

Name of Church

First Congregational UCC

AddressPO Box 534
Burwell, NE 68823**Conference:**

Nebraska

Association:

Prairie

Title

Part time settled pastor

Start Date

n/a

Description

Small town church with great youth programing in a beautiful portion of Nebraska is seeking church leadership

Church Contact Information

No contact information has been added to this profile.

Listing Information

Web Presences

<https://www.facebook.com/profile.php?id=100064272896209>

Type: Professional

Additional Formal Ecumenical Affiliations*No response***UCC Conference or Association Staff Contact Person****Name:**

Jeff Hagaman

Title:

Associate Conference Minister

Phone:

402 826 1187

Email:

jeff@ucctcm.org

What we value about living in our area.*No response***Current size of membership**

202

Average in person attendance

20

Does your church hold virtual worship services?

No

Languages used in ministry

English

Position Title

Part time settled pastor

Position Duration

Settled

Compensation Level

1/2 Time (approximately 20-22 hours/week)

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines

[Download compensation guidelines](#)

Scope of Work

Select the expectations of the church's next pastor using the list below and following the [Call Agreement Workbook](#).

Some additional goals for the pastor may also be included here. Expectations should be reasonable based upon the compensation level selected above; for example, a ¼ time pastor likely has time for Worship Leadership, preaching, service preparation, and possibly emergency on-call pastoral care.

Expectations:

Worship Leadership, Preaching, Service Preparation.
Leadership with Church governing body and committees.
Special services (weddings, funerals, liturgical year services).
Maintain collegial and denominational relationships.
Mission and service involvements.
Other expectations: please provide a list.
Pastoral Care with the help of a Pastoral Care Team
Potential Confirmation Class, if needed

Compensation and Support

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

| SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED | AMOUNT OR PERCENTAGE(If DETERMINED) | IS THIS NEGOTIABLE | PASTORAL CANDIDATE DETERMINES |
|--|-------------------------------------|-------------------------------------|-------------------------------|
| Salary (Cash basis determined from Conference/ Association Guidelines) | 18230 | <input type="checkbox"/> | <input type="checkbox"/> |
| Housing Allowance | 0 | <input type="checkbox"/> | <input type="checkbox"/> |
| Any Experiential Difference (Related to years of experience) | 0 | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Salary Basis: 18230 | | | |
| Pension/Annuity | 3318 | <input type="checkbox"/> | <input type="checkbox"/> |
| Social Security and Medicare Offset | 1394 | <input type="checkbox"/> | <input type="checkbox"/> |
| Medical/Dental Insurance | 15118 | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Life Insurance | 274 | <input type="checkbox"/> | <input type="checkbox"/> |
| Disability Insurance | 0 | <input type="checkbox"/> | <input type="checkbox"/> |
| Worker's Compensation | 455 | <input type="checkbox"/> | <input type="checkbox"/> |

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

We will also provide travel reimbursement and a continuing education stipend.

The expected living situation for our next minister.

Parsonage

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

No

No response

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

Our congregation is committed to supporting a part-time pastor in an ethical way. We will support the ministry of the church by providing administrative support throughout the week and we will not expect the pastor to handle teaching Bible studies, Sunday School, or other classes. We will commit to working to maintain the facilities. We will also provide additional pastoral support with ordained and licensed clergy who are members of the church. Additionally, many of our community events are supported and organized by members and friends of the congregation.

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

Reimbursement for use of personal vehicle.
Cell Phone and/or Internet.
Conference and/or Association meeting registrations
Other meeting registrations (or educational requirement registrations).
Criminal background checks.
Community of Practice Participation.

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

There is a ministerial association in the community of Burwell. We are also part of the Prairie Association and we meet actively 2 times a year, in addition to the annual conference events. Additionally, we are really close with the UCC church camp in Burwell, Kamp Kaleo. Our congregation has a close working relationship with Kamp Kaleo and vice versa.

Who Is God Calling Us to Become?

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

Who God is calling us to become as a congregation.

God is calling us to be faithful servants. We are called to be loving and understanding of the world around us, including our neighbors. We are called to be the best disciples that we can be, emulating the way that Jesus lived his life. Our church is a safe space where people can come to feel comfortable in a welcoming and inviting community. We welcome people to attend our worship experience and we invite them to participate in the life of the church. We are called to be strong disciples by guiding people to know and have a relationship with Jesus. We are children of God and we belong to the church universal family and we actively welcome the unchurched into our community.

Our congregation has a decently well attended Sunday worship experience with an average attendance of 20-30 people. We intend on continuing to put effort into our Sunday worship service. Additionally, about 5 years ago we started an intentional youth program on Wednesday night with the purpose of attracting young families with children and to help grow the church. The goal was to provide Christian education to the young people of the church with a weekly after school program. We now have a thriving and growing youth group program on Wednesday night. We have noticed that the young people in our community are not able or willing to attend Sunday worship, but we can get them to attend the Wednesday programming. As a result, we feel called to put more effort and more resources into our Wednesday night youth program to create a family-friendly worship experience in the middle of the week.

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

A number of years ago, we recognized that there was a food shortage issue in our community. As a result, we decided to establish a food pantry for the community. It is the only food pantry in Burwell and it is supported by all of the other churches and other members of the community of Burwell. The pantry is open the 3rd Tuesday from 12:30pm-1:30pm and by appointment other days of the week. The pantry serves about 10-20 families each month. Additionally, we organize a gift and food drive for area families during the Christmas season, offering food, warm clothing, and toys for 60-70 families each year. We organize this ministry, but it is supported by many others in the community. Finally, we also host Thanksgiving dinner on Thanksgiving Day for low-income families and those who are alone on the holiday, which started more than 15 years ago. We serve more than 125 people each year with this ministry. This event has grown into a family tradition each year.

When we realized that youth and young families were not attending Sunday worship, we saw the need to branch out and find other ways to support the faith development of our young people in the community of Burwell. This has been done with our Wednesday night youth programming mentioned above. Additionally, we started a youth bell choir that rehearses throughout the year and performs 3 times of year (Christmas, Easter, and Mother's Day) for our congregation and for community events. The youth bell choir is a collaboration between our church and the Methodist church. We are also committed to sending youth to camp at Kamp Kaleo each summer, offering scholarships to youth to offset the financial burden. Finally, we work with the Methodist church to plan and organize Vacation Bible School each summer, serving 22 young people in 2024.

11-Year Report

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

[Download 11-Year Report](#)

Congregation Demographics

Describe those who participate in your church.

| DEMOGRAPHIC | NUMBER |
|--|--------|
| NUMBER OF ACTIVE MEMBERS: | 50 |
| NUMBER OF ACTIVE NON-MEMBERS: | 16 |
| TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE): | 66 |

ARE THESE NUMBERS ESTIMATES?

Yes

Describe the total participation of the church:

| DEMOGRAPHIC | NUMBER |
|---|--------|
| MEMBERSHIP 5 YEARS AGO: | 202 |
| MEMBERSHIP 10 YEARS AGO: | 199 |
| WEEKLY ADULT EDUCATION ATTENDANCE: (IF ANY) | 3 |
| YOUTH MINISTRY ATTENDANCE: (IF ANY) | 13 |

ARE THESE NUMBERS ESTIMATES?

No

Number of total participants by age:

| AGE | NUMBER |
|-------|--------|
| 0-11 | 16 |
| 12-17 | 0 |
| 18-24 | 0 |
| 25-34 | 6 |
| 35-44 | 2 |
| 45-54 | 10 |
| 55-64 | 10 |
| 65-74 | 10 |
| 75+ | 12 |

ARE THESE NUMBERS ESTIMATES?

Yes

Staff and Volunteer Leadership

List of all current staff:

No Response

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

Our congregation is an aging congregation. We have many members on the roles, but like most churches, few are active. Other than Sunday worship, we do not offer ways to grow in faith for adults. We also do not offer Sunday School classes for youth on Sunday. However, we do have a thriving and growing youth program on Wednesday afternoons. We have 13 youth in elementary and middle school who attend every week and we have plans to continue to grow that ministry. We also have a very active Women's Fellowship program that supports many of the community needs.

Church Finances


Current Annual Income

| SOURCE | AMOUNT |
|--|--------|
| Annual Offerings and Pledged Giving | 67253 |
| Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return) | 13000 |
| Endowment Draw (beyond what is permitted by spending policy, "drawing down the principal") | 23600 |
| Total | 108270 |

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

113634

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget–list current budgeted expenses here.

 [Download church budget](#)

Has the church ever failed to pay its financial obligations to a minister of the church?

No

In what way is OCWM (Basic Support) gathered?

No response

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

No response

Total amount of loan debt:

No response

Reason for debt:

No response

Are capital and other payments current?

No

Does the church currently have any endowments? If so, what are the values of those endowments?

Endowment:

155000

Endowment:

No response

Endowment:

No response

Capital Campaigns

Description of any building programs projected or underway.

No response

Pictures



Does the church have a parsonage?

Yes

Fair market rental value of the parsonage:

No response

How is the parsonage used?

No response

Street

H street

City

Burwell

State

NE

Zip

68823

Finished square footage:

1200

Number of Bedrooms:

3

Number of Bathrooms:

1

Assessed real estate value:

120000

Available for minister residence?

Yes

Expected minister residence?

Yes

Condition of structure, systems and appliances

The structure is in great condition. The HVAC system is functional, but will be serviced before move-in. The appliances will be updated prior to move in.

Entity in the church responsible for review and needed repairs

Trustee Committee

Parsonage pictures



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

N/A

Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance
Accessible parking spaces
Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps)

Closed-captioning on sanctuary screen and/or livestream
Wheelchair access in bathrooms
Handrails on all stairs
Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)
Curb cuts

Which spaces are accessible to wheelchairs:

The parsonage does not have wheelchair ramp.

Historical Information

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

Burwell First Congregational UCC was instrumental in establishing Kamp Kaleo in Burwell, NE. Kamp Kaleo has been the UCC Conference Camp for the past 60 years and our congregational remains committed to supporting the mission and ministry of the camp.

The most important event in the last 10 years that has impacted the life of the church was the COVID-19 Pandemic. The pandemic forced us to move to a virtual worship experience and we have continued offering worship online, as well as in person. Some of our members choose to worship online only because of the ease of it. We also altered the worship service during the pandemic and many of those changes have remained. The members of the church and the committee work became less involved as a result of the pandemic and many have not re-engaged in the life of the church.

Ministerial History:

No response

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

No

Has your church been involved in a Situational Support Consultation?

No

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

No

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

No

Community Vision

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

When we see a need in our community, we do our best to fill the gaps within our community. We may be a small congregation, but we are fully committed to serving the needs of the community, when we are made aware of them. This includes:

Providing a meeting space for the AA and Al-anon for the community of Burwell

Organizing the community Farmers Market every Saturday, offering food vouchers for low-income families to purchase produce, 5 months a year

Offering worship during Nebraska's Big Rodeo each year, including a community meal afterwards

Providing worship support for the local nursing home each month

The Food Pantry

The Christmas Boxes

Community Thanksgiving Meal

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations, through [Just World Covenants](#) or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.

None.

References

☒ JB Sikes

Completed: Friday, Nov 15, 2024

My name is JB Sikes. I am a pastor of 2 small churches in the Burwell community and have worked at Camp Kaleo as part of groundskeeping 2023-2024.

Personal: 3088800310

Reference Response

Burwell is a great community in which to raise a family. UCC has hosted and housed the Burwell community food pantry for the 15 years I've been here. The church has also coordinated the assembly of annual Christmas boxes of food and gifts that are given to needy families in our community. The previous pastor participated with ecumenical activities and the local ministerial association. Of course, they have a tremendous facility in Camp Kaleo including a very effective camp manager in Brad Hindsley together with a camp board that continues to improve and develop the facilities and programming.

sincerely,
Johnie B Sikes III



☒ Linda Senn

Completed: Monday, Nov 18, 2024

My church works closely with the First Congregational Church and we look forward to bringing Christ to our community for many more years to come.

Mobile Phone: 308-730-2202

Reference Response

Our small community has a lot to offer, including top-notch medical facilities and personnel, and a great school system. Other features of note include fun shopping, bowling alley, movie theater, Calamus State Recreation Area, Nebraska's Big Rodeo, and Fort Hartsuff State Historical Park. The Congregational Church boasts a beautiful building with wonderful acoustics, several young families and a children's bell choir that provides music for the church and community. The church houses the Community Food Pantry, a great outreach to those in our county. Within the past 3-4 years, we have seen the churches of our community meeting together for prayer, encouragement, and to plan community worship services. The call to ministry at First Congregational UCC would provide the opportunity to continue growing the caring congregation with a bonus of living in a community that has much to offer.

■ Gene Cone

Contacted: Friday, Nov 15, 2024

Business: 308-728-7171

Reference Response

No response

Closing Prayer

Gracious and loving God,

Lord, we entrust to You the journey of this process, knowing that You have a plan for our church, and that You already know the pastor who will shepherd this flock with wisdom, compassion, and strength. We pray that You would prepare the heart of the one You are calling to us, that they might come ready to serve and lead with the gifts You have given them.

We lift up the future pastor in prayer—may they feel Your call clearly and respond with joy. We trust that You will equip them with all they need to lead this church in Your truth, bringing glory to Your name.

Amen

Statement of Consent

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile?

For example, church council or consistory, transition team, etc.

Church Search and Call Committee

2. Additional comments for interpreting the profile:

Our church celebrated 137 years of Christian service in 2024. We come from a broad spectrum of occupational, economic, educational, age, and religious backgrounds and includes families with children, an active youth group, and devoted senior members. Burwell is a town of just over 1200 people where agribusiness is essential to the local economy. Burwell is nestled in the North Loup Valley and is known as the gateway to the Sandhills. It is surrounded by a beautiful landscape. Burwell is home of Nebraska's Big Rodeo, which draws top rodeo participants and several thousand visitors each July.