

Name of Church

Immanuel UCC

AddressPO Box 305
Clarksville, IA 50619**Conference:**

Iowa

Association:

Northeast (Iowa)

Title

3/4 Time or Part Time Pastor

Start Date

Apr 1, 2026

Description

Our congregation, rooted in our small rural community that is only minutes from a larger metro, is seeking a ¾ time pastor who will lead us in faith, service, and growth. We look to build on our 125 year history, and desire a leader who will be visible in our community and partner with our church council and members to instill new energy that will blend new ideas with our traditions. We understand the importance of work-life balance and are open to discussing the structure of a call.

Church Contact Information

(319) 278-4224 (Church Primary Phone)

immanuelucc@butler-bremer.com (Church Email)

Listing Information**Web Presences**<https://www.facebook.com/profile.php?id=100064805586365>

Type: Other

Additional Formal Ecumenical Affiliations

No response

UCC Conference or Association Staff Contact Person**Name:**

Kendy Miller

Title:

Associate Conference Minister

Phone:

515-669-5243

Email:

kendy@ucctcm.org

Summary Ministry Description

Our congregation, rooted in our small rural community that is only minutes from a larger metro, is seeking a ¾ time pastor who will lead us in faith, service, and growth. We look to build on our 125 year history, and desire a leader who will partner with our church council and members to lead us as we transition from currently utilizing a lay member leading worship, to instilling new energy that will blend new ideas with our traditions. We understand the importance of work-life balance and are open to discussing the structure of a call.

Church pictures



What we value about living in our area.

Clarksville has maintained our population with a safe environment for families and is a friendly community that takes care of our own at a time of need. A variety of outdoor recreational amenities, including a state park with a river offering fishing and boating, plus camping and a popular bike trail connecting four neighboring communities. Our residents and the region are blessed with a diverse range of employment opportunities with a vibrant economy, plus having a larger metro only 30 minutes away, we have access to many educational opportunities including a State university and community college. Modern healthcare is only minutes away, plus regional hospitals are 30 minutes away. The World renowned Mayo Clinic is less than 2 hours away. The Clarksville Community School provides K-12 education in one modern facility. Our downtown meets most of our retail needs, including a national retailer, a local meat market, a convenience store with gas and hot foods, building materials business, three food establishments, a locally owned bank, and some boutique shops. We have a variety of service businesses too. Our public library is a modern facility that brings the community together, offering programs and speakers for all ages, a community history room, and a variety of reading and other materials. Reading Park located across from the library has a small bandstand that hosts lawn chair nights with live music concerts featuring artists from across Iowa during the summer.

Current size of membership

164

Average in person attendance

55

Does your church hold virtual worship services?

Yes

Choose platform type(s) and number for virtual worship.

Video Hosting Platform

On average, how many views are received per service?

201

Languages used in ministry

English

Position Title

3/4 Time or Part Time Pastor

Position Duration

Settled

Compensation Level

3/4 Time (approximately 30-32 hours/week)

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines[🔗 Download compensation guidelines](#)**Scope of Work**

Some fields reference The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ .

The United Church of Christ recognizes *The Marks of Faithful and Effective Authorized Ministers* in the formation of ministers, in the practice of active ministry, and throughout life. For the purposes of completing a denominational Profile, ministers are asked to spend some time with the *Marks*.

Expectations:

Worship Leadership, Preaching, Service Preparation.
Church Administration, Newsletter, Communications, Staff Supervision.
Leadership with Church governing body and committees.
Pastoral care, visitation of hospitalized, homebound, and members in care facilities.
Special services (weddings, funerals, liturgical year services).
Teaching – Bible Studies, adult education, confirmation, other (please provide a list of any other teaching items).
Maintain collegial and denominational relationships.
Mission and service involvements.

The Scope of Work developed by our church using the Call Agreement Workbook.*No response***3 core competencies that we imagine could be foundational in our next minister's relationship with the church.****First:**

Our congregation was surveyed to gather input at the start of our search process. The traits that rose to the top were friendly, empathetic, is an active listener with integrity to lead our congregation. Some of the other personal qualities expressed include:

- Maintains confidentiality
- Provides leadership
- Has a sense of humor
- Is approachable
- Is compassionate
- Is accepting of all

Second:

We are looking for a pastor with strong workplace skills and ethics who takes an active roll in our church's day to day function. We would also like our pastor to be visible in the community. Additional workplace traits that the congregation expressed in the survey are:

- Organized
- Self directed
- Asks for input and feedback
- Follows through with tasks and commitments
- Accepts help and welcomes suggestions
- Effective administrative leadership
- Is a problem solver
- Embraces technology

Third:

- Preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, planning of hymns and any special music in coordination with our organist or volunteers, preaching, offering of prayers, etc.
- Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay worship leader utilize them
- Leadership development by working with church member, church secretary to create ministry and programs

- Pastoral care in collaboration with lay people (at minimum to those who are ill and hospitalized, homebound, or grieving)
- Community engagement (including at our community nursing home) to guide our church to be an ambassador of God's love
- Weddings and funerals
- Participate in wider church activities such as conference and association meetings as time permits
- Assist our Christian Ed leaders as needed with planning curriculum and teaching aids for our youth programming

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)	40000	☒	☐
Housing Allowance	0	☐	☐
Any Experiential Difference (Related to years of experience)	0	☐	☐
Salary Basis: 40000			
Pension/Annuity	6400	☐	☐
Social Security and Medicare Offset	3500	☐	☐
Medical/Dental Insurance	5200	☐	☐
Life Insurance	500	☐	☐
Disability Insurance	160	☐	☐
Worker's Compensation	0	☐	☐

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

Our salary and benefits package is based on our preference of a 3/4 time position that has the flexibility to meet the work-life balance for our next pastor, and the ability to accommodate a level of employment outside of the church, if they choose. With reference to the housing allowance, our preference would be to utilize our provided parsonage adjacent to the church. This could be negotiable if desired. The dollar amounts we are providing in this profile are negotiable. The church compensates mileage reimbursement for use of your private vehicle, and also provides a budget for pastor curriculum, meal reimbursement, and expenses for church related travel.

The expected living situation for our next minister.

Parsonage provided, no housing allowance is being offered.

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.

We would utilize pulpit supply as needed, along with volunteers and lay worship leaders from our congregation. We understand there is give and take in this particular arrangement and the importance of a work-life balance, especially with the possibility of our pastor having other employment in addition to our church responsibilities.

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.

Rev. Dixie Laube

Rev. Kendy Miller

Rev. Dr. Susan K Weier

Rev. Peter Wenzel of First UCC Pleasant Valley, rural Clarksville

Who Is God Calling to Minister with Us?

The ministry goals we envision our next minister collaborating with the congregation to achieve.

Our number one goal is spiritual growth for all members, from children to adults through education, worship, and church activities. The successful candidate will serve as our spiritual leader, be engaged in our youth ministry, lead adult bible study, make visits to members that are homebound or hospitalized. In addition, our pastor will provide counseling when needed, help our members understand wider social issues, stay engaged with our churches wider mission at the conference level and our local community.

How our vision of the minister we are now seeking will assist the congregation in making an impact beyond its walls.

We would like to see our new pastor help guide our members to maintain the outreach that our church provides such as community home meal delivery, Relay For Life team, participate in ecumenical services, support local mission work as needed. We would like our new pastor to help our congregation learn about additional ways to engage and provide ministry within our community.

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

English is the only language our membership speaks, as well as the members of our community and for the most part, in our region. Our church has a strong German heritage, and we would love if our new pastor could find a way to reintroduce a long tradition of singing Silent Night in German at our Christmas Eve service.

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

- Exhibiting a spiritual foundation and ongoing spiritual practice
- Building the transformational leadership skills
- Engaging sacred stories and tradition
- Strengthening internal and intrapersonal assets

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.

Our congregation strives to be friendly and open to everyone. We worship and work together to make the world a better place through projects, programs and local missions. God is calling us to be disciples of him and to send out care and love to all, while being visible and having a presence in our community.

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

We minister and visit people in our local care center, support the local food pantry and civic groups and deliver meals on wheels to shut-ins throughout the community. Our church also supports the American Cancer Society with a relay for life team that raises funds for this cause. We are a church in transition with a lay leader for worship services. Our board has stepped forward to ensure many aspects of the day to day responsibilities of the church continue to be taken care of by volunteers of the church. Our Christian education committee is working to ensure the children's programming is still active.

Congregation Reflections

We would describe our congregation's life of faith as...

Our church acknowledges as its sole head, Jesus Christ. It acknowledges as brothers and sisters in Christ all who share in this confession. IUCC looks to the word of God in the scriptures and to the presence and power of the Holy Spirit to prosper its creative and redemptive work in the world.

Strengths or positive qualities of our congregation.

Our congregation has become strengthened through this change in ministry by working together to continue the life of our church in absence of a pastor. IUCC is well respected and a 125 year pillar in our community. We have many of our members that serve in a variety of civic organizations, including firefighters, paramedics, and healthcare workers. We have a diversity in age and backgrounds in our membership, from longtime members to young families with young children. Our church has a long history of completing capital projects in the church and parsonage without incurring debt, and we strive to keep our church and parsonage well maintained and an attractive part of our community.

A growing edge for our congregation and what we plan to strengthen as a congregation

The pandemic changed many aspects for our congregation, including our level of engagement with our community. We started live streaming our services and that has introduced our church to many new households that either do not have a church home, or are not comfortable attending a service in person. This has also allowed our members who are homebound, or have an acute illness to participate in our worship service with a professional looking video service. Attendance at our worship services has held steady with the absence of a pastor. Our church would be open to having our next pastor engage with our congregation to complete a facilitated visioning process.

What worship is like when our congregation gathers.

Our worship is very traditional with many aspects in place for several generations. In recent years our service has evolved to include more participation from the congregation, such as sharing joys and concerns verbally, sharing community events and we also celebrate weekly birthdays and anniversaries, including singing happy birthday. Our congregation has become more connected and welcoming as a "family" of Christ. Effective preaching follows the liturgical calendar and connects to daily life with reflections, insights, and engagements into God's teachings. With a strong German heritage, we don't often ask for help, and tend to be more private, keeping our feeling and concerns inside. In the past few years we have become more open and embracing during our time together on Sunday morning.

The educational program/faith formation vision of our church.

Our pastor provides a children's message as part of worship, our church participates in ecumenical summer bible school in our community which is lead by volunteers from all of the churches. Our current lay worship leader has engaged with past confirmands to have them read scripture during special worship services. Currently our youth program has created their own curriculum using YouTube videos along with resources from Cokesbury. We also have a children's chime choir program.

How our congregation is organized for ministry and mission.

We follow our by-laws, which are revised from time to time to stay current. Individual standing committees follow their own organization documents. We utilize a committee structure as projects and needs arise. Our church communicates via email with members that have email, as well as a printed monthly newsletter, and announcements made in worship services. Our Facebook page has also increased as a means to communicate with our members and the community. A congregational survey showed that a very small percentage of our members are not accepting of change, and would like our future to remain the same as the past. The majority of our members are open to change, understand that change is inevitable. Our congregation has not participated in a formal visioning process, but we feel that would be a good step once a new pastor is in place.

When it comes to decision-making, 4 hours are spent in meetings per month.**Is the pastor expected to attend all church meetings?**

No

In times when action had to be taken quickly, for example when a crisis or disaster occurred. These were the key leaders in taking this action and this was accomplished by...

Our council meets monthly with the pastor attending and actively engaged at that meeting. The council has special meetings as needed to address issues that need immediate attention. We have a committee structure that specializes in certain aspects of the church. e.g maintenance. They can meet as necessary to make sure immediate needs are attended to.

A copy of an organization structure, by laws and/or annual report to further explain the patterns of the church's activity and governance

[IUCC_Constitution_Bylaws.pdf](#)

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:	87
NUMBER OF ACTIVE NON-MEMBERS:	13
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	100

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	82%
LESS THAN 10, MORE THAN 5 YEARS:	15%
LESS THAN 5 YEARS:	3%

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	10
12-17	2
18-24	5
25-34	8
35-44	10
45-54	20
55-64	15
65-74	25
75+	40

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	0%
HOUSEHOLDS WITH MINORS:	12%
SINGLE ADULTS AGE 35-65:	1%
JOINT HOUSEHOLDS WITH NO MINORS:	68%
SINGLE ADULTS OVER 65:	19%

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	44%
COLLEGE:	28%
GRADUATE SCHOOL:	10%
SPECIALTY TRAINING:	18%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	50%
ADULTS WHO ARE RETIRED:	48%
ADULTS WHO ARE NOT FULLY EMPLOYED:	2%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

Agricultural
Healthcare
Manufacturing
Engineering
Government
Education
Insurance Agents
Business Owners

The mix of ethnic heritages in our congregation, and the overall racial make-up.

Majority German >99%
Hispanic
Korean

What diversity means in our context?

The demographics of our community and the area are mostly white ethnicity with some diversity in income levels. We do have diverse theological backgrounds. i.e. Lutheran, Baptist, Catholic, and Methodist heritage.

Has our congregation recently had a conversation about welcoming diversity, or do we plan to hold one on the near future

No

Participation and Staffing

Participation and Planning of Gatherings

WAYS OF CHURCH GATHERING	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
Adult Groups or Classes (in person or online)	14	Members
Baptisms (number last year)	5	Pastor
Children's Groups or Classes	6	Christian ED Committee
Christmas Eve and Easter Worship	200	Pastor & Council
Church-wide Meals	20	Church Council
Choirs and Music Groups	18	Member
Church-based Bible Study	5	Members
Communion (served how often?)	55	Pastor/Council (monthly)
Community Meals	0	N/A
Confirmation (number confirmed last year)	0	N/A
Drama or Dance Program	0	N/A
Funerals (number last year)	2	Pastor
Intergenerational Groups	0	N/A
Outdoor Worship	0	N/A - have in past
Prayer or Meditation Groups	0	N/A
Public Advocacy Work	0	N/A
Retreats	0	N/A
Weddings (number last year)	0	average 1 or 2 a year
Worship (digital / online / livestream)	130	Member
Young Adult Groups or Classes	0	N/A
Youth Groups or Classes	0	N/A
Other	0	N/A

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
10:00	64	Pastor

Additional comments:

Our church has held an annual outdoor worship service during the summer in the past, prior to the covid pandemic. We would welcome this to starting again.

The number of funeral and weddings seems to be up and down from year to year.

Due to a lack of youth in the age group for confirmation, we only had one member this year that qualified, so we worked with the other UCC church located near Clarksville to have her join their confirmation program. We felt this was a great fit and accommodated for her.

List of all members or regular participants in our congregation who are ordained or commissioned ministers, or who hold Lay Ministerial Standing. Additionally the names of Members in Discernment in our congregation.

No Response

Previous pastors or retired ministers who currently hold membership in the church and their role(s) in the life of the congregation:

We currently have a lay member leading worship. She will continue to attend and be an active member when our new pastor is in place.

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Secretary	Council	part	Council	1 Year
Organist	Council	part	Council	>55 Years

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

We are a small congregation with limited staffing needed to meet our needs.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	91300
Fundraising Events	2000
Gifts Designated for a Specific Purpose	17485
Total	110785

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

95596

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](#)

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

57

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

No

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (indicate those included during the most recent fiscal year)

Our Church's Wider Mission (OCWM – Basic Support)
One Great Hour of Sharing
Strengthen the Church
Neighbors in Need
Christmas Fund

In what way is OCWM (Basic Support) gathered?

Special Offerings

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

1

Total amount of loan debt:

No response

Reason for debt:

N/A

Are capital and other payments current?

Yes

Capital Campaigns

Description of any building programs projected or underway.

We currently don't have any capital campaigns underway. In recent years we have upgraded our organ, remodeled the parsonage kitchen, updated carpeting in the church, installed a chair lift for our fellowship hall in the basement, upgraded AV equipment, installed streaming equipment, and other upgrades to our church and parsonage. All of these have been accomplished with no debt.

Pictures



Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
1	Organ Purchase	16000	16000	Completed
1	Remodel Parsonage Kitchen	25000	25000	Completed

Description of any capital campaigns underway or anticipated:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

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

N/A

Does your church have an endowment?

Yes

What is the market value of the assets?

11500

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

None

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:

Not allowed

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

N/A

Please comment on the above calculations or estimates:

We don't use the principle today

Other Assets

40000

Reserves (savings):

89500

Investments (other than endowment):

21000

Does the church have a parsonage?

Yes

Fair market rental value of the parsonage:

1000

How is the parsonage used?

Currently vacant, ready for Pastor usage.

Street

209 South Mather St.

City

Clarksville

State

No response

Zip

50619

Finished square footage:

2040

Number of Bedrooms:

4

Number of Bathrooms:

2

Assessed real estate value:

130000

Available for minister residence?

Yes

Expected minister residence?

Yes

Condition of structure, systems and appliances

very good condition with new appliances and remodeled kitchen. Garage recently had siding replaced.

Entity in the church responsible for review and needed repairs

church council

Parsonage pictures



Description of all buildings owned by the church:

Parsonage
Unattached garage
Church building

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)

Access to worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aids

Access to child care spaces for wheelchair users and people with other mobility aids

Listening devices in the sanctuary, or wireless technology to connect to hearing aids

Closed-captioning on sanctuary screen and/or livestream

Wheelchair access in bathrooms

"Quiet room" with worship viewing and listening availability

Handrails on all stairs

Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)

Curb cuts

Accessible bathroom on each floor

Wheelchair areas in sanctuary (other than "front or back")

Which spaces are accessible to wheelchairs:

Main floor (sanctuary, restrooms, offices, library/meeting room, narthex)

We have a chair lift to allow access in the basement(fellowship hall & Sunday school rooms)

Policies regarding financial practices of the church:

The financial secretary handles all income, and the treasurer pays all bills and maintains the accounting. The church council authorizes payment of all bills. The entire church council is responsible for preparing the annual operating budget of the church, with input from the treasurer regarding prior year expenses, and forecasted changes for the new budget year. The church council sets all wages and compensation for employees and contracted employees. The church council prepares a proposed budget for the new year, with a congregational meeting held in December for final approval.

Reflection: After reviewing the church's finances and assets described above, what this information reflects about our congregation's mission and ministry:

Even though we have been without a full-time pastor for over a year and a half, giving and financial support of the church has held steady. This has allowed the church to build a larger than normal fund reserve. Our church has not struggled to pay bills, or had to take out loans or financing to cover operating costs. We have also completed many capital improvements over decades, without ever needing to take out bank loans or borrow from any member to complete the projects. We typically have not in the past expended 100 percent of the annual operating budget in any given year.

Historical Information

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

The Covid pandemic impacted all churches. We adopted and added live streaming of our worship services to our church ministry, which had not been available prior. This has continued, and has grown our church outreach into the community, including several non members of our community that watch regularly. Many of these do not have a church home, or the church they are a member of does not offer live streaming. We also have several elderly homebound members of our church that watch the services weekly, or those that go south for the winter. This has allowed them to stay connected and feel they continue to be part of our church family while they are not here in person.

In 2026 we will celebrate our 125th anniversary. This is something we are proud of. Our church heritage is something we hold dear. We are proud that we have had members in the past that have gone on to seminary to become ordained pastors.

A specific change our church has managed in the recent past.

We have been without a full time pastor for over a year and a half. As stated earlier, engagement, participation, worship attendance, and giving have all held steady. Our lay worship leader has been very committed to their role, and other members of the church have stepped up to keep our services, programming, youth program, bible study, and other activities going strong. When our lay worship leader needs to be gone for a weekend, others step up. Our members make sure that responsibilities are taken care of, such as lawn mowing, snow removal, maintaining our sanctuary assets, such as filling our candles, keeping the monthly newsletter going, distributing DVDs to shut-ins that do not have internet access, and more. We feel we have managed this pastoral vacancy well, and have grown in the recognition by members that volunteers are valued and needed.

Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement....". These are our congregation's values and practices when it comes to conflict.

Our membership is very vocal, and when a concern is raised, the issue is brought to the church council, discussed with the parties involved to understand the root of the issue and find a mutual resolution.

The most recent major conflict through which our church has navigated.

During the process of planning the remodel of our parsonage kitchen, several members did not see a need by voicing their opinion. The project was brought to a congregational vote and passed. All parties accepted the the vote, and supported the project going forward.

Ministerial History:

Name: James Brown*Years of service:* 8

UCC Standing

Name: Lynne Busch*Years of service:* 5

UCC Standing

Name: David Walters*Years of service:* 16

UCC Standing

Name: Bob Myren*Years of service:* 8UCC Standing

What our church has learned about itself and its relationship with people who provided ministerial leadership.

Ministerial leadership has come in many forms over the past 50 years. Our congregation has been open to the different styles of pastoral leadership, as well as the strengths that different pastors bring to our congregation.

As a result we have navigated change, and have recognized we are accepting of change more than we thought we were.

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

No

Has your church been involved in a Situational Support Consultation?

Yes

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.**

We opened our church to a local childcare center while their building was being remodeled. We supported another UCC church in Iowa that was impacted by a tornado in 2024. We minister and visit people in our local care center, support the local food pantry, and deliver meals on wheels to shut-ins throughout the community. Our church also supports the American Cancer Society with a relay for life team that raises funds for this county-wide mission. Our church provided leadership and support for flood recovery efforts in our community and entire county in 2008 and in 2016.

Our congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ.

Our church council has provided funding to allow our pastor to attend the national conference if they choose as well as attending state and association meetings. We also open it up to the congregation to serve as a delegate for association meetings, with our church being represented frequently. We also invite members to participate in conference virtual meetings when offered.

How our church engages with the community organizing movements in our community.

Our church has provided meals and leadership support for community-wide projects, such as a recent soup supper raising funds for a new fire truck, or when a longtime business member was going through cancer treatment. We are also involved with the community food pantry providing volunteers, donated items, and funding.

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.

What the above statement(s) mean(s) to our community. How our congregation plans to work toward the above statements of witness in the future.

N/A

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

Our church has always been an active participant and leader in ecumenical worship services and activities in our community. We join the other churches in Clarksville for the annual summer vacation bible school. The week-long annual youth event is held at one of the churches of the community on a rotating

basis. We have hosted several times, and our youth participate when it is held at the other churches.

Our pastors (until the recent pastoral vacancy) have for many years participated in the planning and leading of an interfaith baccalaureate service at our local high school.

Immanuel pastors, including our current lay worship leader, have joined the other pastors in the community in leading the worship service at our local long-term care center on a rotating basis.

In 2008 and 2016, a portion of our community was impacted by flooding. Our church worked with the other churches in the community to provide meals for those affected as well as first responders, among other aspects.

How our mission statement compares to the actual time spent engaging in different activities.

N/A

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

Being in a small community, the ministry of our church impacts our entire community, whether within the walls of the church, or from a wider community perspective. We want our church and our next pastor to continue to have a positive impact in Clarksville, whether intentional, or not. Our membership represents a broad scope of our community, and we feel if our pastor is making a difference in the Christian lives of our members, then that carries out into the community as a whole, and we recognize that is time well spent by our pastor, as long as the needs of our members are being met.

The ARDA or MissionInsite Reflection

ARDA/MI File

No response

From looking at our congregation's The ARDA or MissionInsite report, these trends and opportunities are what stood out to us.

N/A

How our congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to our church, and b) other neighborhoods with which our church connects.

Clarksville is a small community. The demographics of the entire community are the same, and do not differ from neighborhood to neighborhood.

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

Clarksville is a bedroom community. We have many new families or couples that have moved into the community over recent years due to proximity to where they work. Many do not have family ties or other connections to the community or our church. This is a change from the generation before, so many of these new residents are not as engaged or socialize with longtime residents. Many of these new residents may or may not attend church at all. We have had a couple of young families recently join and become active members of our church after attending a couple of services.

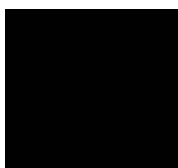
What we hear when we talk to community leaders and ask them what our church is known for.

Our church is a positive pillar of the community. We are one of the larger churches in Clarksville and we are well respected and community leaders know we will provide support for our residents when needed. Our live streaming is introducing our church to members of the community that may have never walked through our doors.

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

The welcoming and friendly environment of our church family allows new members to feel like they want to get involved.

References



☒ Vicki Miller

Completed: Monday, Oct 7, 2024

I am a Clarksville resident and have worked with members of Immanuel United Church of Christ in the past through community events.

Primary Email Address: mmilfam@butler-bremer.com

Personal: 3192781071

Reference Response

I have known and worked with members of Immanuel. In the summer of 2023 Immanuel hosted a community wide Vacation Bible School for children preschool through sixth grade. They did the planning but adults and teens from other churches were included in helping with the activities. I had the opportunity to be the storyteller and saw first hand all the work and planning that

they did to have a very successful VBS. It was a great week! This past summer Immanuel had adult and teen volunteers involved with our community VBS.

As a volunteer for the Clarksville Food Pantry I have seen how much Immanuel supports the pantry. They help collect food and personal care items that are needed. One of their church members sits on the Board of Directors and volunteers for the pantry and her input helps keep the church involved.

Immanuel is involved in the Clarksville community.



☒ Dixie Laube

Completed: Thursday, Sep 26, 2024

I am the Rev. Dixie L. Laube. I am currently one of the Iowa Conference Deacons in care and connection for Immanuel and the Northeast Association.

Email Address: dixie.laube@gmail.com

Personal: (612) 812-7942

Personal Cell: (612) 812-7942

Mobile Phone: 612-812-7942

Reference Response

I am a daughter of the church and Immanuel was supportive when I announced my call to become a minister. It was in this church where my call began and grew over the course of about ten years.

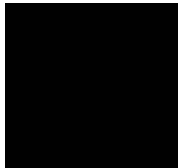
Immanuel is one of those beacons of light in need of some nurturing and nudging with its ministry. Not everyone will want to come to a town of 1400 people; however, once you arrive, you will have a home for life. You won't ever feel alone.

Though with that said, it has some things to work on, as well. Don't we all? Christian Education has slipped for over the last 20 years. The volunteers think they are in charge and not realize it is a team ministry with the minister, though with teaching and time, it could be amazing.

It is an aging congregation, yet there is a lot of ministry that can happen.

I welcome a more in depth conversation to help with your decision.

Rev. Dixie L. Laube



☒ Allen Redman

Completed: today

I am the owner of Redman Funeral & Cremation Services in Clarksville, along with my wife Rachael.

Primary Email Address: jmkcmh@gmail.com

Mobile Phone: 3192698598

Reference Response

Immanuel UCC is a longstanding well-respected church in Clarksville. The church board has always been very accommodating for us as we work to meet the needs of a family that has recently lost a loved one. When asked, the church has been open to holding funeral services in their sanctuary for decedents in Clarksville that may not have a church home, but their family may be members. We have also held services there where the decedent's home church is not large enough to accommodate a service when we are expecting a larger attendance at the funeral service.

Their hospitality committee has worked well with the families we are assisting to serve meals and such following services. Their facilities are well cared for and updated to changing needs.

We look forward to continuing our relationship with IUCC and a new pastor that accepts a call to serve the church.

Closing Prayer

Dear God, thank you for guiding us as we search for new leadership for Immanuel UCC. Help us to first seek to discern your will for each of us and for our church. Then give us the courage and the strength to do your will. We pray that you will bless those who are helping us on our search and those who may consider joining us at Immanuel UCC on our journey through life with Christ. In the name of Jesus Christ we pray. 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.

The church council and the search committee with input from the entire congregation utilizing a survey of the church membership.

2. Additional comments for interpreting the profile:

Our congregation has been without our full time pastor for nearly two years, and we feel we have been blessed to have a member of our congregation serve as our bridge lay worship leader. Our attendance and participation has held steady, so we have taken our time as the search committee to gather as much input from our congregation and the church council as we could to get the correct understanding of what our next pastoral call should look like. Our church family has been very open to the path forward with a 3/4 time pastor.