*)

- ☒ **X** Our Church’s Wider Mission (OCWM – Basic Support)
- ☒ **X** One Great Hour of Sharing
- ☒ **X** Strengthen the Church
- ☒ **X** Neighbors in Need
- ☒ **X** Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? **Budgeted every year \$2000**

What is the church's current indebtedness?

Total amount of loan debt: **None**

Reason for debt: **N/A**

Are capital and other payments current? **N/A**

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.

Tuckpointing – just completed - \$55,000

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

Year(s)	Purpose	Goal	Result	Impact
2023-4	Tuckpointing	\$60,000	\$25,000	Covered the rest from investments
2023	Media system	\$6,000	\$2,000	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
2025	Air conditioner	\$15,000	\$	Not started yet
		\$	\$	

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

Explained the projects to the congregation and asked for donations

Had a dinner after church and asked for free will donations

Does your church have an endowment? **Yes**

What is the market value of the assets? **\$416,385**

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

All interest is deposited into checking account

What is the percentage rate of draw (last year, compared to 5 years ago)? **None, only interest is used**

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: **We are fortunate to have received a large endowment which generated income for us through the interest earned. With lower interest rates lately, this has resulted in lower income. We cannot spend the principal.**

Other Assets

Reserves (savings): **\$9,777**

Investments (other than endowment): **\$187,096**

Does your church have a parsonage? **No**

Describe all buildings owned by the church:

We have a beautiful native limestone building built in 1904. There are stained glass windows throughout the building. We also own a house south of the church which is rented out for income.

Which spaces are accessible to wheelchairs?

Main floor only which includes: sanctuary, pulpit, pastor's office, kitchenette, fellowship room, bathroom, and a meeting room.

3f. HISTORICAL INFORMATION

Describe 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.

We recently celebrated the 150th anniversary of our church. We held a yearlong observance with fundraisers including memorabilia like t-shirts, mugs, and ornaments.

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

Our last pastor was the first part time pastor our church has had. There were challenges balancing time and right-sizing our expectations of the pastor which we resolved.

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 do have some policies which help guide us if conflict is inevitable. If conflict arises that we cannot get past we are willing to utilize the Conference or Association if needed.

Ministerial History:

Staff member’s name	Years of service	UCC Standing (Y/N)
Shonda Deranleau	2015 - 2023	Y
Lynda Bigler	2009 - 2012	Y
Greg Smith	2000 - 2005	Y
Jill Sneed Bobholz	1996 - 2000	Y
David Johnson	1989 – 1994	Y

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

We have had pastors with a variety of personalities, experiences and backgrounds. We try to be flexible and understanding in getting to know them and working with them.

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

Y/N/Ask us **No**

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us **No**

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

Y/N/Ask us **No**

4. WHO IS OUR NEIGHBOR?

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

a. COMMUNITY VISION

b. MISSION InSite

4a. COMMUNITY VISION

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

Annual Christmas basket project for community

Help deliver Meals on Wheels two months every year

Organize and carry out the Mobile Food Pantry every two months

Host the storage room for the FUEL program in our schools

Participate in monthly mission projects through the Diaconate

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

We participate in NW Association meetings, hosting when it's our turn

Have delegates at the annual Tri conference 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.

☐ Accessible to All (A2A)

☐ Just Peace

☐ Creation Justice

☐ Global Mission Church

☐ Economic Justice

☐ Open and Affirming (ONA)

☐ Faithful and Welcoming

☐ WISE Congregation for Mental Health

☐ God Is Still Speaking (GISS)

☐ Other UCC designations:

☐ Border and Immigrant Justice

☐ Designations from other denominations

☐ Inter-cultural/Multi-racial (I'M)

☒ 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?

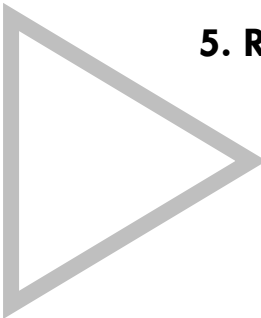
We had an Ad hoc committee to study ONA but it was dissolved when our membership numbers dropped. We are open to having those discussions again.

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

We participate in the local Ministerial Association group
We partner with the local Methodist and Lutheran churches for VBS
We host the NW Association Clergy Cluster

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 would like to see our next pastor be visible in our community through the Ministerial Association and other community wide events. This requires a careful balance of time when we have a part time pastor.



5. REFERENCES

REFERENCE 1

Jim Sayers
515.890.1601
Farmtown2356@gmail.com

Jim Sayers
2356 240th St.
Humboldt IA 50548
515-890-1601

RE: Reference Letter for Humboldt Congregational UCC
DATE: June 5, 2024

I am not a member of the Humboldt Congregational UCC but a member of Faith United Methodist Church, a neighboring church just three blocks east of the UCC. The Congregational UCC is fondly called the "Congo" church by many here in town. I have had a long and positive relationship with the church, including many of its members and pastors. As an outsider looking in, here are my perspectives on the Congregational UCC:

Strengths

- Community involvement and participation – the church and its members are significantly involved in community outreach and ecumenical efforts. This church provides key leadership for the local mobile food pantry, including organization, volunteer recruitment, and logistics. The Congo church has long supported the Humboldt County Ministerial Association, participating in its meetings, programs, and projects. The UCC will again cooperatively sponsor a vacation Bible school program with Faith UMC and Our Saviour's Lutheran Church this summer.
- The Congo church is always welcoming, warm, and friendly when visitors enter its doors.
- Several talented speakers and musicians are part of the congregation.
- Tradition – the congregation well maintains its historic and beautiful church building. There are a few community icons who are longtime UCC members – well-known for their community participation, wisdom, and support of social causes.

Improvements

- Like many mainline churches in rural communities like Humboldt, the Congo church faces challenges of declining membership numbers, increasing average member age, lower church attendance in general, and (I suspect) stresses maintaining financial resources needed to support its facilities, leadership, and mission. Humboldt has several independent nondenominational churches, often formed by leaders recruiting dissatisfied members from existing churches. This is a challenge facing the Congo church along with other churches.
- Tradition – A challenge for all churches is to balance valued traditions with trying new ways of ministry, often beyond traditional Sunday worship services and the way things have been done in the past. The Congo church is not alone in this challenge.

Significant experience

Although my relationship with the Congo church and its people goes back many (over 50!) years, a personal experience a year ago has increased my respect for and appreciation of my friends there.

In early 2023, Faith UMC experienced a disaffiliation (from the United Methodist denomination) attempt and vote led by its pastor and some church leaders who wished to take over the church and create an independent nondenominational congregation. The vote failed. But last spring and summer were especially difficult as many UMC members wondered what would happen in the future.

During this turbulent time, our friends at the UCC offered support, refuge, and stability – not only for me but for other Faith UMC members. The Congo pastor offered pastoral visitation and care for United Methodist members when no pastor was available. A small UMC house church, Humboldt River of Life, was offered a place to meet and worship in the UCC building – an act of kindness and compassion (HROL still meets in the church monthly). Congo church members offered support and welcome – as they always have done. I feel we have real friends there who care.

Additional

My personal experience at the Congo church has been nurtured for a long time. Over 50 years ago, my mother served as the church organist there (while also serving as organist at the Methodist Church). That meant that as a high school student, I often got to sit in the pews there, meet many of the long-time members, and experience church fellowship.

Later when I returned to Humboldt to live and work, I would occasionally be asked to be a lay speaker at Congo worship services to fill in on Sundays as needed. As a layperson, I have been involved in a few ministerial association projects in the past that have always included UCC support and participation.

I think of the Congo church as a community church – inclusive, friendly, and caring. And I will always support ways that we at Faith UMC down the street can work with and support our neighbor.

Jim Sayers

REFERENCE 2

Denise Hartford

515.890.1406

denisehartford@gmail.com

Dear Candidate,

The Congregational UCC is a long-standing landmark of our Humboldt, Iowa community. The church was organized in 1871 and the current church was built in 1903, using limestone from the ground beneath the church. The lovely stained glass windows in the sanctuary have shared their beauty and light of Christ through many dark times and skies. Those who belong and attend this church share that same long-standing commitment to being a light of Christ even as church membership and attendance is waning in many churches in our current times.

I don't know that I can speak to areas for improvement in this church's ministry due to what I've experienced in this church in the past and present.

I worked as office coordinator at the church for 15 years and I enjoyed the experience. A number of close relationships were formed. The ladies who had a Bible Study every Tuesday morning always insisted that I come have coffee & cookies with them. They were a very kind and Bible scholarly group of women and they made delicious cookies too! There were a number of people who would stop by my office just to "chat" as one woman called it. Stories were shared with me of WWII, what it was like to live independently at 100 years of age, and much sharing in the loss of loved ones. What a privilege to have had the opportunity to listen and share! When I eventually felt called to switch to a job at my own church, I experienced an excruciating, grieving process. To this day, I remember many of the members with much love and gratitude. No other church in town had a secretary who didn't belong to the church where they were working, so I was honored to feel part of this church family.

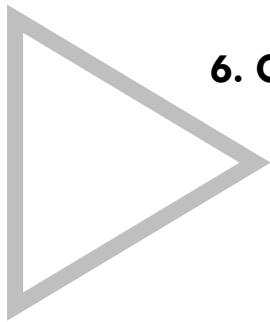
I'm sorry that whoever accepts the pastoral position won't be able to know some of the folks who are now gone, but there are still many who continue shining the light of Christ with love and kindness. They reached out to the United Methodist house church that I am a part of. When a split happened at the local UMC in Humboldt, upset members found their way to our house church. However, the group became too large to fit in someone's home. It was at this time the Congregational UCC offered us, free of charge, the use of their church. We were then able to continue to meet and work through the pain of the split. We have been meeting there for over a year.

One other thing to add is that the Congregational UCC has a good understanding of how to reach people outside the walls of their church. Two projects are their leadership and workers dedicated to making sure all aspects of the local Mobile Food Pantry happen six times a year and they also put together menstrual hygiene kits that they donate.

May God continue to bless this church and you who are looking for a new position.

Blessings,

Denise Hartford
denisehartford@gmail.com



6. CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

6a. CLOSING PRAYER

Loving God, as we start a new journey in the life of Your church, we ask that all look to you as the head of this church. We give thanks that You provided the way for us to be with You by sending Jesus to live among us and to take our sins upon Himself as He hung of the cross. We are thankful that He conquered death and rose again from the grave. May we all join together being Your hands, Your legs and Your voice. Bless our endeavors to honor Christ, bringing His word to our community and our world. We ask that we make known that all are welcome here and have a place in our church family.

6b. STATEMENT OF CONSENT

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

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? **Search Committee, Office Coordinator, congregation**

Signed: *Wayne Miner, Search Committee Chair*

August 12, 2024

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature: 

Name / Title: Rev. Kendy Miller, ACM

Email: kendy@ucctcm.org

Phone:

Date: 8/14/24

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

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