

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE



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

Advent United Church of Christ
Columbus, Ohio 43219

Part time- Senior Pastor

October 2, 2017

LOCAL CHURCH PROFILE CONTENTS

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*“God is able to provide you with every blessing, so that
having all sufficiency in all things at all times,
you may abound in every good work.”
(2 Corinthians 9:8)*

INSTRUCTIONS

The new Local Church Profile supports the calling and discernment of United Church of Christ congregations with their current or future pastoral leadership.

For many congregations, the interim time between ministers is an intentional season that is guided in part by the preparation of a Local Church Profile. Using the Profile, the church can discover its data and express its story for the reliable discernment of a search committee and the beginning of a new pastorate. Searching ministers will want to see this document in its entirety.

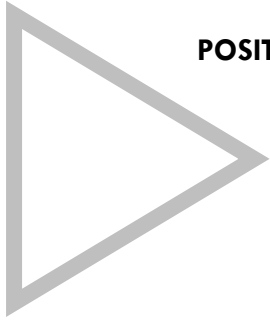
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – WHO ARE WE NOW, WHO IS OUR NEIGHBOR, and WHO IS GOD CALLING US TO BECOME – are meant to be updated every 3-5 years. Known together as the "Discovery Document," these three sections can be completed by a visioning group, a governing body, a transition team, or other group – not just the search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The church's engagement with the "Discovery Document" might not have the same sequence as the completed Local Church Profile that is read by candidates.

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and storytelling and many prayers, and as the Spirit moves throughout the process, congregations will shape a collective articulation of Christ's leading (WHO IS GOD CALLING US TO BECOME). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11-Year Report containing data as reported by your congregation annually to the UCC Data Hub and Mission Insite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook's Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (<http://oppsearch.ucc.org>).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



POSITION POSTING

LISTING INFORMATION
SCOPE OF WORK
COMPENSATION & SUPPORT
WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: Advent United Church of Christ

Street address: 2303 North Cassady Ave.

Columbus, Ohio 43219

Supplemental web links:

Web address: www.adventucc.org

Email: advent2303@gmail.com

Facebook: <https://www.facebook.com/advent2303/>

Twitter: @adventucc

Additional ecumenical affiliations (e.g. denominations, communions, fellowships):

Social Justice: The B.R.E.A.D Organization, Building Responsibility, Equality and Dignity)

Conference: Ohio UCC Conference

Association: Central Southeast Ohio Association

UCC Conference or Association Staff Contact Person:

Rev. Patricia Battle, Association Pastor

patriciab@ocucc.org

Summary Ministry Description:

In a short paragraph, reflect on where your church is going and what it might look like when you get there.

By the grace of God our church continues to grow and thrive even without a fulltime Pastor. Advent is ready, able and moving towards positive changes that reflects our faith, values, culture, and community. We are going into the future with a passionate Spirit filled community of believers working together for God's kingdom on earth.

What it might look like when we get there?

It may look like a collaboration with our Somali neighbors, a partnership with the women and children from the Domestic Violence Shelter that will open soon on the land we sold them recently or working with area businesses, and schools. We hope our future might look like a healthy church that is passionate about radically welcoming all people. A selfless church that has a positive profound impact for people God cares about inside and outside of church walls.

What do you need to get there?

Advent needs a strong Pastor willing to stand shoulder to shoulder with the church leaders and members already doing the hard work to keep the doors open and the ministry moving forward. We need more members, more involvement beyond our walls and full commitment to God, our church and our community's growth and development.

Who are you seeking to join you on this part of your church's faith journey?

Advent seeks a pastor to join us who is sent by God to help continue the momentum forward with new ideas and the courage to take on the challenge of an emerging church.

Photographs:



What we value about living in our area:

Advent members value our unique location in Columbus Ohio. We are blessed to be surrounded by burgeoning businesses, flourishing diverse neighbors, and budding interfaith community which provided the potential for congregational growth and development.

Current size of membership:

24

Languages used in ministry (*other than English*):

None

Position Title:

Half-time Pastoral Position

Position Duration (*choose one, delete the other options listed*):

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

Compensation Level:

½ Time

Does the total support package meet conference compensation guidelines?

Yes

SCOPE OF WORK

Core Competencies:

(List three core competencies that you imagine could be foundational in your next minister's relationship with the church.

Character: Ethical pastor whose character is above reproach on moral, family, and financial issues, acts on social justice issues, helps others build their character and their daily relationship with God/family.

Competence: Preaching/Speaker/Worship Leader, administration, building a sense of community helps people develop their spiritual life, participation in association/conference and engages congregations to participate, Christian education, builds the congregation, conflict management, evangelism/mission, financial management, support for church's wider missions.

Chemistry: chemistry to care for and work in partnership with members, church counsel, staff and church ministry teams.

COMPENSATION AND SUPPORT

Salary Basis: \$ 30,000.00

Benefit: No Benefits

What is the expected living situation for your next minister?

The Pastor is expected to meet his/her own living accommodations.

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

The Pastor is expected to meet his/her own residential/commuting expenses.

State any incentives:

None, however the Advent will provide a gift for the Pastor's birthday, church anniversary and Christmas.

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

Ohio UCC Staff:

Rev. Patricia Battle, Association Pastor

Pastor Jill Glass, Administrative Minister

Peer/Professional Support: Association Council

Rev. L. Meredith: Moderator, Covenantal Elders Specialist, Pastoral Excellence specialist
Jo Anne Nay, Chair, Department of Preparation for Authorized Ministry
Pastor Terry Williams, Chair, Department for Church Vitality
Tom Brownfield, Representative, Ohio Conference Board of Directors
Jay Yutzey, Treasure

Communications Team:

Jim Clausing, Webmaster
Pastor Whitney Bruno

Department for Church and Authorized Ministry:

Rev. Patricia Battle, Association Pastor
Dr. Cynthia Tyson, Vice-Moderator; Representative
MK Ohaver, Chair, Department for Church and Authorized Ministry
Chana Dixon, Authorized Commissioned Minister
Peter Barclay, Department of Preparation for Authorized Ministry
Rev. Eric Williams, Department of Preparation for Authorized Ministry
Lisa Zurbriggen, Department of Preparation for Authorized Ministry

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

God never intended for the Pastor to bear the burden of leadership alone. Christ Himself set the perfect example for leaders, and certainly bore the heaviest burden in history, and yet he still intentionally recruited, trained and delegated to leaders. Advent will adjust the pastoral schedule to support the minister's bi-vocational employment with shared leadership.

Advent currently has a culture of shared leadership. This with other incremental changes has allowed leaders in our church to grow into positions of authority and credibility as they've exercised their gifts and callings. The Apostle Paul agrees, "and what you have heard from me through many witnesses entrust to faithful people who will be able to teach others as well." 2 Timothy 2:2 (NRSV).

WHO IS GOD CALLING TO MINISTER WITH US?

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

Advent members envision our next minister to co-collaborate with the congregation in achieving growth in the membership body, financial growth in stewardship, willing to serve with us in the community, engage at both the local state and national levels in United Church of Christ activities and to participate actively in the education, mission and edification of the people of God to become true Disciples of Christ. This collaboration will be accomplished through the utilizing the guidelines set forth for our Pastor in the Church By-Laws (see below), prayer and through discernment as needed.

ARTICLE X

Pastor

SECTION 1. Spiritual Leader

The Pastor is the spiritual leader of the church. The Pastor will attend to the pastoral care and spiritual welfare of the church and those whom it serves. The Pastor is an ex-officio member of all Ministry Teams and Church Council but shall not vote on matters coming before them.

SECTION 2. Responsibilities of the Pastor

The responsibilities of the Pastor shall include the following:

1. Preaching the word and planning all worship services, administering the sacraments, performing weddings and funerals.
2. Developing and implementing the mission and goals of the church by working with the Ministry Teams, the Church Council, and the congregation.
3. Oversight of administrative, civic and social matters involving the church.
4. Other services for worship, inspiration, prayer and study may be held as determined by the Pastor, the Spiritual Care Ministry, and/ or the Education Ministry.

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

Advents envisioned minister shall be a person whose commitment to Christ, soundness of faith, aptness to preach, teach and witness, and whose educational qualifications have been examined and approved in the manner prescribed in the documents of Advent United Church of Christ: who has been properly called and United Church of Christ of Christ ordained; who accepts and adheres to the Marks of Faith will assist the congregation in making an impact beyond its walls by preaching the word of God with enthusiasm, and conviction, while providing leadership and direction which will ultimately impact the local community, city and state through service and evangelism, by sharing God's love and Christian concern for humanity.

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

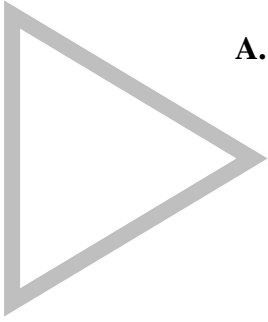
Advent seeks a Pastor with the following knowledge of African-Americans:

- "Cultural knowledge" means that you know about some cultural characteristics, history, values, beliefs, and behaviors of another ethnic or cultural group.
- "Cultural awareness" is open to the ideas of changing cultural attitudes.
- "Cultural sensitivity" knows that differences exist between cultures, but not assigning values to the differences (better or worse, right or wrong).
- "Cultural competence" brings together the previous stages -- and adds operational effectiveness. A culturally competent organization has the capacity to bring into its system many different behaviors, attitudes, and policies and work effectively in cross-cultural settings to produce better outcomes.

These items matter to the sense of calling because the congregation is primarily African-American. English is the preferred language.

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. Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship. Praying actively and nurturing spiritual practices. Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith and exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.
- Building transformational leadership skills. Embowing the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit. Strategically creating the future of God's Church. Witnessing in the public square to God's redeeming power. Performing necessary and appropriate administrative tasks. Working collaboratively with intercultural awareness and sensitivity. Encouraging leadership development of self and others through continuing education and lifelong learning.
- Caring for all creation. Nurturing care and compassion for God's creation, maintain a basic understanding of mental health and wellness. Practicing self-care and life balance. Providing hope and healing to a hurting world. Attending to one's own spiritual and pastoral care, including engagement in supervision as appropriate. Stewarding the resources of the Church.
- Working together for justice and mercy. Drawing on the ministry of Jesus Christ to confront injustice and oppression, understanding community context and navigation change with a community. Building relationships of mutual trust and interdependence and practicing the radical hospitality of God.



A. 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?

God is calling Advent to become more faithful, dedicated through Christ Jesus to grow more loving. To seek too support each other and the strangers among us. To provide for the wider community with radically openness and welcoming, willing to grow in new exciting ways and to while developing our individual and collective spiritual formation.

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

God is calling our congregation to reach out to address the emerging challenges and opportunities of our community and congregation by participation in the greater good. Advent UCC has been blessed by God with talents and a measure of financial resources. Members offer their time generously to community challenges. Thanks to several members local involvement, we are aware of community problems that our faith challenges us to address, as stewards of all that God has given us.

We support local need based organizations such as Friends of the Homeless and Building Responsibility, Equality, Dignity (B.R.E.A.D). Also, UCC International missions or projects financially. Our preferred approach to mission work is an active one. We find deeper satisfaction in mission activities with a hands-on component compared with those that are solely supported financially.

Examples from our recent past include the following:

- free clothing drive
- free school supply give-away
- free community movie night for families
- Our local area is also served within our church building as we hosted community Kwanzaa, Choir/Musical Concerts, Plays, and other community focused events.

Additional emerging challenges in our community and congregation God is calling Advent to address:

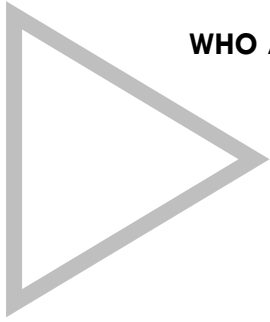
- Creating Disciples
- Effective Leadership
- Neighborhood Diversity
- Effective schools
- Social justice
- Meeting the needs of our congregation’s youth and elderly
- Intergenerational relationships and growth in our congregation

- Stewardship
- Faith formation
- Building the membership
- Dynamics of Worship to reach multigeneration
- Engagement in Local/National/Global service activities

Describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps?

Advent has not participated in experiments.

Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you? No



WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

Advent's life of faith is a communal awareness of and participation in God's presence with actions that permeate the values, relationships, and activities of our members while giving rise to a lively atmosphere. Our life of faith includes preaching, teaching, prayer meetings, bible study and spiritual formation. Advent is lively and Spirit filled. Members joyously participate with hand clapping, foot stomping, playing a tambourine, singing along with the choir, standing and verbally praising God during services.

How is God most often described in worship liturgy?

God is described in worship in the following ways:

God is Spirit, and those who worship him must worship in spirit and truth (John 4:24)

God Is Light. This is the message we have heard from him and announce to you, that God is Light, and in him there is no darkness at all (1 John 1:5).

God is Love. We have come to know and have believed the love which God has for us. God is love, and the one who abides in love abides in God, and God abides in him (1 John 4:16).

In spirit and truth, for the Father seeks such as these to worship him. John 4:23

In what ways would you describe the Holy Spirit in your midst?

When the Holy Spirit is present in our midst: Some have said, they feel the anointing of God or a time when we receive spiritual gifts (1 Corinthians 12:7–11), and that God comforts us when the Holy Spirit is present, teaches us (John 14:26), and remains in us as a seal of promise upon our hearts until the day of Jesus' return (Ephesians 1:13; 4:30). When the Holy Spirit is in our midst it also takes on the role of our guide and counselor, leading us in the way we should go and revealing God's truth to us. Jesus Christ told His followers that the Holy Spirit, which the Father would send to them, “will teach you all things, and bring to your remembrance all things that I said to you” (John 14:26) this is done when we feel the Holy Spirit through teachings and preaching.

Describe several strengths or positive qualities of your congregation.

- (1) Loves to worship the Lord and Savior
- (2) Bible Based
- (3) Good fellowship
- (4) Filled with the Holy Spirit
- (5) Honoring Inclusiveness/Diversity

Describe what worship is like when your congregation gathers.

Worship in our congregation is soul stirring with congregants raising hands in praise, emotional (possible crying), shouting, standing, rocking, Holy Ghost dancing, or sitting quiet in discernment.

Where does worship take place, and what is it based around? What was a recent baptism like?

What are some words used to describe good preaching?

- Worship takes place in our Sanctuary and it's based around gospel music (piano/drums) and the word of God preached from the Bible.
- We have not had a recent Baptism. Historically, although we do not have a baptismal pool, local churches have allowed us to utilize there's. We have also used a local river for Baptisms.
- Some of the words that we use to describe good preaching are: Praise God, Yes God, Thank you Lord, Amen, and often, Halleluiah! The word engages the text in a way that makes me feel like the Pastor was talking to me.

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

- Advent current does not have young people in a leadership role.
- Individuals are currently responsible for continuing their personal faith formation over time on their own.
- A recent topic studied was Biopsy of a Deceased Church. The material was well received based of the feedback from participants. Its impact continues as we review the prayers from the book weekly.

Describe how your congregation is organized for ministry and mission.

- Advent is governed by its Constitution and By-Laws.
- The Church Council is the primary governing body of the Church. It is composed of the President, Vice President, Church Secretary, and Treasurer, who are elected by the congregation at the annual meeting held in January of each year. Chairpersons of the Education Ministry Team, the Stewardship Ministry Team, the Outreach Ministry Team, and the Spiritual Care Ministry, and three Members at Large elected by the congregation also make up the Church council. The Pastor and any ministerial staff are ex-officio members of the Council.

Decisions are made by our Church Council and are communicated to the congregation.

Decisions are made by Church Council. Teams/committees are organized on a volunteer basis.

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

Approximately two or more hours spent during Church Council meetings.

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

On January 7, 2014, our church was destroyed by a flood. The Trustee Board along with church council members worked together to make sure that we had a place to worship. A committee was formed to meet with the contractor on a regular basis to discuss the rebuild of the church. We were out of our church until Easter Sunday of the same year and we were forced to have Sunday worship in 2 different locations while repairs were being made.

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

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	24	
Number of active non-members:	2	
Total of church participants (sum of the numbers above):	26	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	18	
Less than 10, more than 5 years:	3	
Less than 5 years:	5	

Number of total participants by age:

0-5	6-18	19-34	35-49	50-64	65-74	75 +	<i>Are these numbers an estimate? (check if yes)</i>
2	6	6	6	5	5	1	No

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Couples with children at home	5	NO
Couples without children at home	1	NO
Single	5	NO
Grandparents with children or grandchildren at home	1	NO

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
Did not complete high school	1	NO
High school graduate	3	NO
Some college/vocation	5	NO
College graduate	5	NO
Graduate school	5	NO

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	14	NO
Adults who are retired:	4	NO

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

Per our membership survey: 72% of the respondent's report being employed in business or in a professional occupation. The remaining 28% report being clerical (5.56%), tradesperson (5.56%), or "other" (11.11%).

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 clear majority of UCC congregations are mono-cultural. What does diversity mean in your context?

By observation most the congregation is African American.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)?

Please note the date. Comment after the exercise:

We have not had a formal discussion about welcoming and diversity nor have we completed the UCC Diversity Inventory.

PARTICIPATION AND STAFFING

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		
Women’s Ministry	8 – 10	Johari Sharp / Amanda Conley
Men’s Ministry	4-6	Todd Reeves
Baptisms <i>(number last year)</i>	0	
Children’s Groups or Classes	0	
Christmas Eve / Easter Worship		
2014	26 64	
2015	N/A N/A	
2016	00 121	
Church-wide Meals	0	
Choirs and Music Groups	10	
Church-based Bible Study	Varies 6-10	
Communion <i>(served how often?)</i>	Monthly	
Community Meals	Sporadic	
Confirmation <i>(number confirmed last year)</i>	0	

Drama or Dance Program	0	
Funerals (<i>number last year</i>)	0	
Intergenerational Groups	0	
Outdoor Worship	0	
Prayer or Meditation Groups	10	
Public Advocacy Work	Varies	
Retreats	0	
Theology or Bible Programs in the Community	0	
Weddings (<i>number last year</i>)	0	
Worship (time slot: 9:00 am)	9:00 am	
Worship (time slot: _____)	0	
Young Adult Groups or Classes	0	
Youth Groups or Classes	0	
Other		

Additional comments: None

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)
Amanda Conley	3 way	Chaplain	Member in Discernment	N

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: None

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
N/A				

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

Advents overall demographics and activates reflect a predominately African-American congregation that is loving and supportive of each other and the wider community. Deeply spiritual full gospel worship experience which is at times emotive and full of expression. Members are engaged and willing to serve in both church and community. Members have demonstrated a strong commitment to the church despite adversities. The congregants enjoy a strong gospel music ministry, have big hearts, compassionate and giving. It also reflects the need for a leader/teacher/preacher/organizing Pastor. Lack of a pastor has left several roles of participation empty.

CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$ 73,000.00
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$ 0
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$ 0
Fundraising Events	\$ 2002.00
Gifts Designated for a Specific Purpose	\$ 0
Grants	\$0
Rentals of Church Building; Weddings 2 Rev Monden’s Anniversary 1 Wedding	Total: \$ 700.00
Rentals of Church Parsonage	
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$ 130.00
Transfers from Special Accounts	\$ 0
Other (specify):	\$ 0
Other (specify):	\$ 0
TOTAL	\$ 75,832.00

Current annual expenses (dollars budgeted for most recent fiscal year): \$ 76,415.00 (2016)
Attached 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.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? .072

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? (recommended 10%)

Special collection

What is the church's current indebtedness?

Total amount of loan debt: 0

Reason for debt:

Are capital and other payments current? Yes

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.

Currently there is no building fund.

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

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

If a capital campaign is underway or anticipated, describe: N/A

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

Does your church have an endowment? No

What is the market value of the assets? N/A

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

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

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? N/A

Please comment on the above calculations or estimates: N/A

Other Assets

Reserves (savings): \$ 134,076.00

Investments (other than endowment): \$ N/A

Does your church have a parsonage? No

Fair market rental value of the parsonage: N/A

How is the parsonage used? N/A

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church:

Advent United Church of Christ

Located @ 2303 North Cassady Ave.

Columbus, Ohio 43219

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

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

Sanctuary

Fellowship Hall

Facilities

EXCLUDING Pulpit

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

Our church continues to live out its mission statement by example “To let people in the church, the community, the nation and the world know that they can do all things through Christ Jesus.” Although the church has a considerably small congregation, no Pastor and limited budget we were able to keep the doors open and pay off the mortgage. This information reflects the congregations hard work, dedication combined with God’s grace.

How is the budgeting process done?

The budget is created annually by the giving statements that are distributed to the congregation and returned confidentially to the trustees.

Article XII

Church Council & Ministry Teams

Section 1. Church Council

...

3. The work of the Church Council shall include reviewing, modifying and approving the budget of the church; setting annual mission direction and goals for the congregation; reviewing recommendations from the Pastor and ministerial team; reviewing the work of all Ministry Teams and committees; approving new ministry initiatives and other programs; and taking such action as it deems necessary to promote the mission of the Church.

4. The Church Council shall report to the congregation at the annual meeting and quarterly and special meetings and shall, prior to such meetings or more often as needs dictate, inform and seek advice from congregation as to proposed changes in church policies, by-laws, budget, projects or other relevant church business.

What new ministry initiative has your church financed?

In the last year the church has financed:

The churches Wider Mission. We are happy to report we gave more than what our congregation collected by 400 %.

HISTORICAL INFORMATION

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

1. Advent loss of Senior Pastor of over twenty years
2. Experiencing two major floods that required the coordination of worship services at various locations.

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

Recently Advent separated from a Pastor that had only been its Pastor for one year. The separation resulted in the loss of several long-term members. The remaining congregates managed to continue to function despite the loss.

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

For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)

The most recent conflict Advent experienced was the separation of the last Pastor. There were some members that wanted him to remain as the Pastor although he did not meet his contractual agreement. The church council called a all member meeting and discussed how members felt about what was going on followed by a vote. Advent values honesty and transparency and practiced both during this difficult conflict between members. Advent utilized the policies and structures of the bylaws during this time to ensure fairness to all parties concerned.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Luther Holland	1986-1988	Y
Rev. Dr. Susan K. Smith	1989-2012	Y
Re. Dr. Leslie Taylor	2014-2015	Y
Rev. Carl Allen	2016-2017	N

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

Advent learned the importance of its autonomy. We realized we did not want a Pastor that would attempt to dictate their ideas versus working with the church council towards consensus.

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

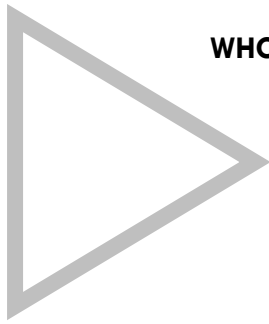
No

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?

Yes



WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

MISSION InSite

COMMUNITY VISION

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

For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church’s engagement with neighbors near or far?

- Free Community Clothing and school supply give away.
- Free Community Movie Night.
- Friends of the Homeless Shelter, provided 12 meals feeding approximately 100 men at each visit.
- Advent has not participated in global connections of care and justice.
- Advent currently is not participating in transformational engagement with our neighbors.

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

Advent has members who regularly attended Association and Conference meetings/gathers who then report their findings to the congregation. Some members have participated in the Synod.

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

Check any statements below that apply to your UCC faith community.

- | | |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input checked="" type="checkbox"/> Economic Justice | <input checked="" type="checkbox"/> Open and Affirming (ONA) |
| <input checked="" type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input checked="" type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I’M) | <input type="checkbox"/> None |

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

Yes.

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

Voices of Advent (choir) has participated in ecumenical choir programs. The congregation as a whole has not participated in ecumenical and or interfaith activities locally or regionally.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

The mission of Advent United Church of Christ is "To let people in the church, the community, the nation and the world know that they can do all things through Christ Jesus." We believe it reflects the work we continually do both and outside our walls. In spite of the challenges we have endured over the last few years (lack of consistent leadership, two floods) we have been able to grow and do for our members and our neighbors through the grace and mercy of Christ Jesus.

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?

As per the Call Agreement workbook, the pastor's community ministry and ministry in and on behalf of the wider church will be accounted for after a negotiation of unit scheduling with the chosen part-time Pastor. The Church council/Pastoral Care ministry will work with the incoming pastor to find the most beneficial distribution on the expectation of time.

Comment on your congregation’s Mission Insite report with data for your neighborhood(s) or area.

COMMUNITY CHARACTERISTICS

Population: 2010 census report

a. Population of total city or town in which your church is located:

822,553

Describe the population by racial-ethnic category and identify the source of the information:

White alone, percent, 2010	(a) 61.5%
Black or African American alone, percent, 2010	(a) 28.0 %
American Indian and Alaska Native alone, percent, 2010	(a) 0.3%
Asian alone, percent, 2010	(a) 4.1%
Native Hawaiian& Other Pacific Islander alone, percent, 2010	(a) 0.1%
Two or More Races, percent, 2010	3.3 %
Hispanic or Latino, percent, 2010	(b) 5.60 %
White alone, not Hispanic or Latino, percent, 2010	59.3 %

What trends and opportunities are shown?

The trend is moving towards a more diversified economy and opportunities for growth and discipleship within the neighborhood and wider community.

How do your congregation’s internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

Our congregation’s internal demographics contrast with the neighborhood adjacent to our church due to cultural differences. We do not have enough information to determine if our internal demographics compare or contrast the other neighborhoods to which our church is connected?

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

The demographics of the community are not currently shaping our ministry.

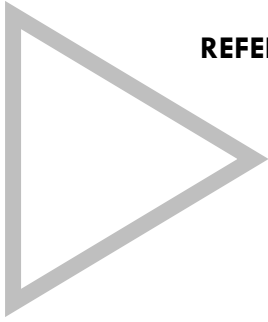
The demographics of the community are not currently shaping the ministry.

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

Advent is known for being accepting and non-judgmental of others.

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

New people/guest have shared “we are a loving and caring church” and that is “that’s why we chose to worship at Advent.”



REFERENCES

Advent United Church of Christ
2303 N Cassady Ave,
Columbus, OH 43219
Local Church Profile
REFERENCE REQUEST:

Name: Monica Broadnax
Telephone: 614-558-8973
Email: mpbnax@gmail.com
Relationship (if any) to the Congregation: Previous Member

Please take a moment and answer the following questions to the best of your ability.

1. Describe some areas of strength in this church's ministry.
Some of the church's strengths are resilience, sense of family and spirit of giving. No matter what comes obstacle may present itself the ministry demonstrates an unwavering resilience. An example of this is when the church flooded. Although a temporary setback the ministry prevailed and resulted in a new beautiful sanctuary. Over the years the members continue to display and maintain a strong sense of family bond. Lastly, no matter what the size of the church there is a giving spirit that runs deep. The giving of the ministry ranges from providing food for the homeless shelter to providing schools supplies to children. The ministry is a symbol of strength in the community.
2. Describe some areas for improvement in this church's ministry.
As a previous member and a visitor, the major area of improvement that is obvious is the lack of a Pastor. I am not otherwise aware of other areas of improvement.
3. Describe a significant experience you have had of this church's ministry.
I was counseled and married in this church. My oldest child was dedicated at this church and it has a special place in my heart. In addition to those monumental events I lean on many previous sermons delivered on Sunday mornings to this day.
4. Anything else you wish to share.
I would love to see the ministry flourish and grow.

Advent United Church of Christ
2303 N Cassady Ave,
Columbus, OH 43219
Local Church Profile
REFERENCE REQUEST:

Name: Gwen Edwards
Telephone: 614-266-4562
Email: gwen247@gmail.com
Relationship (if any) to the Congregation: Former member.

Please take a moment and answer the following questions to the best of your ability.

1. Describe some areas of strength in this church's ministry.
Advent is a loving congregation. They seek to help others and believe in the power of prayer. The church outreach ministry is ongoing even in the absence of a pastor.
2. Describe some areas for improvement in this church's ministry.
Need to do more with the older youth ministry. For example, get youth to conferences and camps within the denomination, finding ways to keep them involved with church.
3. Describe a significant experience you have had of this church's ministry.
I was a very involved member and the church was a large part of my life. I would not have made it through the death of my son without my Advent family. I will always be a friend of Advent.
4. Anything else you wish to share.
I moved my membership from Advent due to my dissatisfaction with the last pastor. I am always open to returning to Advent. I consider the members friend and family.

Advent United Church of Christ
2303 N Cassady Ave,
Columbus, OH 43219

Local Church Profile

REFERENCE REQUEST:

Name: Trevor Williams

Email: twcustomconstruct@yahoo.com

Relationship (if any) to the Congregation: Former member.

Please take a moment and answer the following questions to the best of your ability.

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

My relationship with Advent has shown me that Advent has a core group of members who are very loyal and dedicated. They are willing to put in the work to help Advent become prosperous.

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

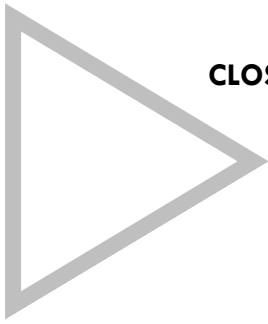
I believe there has been a lack of stability. Need a pastor. A leader.

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

When my father passed away Advent stepped in and provided the facility as well as provided food AND served us. No one does hospitality like Advent.

4. Anything else you wish to say:

I hope Advent finds a good pastor. A true leader and visionary. I've seen the church go through a lot. Catastrophes to the structure. Turnover in the pulpit. But the resilient leaders. Board members, committee chairs, and trustees have kept things together. Most ministries would have crumbled. Advent deserves the best.



CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

Lord we thank you for all you do in our lives. We are truly grateful for all you have provided for us. You have blessed us in so many ways and we truly feel blessed.

We lift up to you our church. It is the place we go to worship you, to learn about you and it is where you are present to us so we ask your blessing over it.

Our church is more than a building to us, it's a place where we come to lift each other up and to aspire to do more for the world around us. Lord we ask that you help us to reach out to the community as you guide us to help where you see fit.

Fill our hearts, Lord, with all that you are.

Bless the wisdom of the leader you have already chosen for us. Allow that person to be a living example of who you are.

God our church is very important in our lives because it brings us closer to you. We ask your continued blessings and mercy on us and we will continue to thank you, worship you and praise you. We thank you Lord for allowing us to thrive!

-Advent's Deacons

William McDowell

<https://www.youtube.com/watch?v=HtmNus7B6bo>

"Send The Rain"

I hear the sound of revival
Deep in the hearts of your people
Send it now, we want it now
I hear the sound of revival
Deep in the hearts of your people
Send it now, we need it now

Release your glory, send your glory

Lord we will wait for you
Cause all we want is you
Lord we will wait for you
Cause all we want is you

That's why we wait for you
Cause nothing else will do

We've been praying, we've been sowing
Now we're crying, heaven send the rain
We've been praying, we've been sowing
Now we're crying, heaven send the rain
send the rain
We've been praying, we've been sowing
Now we're crying, heaven send the rain
send the rain
We've been praying, we've been sowing
Now we're crying, heaven send the rain
send the rain

We're hungry, we're thirsty for you, we want you
We're patiently waiting for you, we need you

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?

David Conley, Johari Sharp and Tombi Williams

2. Additional comments for interpreting the profile:

Signed: Local Church Profile Committee
October 2, 2017

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:

Email:

Phone:

Date:

This document is created
Church's Wider Mission
through the covenantal
the United Church of Christ.

**UNITED CHURCH
OF CHRIST**



through support to Our
(OCWM) and is only possible
relationships of all settings of

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