

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

Evangelical United Church of Christ
Shelbyville, Indiana

Pastor

Indiana Kentucky Conference

[November 20, 2017]

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- Consent and Validation

*“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 storytellings 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 MissionInsite 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: **Evangelical United Church of Christ**
Street address: **2630 S. Miller Street, Shelbyville, IN 46176**
Supplemental web links:

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

Conference: **Indiana Kentucky Conference**
Association: **Southeast Association**
UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):
Rev. Dennis Frische-Mouri, Transitional Associate Conference Minister
317-502-0205 d.frischemouri@ikcucc.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. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?

Evangelical United Church of Christ has been a part of the community since 1880. The building is very attractive, well maintained, with adequate parking, and handicapped accessible.

A few years ago our church developed the motto of who we are and where we want to be. Included in this mission statement is that "With God's Help We Can – Learn and teach God's way; Let God's light shine through us; Seek ways to serve the community in Christ's name and Love our neighbors as God loves us." In addition, we want to grow and to work with the minister to accomplish this mission.

EUCC is involved in the community and world-at-large by raising over \$2700 for hurricane relief in 2017.

Shelbyville has a population of about 20,000 but has a small town feeling with good schools and a great park system. We are close to Indianapolis, the state capital of Indiana.

We are a church that welcomes all peoples, and works well together. We are friendly and care deeply for our members, helping as needed.

Photographs:

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







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

Shelbyville and Shelby County has the small town feel with good schools and a good standard of living. Each year, more industry is coming to the community with growth in new homes and the number of people.

Current size of membership: **Active 54 Associates 43 which totals 97**

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

Position Title: **Pastor**

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

Full Time

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

SCOPE OF WORK

(add here the Scope of Work developed by your church using the Call Agreement Workbook)

According to the Constitution and By-laws of the Evangelical United Church of Christ, the duties of the Pastor are:

- a. To preach the Gospel pure and undefiled according to the Scriptures.**
- b. To prove this teaching by his/her devout walk of life.**
- c. To conduct Sunday and special worship services designated by the vote of the Church Council.**
- d. To administer the sacraments.**
- e. To instruct children for the renewal of the Baptismal covenant; and through Confirmation receive them as members of the congregation.**
- f. To visit without exception the members, according to time and conditions and especially shall it be expected of him/her that he/she visit the sick.**
- g. To notify the church council at the earliest possible time, should he/she in anyway, be compelled to be absent from services.**
- h. To be an ex-officio member of all organizations within the church.**
- i. To keep a record of the names of all those who are Baptized, Confirmed, Married and Buried.**

Core Competencies:

(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)

We want the minister's relationship with the church to be someone who reflects Christ in their daily living; is sociable; pursues righteous, Godliness, love and gentleness.

COMPENSATION AND SUPPORT

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

Benefits (*choose one*):

Salary plus Benefits

What is the expected living situation for your next minister (*e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)?

We do not have a parsonage. Therefore, we would like someone living nearby or elsewhere to commute as needed. We do provide a housing allowance.

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

We would like for the minister to be able to commute to the church within one hour should there be a crisis/emergency.

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*):

Paid Continuing Education time, paid vacations, possibly pay for additional schooling

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

The conference and association has several support groups/etc. available for ministers in our area. This would be explored depending upon the type of group that the minister is seeking.

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

WHO IS GOD CALLING TO MINISTER WITH US?

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

Our Congregation wants to be more active in the community and also to grow. We want our minister to help us achieve these goals and give leadership.

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

EUCC expects the minister to work in the community and attend local ministerial meetings as scheduled. Possibly, to also become involved with extended care facilities in an outreach mission. A visit with the Chamber of Commerce may be needed to see what could be done.

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

Our congregation only speaks English.

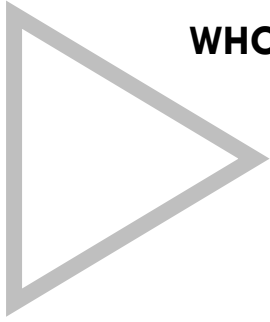
Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's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

Exhibiting a spiritual foundation and ongoing spiritual practice.

Building transformational leadership skills.

Strengthening inter- and intra- personal assets.

Engaging sacred stories and traditions.



WHO IS GOD CALLING US TO BECOME?

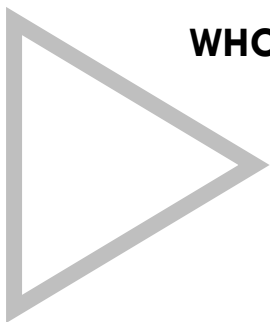
“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

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

For example, 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? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?

This past spring we helped the First Church of God in Shelbyville to collect school supplies, coats, hats and gloves and scarves that they gave away at a community day. Altogether, they collected over 400 coats. We were proud to be able to help. Currently, we are collecting toiletries and underwear to be given to a center that distributes these needed supplies to others. It may be Health and Human Services, the Salvation Army, or a local school pantry. We plan to continue this program. Approximately two years ago, the Church Board looked at long range planning. About 5 years ago, the Vision Committee also did this with the congregation input. Currently we do not have a strategic plan in place.



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.

For example, what beliefs and commitments are stated in your congregation's purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

During our worship service we refer to God as Father or He. The Holy spirit is referred to as the Spirit of God, or just Spirit. When we have new members whether for confirmation or as adults, we ask them to accept the fundamental truths of the Christian religion and whether they are willing to be governed by them in their lives. A public testimonial service is held with them professing their faith.

Describe several strengths or positive qualities of your congregation.

Strengths identified by the congregation included: friendly; willing to help others; a caring attitude toward others both in and outside the membership; support during times of grief and funeral services. People are willing to volunteer and help as they are able.

Describe what worship is like when your congregation gathers.

For example, 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 is usually in the sanctuary but occasionally in the Fellowship Hall. We traditionally baptize babies but also do children, teens and adults by sprinkling with water. Occasionally someone will ask for immersion and we have done this in partnership with the First Christian Church in Shelbyville. Baptism is done in the name of the Father, Son and Holy Spirit.

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

For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?

Teens and young adults may serve on any of the church committees. They must be a member to serve on the Church Board or Board of Christian Education. Recently 5 young people attended the confirmation class using the My Confirmation as the book. All became members of the church. Bible studies occur during some of the 3rd Wednesday Night Fellowships that are held. Children and adults attend this program.

Describe how your congregation is organized for ministry and mission.

For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?

- When it comes to decision-making, how many hours are spent in meetings per month?
Approximately 6 hours per month is spent by various groups to make decisions.
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
Should action need to be taken quickly, either the Church Board makes the decision or we have a call tree to notify the entire congregation of something such as church cancellation due to ice/snow.
- 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

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

UNITED CHURCH OF CHRIST

ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS

Church#: 181940

Assoc: 244 Schedule: 0 Evangelical UCC Shelbyville IN 46176

YEAR	MEMBERS	AVG WEEKLY	CHR ED/	TRANSFER OR			DEATHS OR		
		OTHER	NET MEMBS	FAITH FORM	CONFIRMATION	CONFESSION	REAFFIRM	TRANS OUT	
LOSSES ADDS-REMOVED									
2006	106	43	32	0	0	2	2	0	0
2007	107	45	15	5	0	0	2	2	1
2008	108	47	15	0	0	4	3	0	1
2009	106	44	15	0	1	1	4	0	-2
2010	106	44	15	0	0	0	0	0	0
2011	106	44	15	0	0	0	0	0	0
2012	103	40	17	0	1	0	2	0	-1
2013	101	43	19	0	0	1	3	0	-2
2014	99	40	28	2	0	2	6	0	-2
2015	97	45	28	0	0	0	2	0	-2
2016	97	45	28	0	0	0	0	0	0

SUPP%	YEAR	LOCAL	CURRENT	CAPITAL	BASIC	SPECIAL	TOTAL	OTHER	WIDER	BASIC		
			TOTAL	PLEDGES AND	SUPPORT	SUPPORT	OCWM				GIFTS	MISSION
			EXPENSES	PAYMENTS	SUPPORT	SUPPORT	OCWM	GIFTS	MISSION	CURR		
			EXPEND	OFFERINGS								
	2006		\$106,352	\$0	\$1,096	\$2,481	\$3,577	\$1,881	\$5,458	1.03	\$111,810	\$55,101
	2007		\$106,352	\$0	\$668	\$1,006	\$1,674	\$0	\$1,674	0.63	\$108,026	\$0
	2008		\$96,719	\$0	\$1,608	\$1,687	\$3,295	\$3,772	\$7,067	1.66	\$103,786	\$53,297
	2009		\$94,943	\$0	\$1,874	\$1,717	\$3,591	\$1,544	\$5,135	1.97	\$100,078	\$56,980
	2010		\$94,943	\$0	\$556	\$967	\$1,523	\$0	\$1,523	0.59	\$96,466	\$0
	2011		\$94,943	\$0	\$490	\$598	\$1,088	\$0	\$1,088	0.52	\$96,031	\$0
	2012		\$43,527	\$13,575	\$562	\$1,487	\$2,049	\$56	\$2,105	1.29	\$59,207	\$50,588
	2013		\$101,579	\$4,950	\$429	\$1,310	\$1,739	\$1,753	\$3,492	0.42	\$110,021	\$52,093
	2014		\$105,825	\$0	\$351	\$2,711	\$3,062	\$1,494	\$4,556	0.33	\$110,381	\$47,999
	2015		\$60,911	\$0	\$165	\$3,506	\$3,671	\$867	\$4,538	0.27	\$65,449	\$45,290

2016 \$60,911 \$0 \$325 \$321 \$646 \$0 \$646 0.53 \$61,557 \$0

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2011-2016	-8.49	2.27	86.67	0.00	0.00	-35.84	-40.63	-35.90
2006-2016	-8.49	4.65	-12.50	-100.00	-100.00	-42.73	-81.94	-44.94

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

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	51	yes
Number of active non-members:	10	
Total of church participants (sum of the numbers above):	61	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	80%	yes
Less than 10, more than 5 years:	4%	
Less than 5 years:	16%	

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
9%	9%	2%	3%	7%	7%	9%	20%	33%	estimates

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	20%	These percentages are based on a response from the congregation.
Joint household with minors:	10%	
Single adults age 35-65:	10%	
Joint household with no minors:	50%	
Single adults over 65:	10%	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	54%	These percentages are based on a response from the congregation
College:	17%	
Graduate School:	7%	
Specialty Training:	22%	
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	40%	These percentages are based on a response from the congregation.
Adults who are retired:	60%	
Adults who are not fully employed:	0%	

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

The majority of adults in the congregation are in clerical and labor/manufacturing. There are some farmers, professional and trade workers.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up.

Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

Our congregation is Caucasian. However, we welcome any racial or ethnic person to join us.

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:

Nothing at this time. However, we are open and welcoming to those who have been either physically/emotionally abused, divorced whether recent or not, a recovering addict, from a broken family, and other issues.

PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? (<i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i>)
Adult Groups or Classes	20-25	Lay leaders
Baptisms (<i>number last year</i>)	3	Minister and parents
Children’s Groups or Classes	2-5	Worship and Wonder teachers
Christmas Eve and Easter Worship	75-90	Minister and organist
Church-wide Meals	30-45	Lay Leaders
Choirs and Music Groups	6	Organist and Choir
Church-based Bible Study	20-25	Lay Leaders
Communion (<i>served how often?</i>)	Monthly and on special occasions	Minister and Church Board
Community Meals	510	Lay Leaders

Confirmation (<i>number confirmed last year</i>)	5	Minister and Board of Christian Education
Drama or Dance Program	NA	
Funerals (<i>number last year</i>)	3	Minister and Family
Intergenerational Groups	All except for Worship and Wonder	Minister and Lay Leaders
Outdoor Worship	NA	
Prayer or Meditation Groups	NA	
Public Advocacy Work	NA	
Retreats	NA	
Theology or Bible Programs in the Community	60	VBS Lay leaders and Ministers
Weddings (<i>number last year</i>)	2	Minister, Organist and Couple
Worship (time slot: _10-11 am_____)	35-45	Minister and Organist
Worship (time slot: 5-6pm_____)	Held on Saturday evening when 5 Sunday's in the month	Minister and Organist
Young Adult Groups or Classes	NA	
Youth Groups or Classes	6	Lay Leaders
Other Caroling	20-30	Lay Leaders

Additional comments:

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)
Linda Frische-Mourri	4	Serving as interim minister for Batesville UCC	Minister	No
Dennis Frische-Mouri	4	Serving as interim minister for Batesville UCC	Minister	No
Paul Joseph	Unknown	Unknown	Unknown	Unknown

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

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staffperson 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
Secretary	Staff	\$9.00 per hour and is part time	Church Board and Minister	3 years
Interim Minister	Head	Part-time by conference guidelines	Church Board	Starts 11/1/2017

REFLECTION

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

We need to be doing more for children, young adults, and shut-ins. Also, we should not forget our senior population. Our congregation needs to continue to search for the un-churched in our community.

CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$53,894.55
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$10,000.00
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$9732.93
Fundraising Events	\$4200.00
Gifts Designated for a Specific Purpose	\$19,731.11
Grants	\$0.00
Rentals of Church Building	\$0.00
Rentals of Church Parsonage	\$NA
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$1317.26
Transfers from Special Accounts	\$0.00
Other (specify): Building	\$2975.00
Other (specify): Air conditioner	\$4031.96
TOTAL	\$105882.81

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

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.

EUCC CURRENT FUND REPORT 2016

Description	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	YTD	Budget
Minister	\$1,496.00	\$1,496.00	\$1,496.00	\$1,496.00	\$1,496.00	\$1,496.00	\$1,496.00	\$1,496.00	\$1,496.00	\$1,496.00	\$1,496.00	\$1,496.00	\$17,952.00	\$17,952.00
Salary	\$5,000.00	\$5,000.00	\$5,000.00	\$5,000.00	\$5,000.00	\$5,000.00	\$5,000.00	\$5,000.00	\$5,000.00	\$5,000.00	\$5,000.00	\$5,000.00	\$60,000.00	\$60,000.00
Housing	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00	\$6,000.00	\$6,000.00
Mileage	\$558.76	\$279.38	\$279.38	\$279.38	\$279.38	\$279.38	\$279.38	\$558.76	\$249.38	\$279.38	\$279.38	\$279.38	\$3,601.94	\$3,553.00
Pension													\$20,599.00	\$20,599.00
Health													\$629.00	\$150.00
Continuing Ed.													\$1,797.86	\$1,800.00
Soc. Sec.	\$149.83	\$149.83	\$149.83	\$149.83	\$149.83	\$149.83	\$149.83	\$149.83	\$149.83	\$149.83	\$149.83	\$149.83	\$29,980.90	\$29,980.90
Total Minister	\$2,704.59	\$2,426.21	\$2,426.21	\$2,426.21	\$3,054.21	\$2,426.21	\$2,145.83	\$2,704.59	\$2,396.21	\$2,426.21	\$2,426.21	\$2,426.21	\$29,980.90	\$40,699.00
Other Sal. & Ben.													\$400.00	\$600.00
Guest Speaker	\$100.00					\$100.00							\$100.00	\$2,000.00
Organist														\$2,000.00
Choir Director	\$174.54	\$199.48	\$149.81		\$385.26	\$224.41	\$199.48	\$232.73	\$182.85	\$224.69	\$216.03	\$224.69	\$2,397.77	\$2,600.00
Secretary	\$105.00	\$250.00	\$250.00	\$250.00	\$250.00	\$250.00	\$250.00	\$250.00	\$250.00	\$250.00	\$250.00	\$250.00	\$3,000.00	\$3,000.00
Sub. Organist	\$290.00												\$195.10	\$195.10
Custodian														\$6,996.10
Soc. Sec. M.C.	\$629.54	\$449.48	\$399.81	\$386.00	\$650.26	\$609.41	\$449.48	\$817.73	\$432.86	\$474.69	\$486.03	\$474.69	\$6,042.77	\$6,996.10
Total	\$2,704.59	\$2,426.21	\$2,426.21	\$2,426.21	\$3,054.21	\$2,426.21	\$2,145.83	\$2,704.59	\$2,396.21	\$2,426.21	\$2,426.21	\$2,426.21	\$29,980.90	\$40,699.00
Other Church Ex.	\$264.95	\$265.64	\$201.65	\$180.25	\$223.40	\$198.06	\$248.79	\$487.55	\$374.59	\$381.52	\$202.29	\$216.44	\$3,223.13	\$3,400.00
Electricity	\$444.99	\$493.29	\$413.80	\$299.75	\$146.04	\$200.00	\$204.41	\$100.34	\$600.00	\$51.20	\$212.53	\$416.38	\$2,812.53	\$4,500.00
Gas													\$800.00	\$800.00
Grounds Maint	\$57.84	\$200.00	\$36.33	\$73.76	\$20.82	\$891.96		\$964.40		\$926.95		\$394.00	\$3,622.06	\$2,000.00
Building Maint													\$394.00	\$600.00
Copier Maint													\$108.00	\$120.00
Organ & Piano													\$37.50	\$50.00
Office Supplies					\$198.28					\$17.47	\$148.91		\$382.67	\$500.00
Cleaning Supplies					\$43.32					\$17.47			\$17.47	\$250.00
Worship Supplies			\$32.60										\$402.24	\$500.00
Council Expenses			\$12.00		\$190.00						\$175.33		\$202.00	\$200.00
Sunday School													\$202.00	\$200.00
Official Meetings													\$75.00	\$100.00
Memorial/Flowers				\$1,632.00						\$1,399.50			\$5,594.00	\$5,500.00
Ins. (Bldg, WC)	\$1,289.50						\$1,343.00		\$27.00	\$94.00	\$104.46	\$104.47	\$1,228.23	\$1,100.00
Culligan		\$98.00				\$94.00		\$94.00		\$104.46	\$104.47	\$104.47	\$300.00	\$450.00
Postage	\$94.87	\$101.23	\$94.47	\$101.76	\$104.44	\$104.44	\$104.52	\$104.50	\$104.50	\$104.46	\$104.47	\$104.47	\$1,228.23	\$1,100.00
Telephone	\$330.83												\$330.83	\$350.00
U.S. Treasury														\$350.00
VBS														\$350.00
Miscellaneous *	\$2,483.08	\$1,158.16	\$820.85	\$15,011.23	\$3,000.00	\$16,037.00	\$2,975.00	\$4,031.96	\$1,974.24	\$419.44	\$841.63	\$1,715.92	\$45,155.29	\$2,600.00
Total Other	\$5,797.21	\$4,032.86	\$3,646.67	\$20,108.96	\$7,630.75	\$20,548.08	\$7,471.03	\$9,085.07	\$6,372.38	\$7,097.49	\$3,732.87	\$6,207.11	\$100,699.42	\$100,699.42
Total Operating														
Deposit on windows			36022.47											
concret repairs			2975											
new a.c. unit			4031.96											
Total Expenses														

2017 PROPOSED BUDGET			
	2016 BUDGET	2016 ACTUAL	2017 PROPOSED
Minister			
Base Salary (Includes 4 weeks paid vacation)	\$ 17,952.00	\$ 17,952.00	\$ 19,152.00
Housing	\$ 6,000.00	\$ 6,000.00	\$ 7,800.00
Subtotal	\$ 23,952.00	\$ 23,952.00	\$ 26,952.00
Mileage @ .575/MILE	\$ 1,000.00	\$ -	\$ 1,000.00
Pension (B & H) @ 14%	\$ 3,353.00	\$ 3,601.94	\$ 3,773.28
Health	\$ -	\$ -	
Continuing Ed	\$ 1,000.00	\$ 629.00	\$ 150.00
Social Security (B & H) @ 7.65% %	\$ 1,800.00	\$ 1,797.96	\$ 2,061.83
Subtotal	\$ 7,153.00	\$ 6,028.90	\$ 6,985.11
TOTAL MINISTER	\$ 31,105.00	\$ 29,980.90	\$ 33,937.11
Other Salary & Benefits			
Guest Speaker	\$ 600.00	\$ 400.00	\$ 600.00
Secretary \$9.00/hr	\$ 2,600.00	\$ 2,397.77	\$ 2,600.00
Social Security/U.S. Treasury	\$ 600.00	\$ 330.83	\$ 400.00
Substitute Organist	\$ 140.00	\$ 245.00	\$ 300.00
Custodian	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00
Subtotal	\$ 6,940.00	\$ 6,373.60	\$ 6,900.00
Other			
Electric	\$ 3,400.00	\$ 3,223.13	\$ 3,400.00
Gas	\$ 4,500.00	\$ 2,812.83	\$ 4,000.00
Lawn Care/Snow Removal	\$ 2,500.00	\$ 800.00	\$ 2,500.00
Building	\$ 2,000.00	\$ 3,622.06	\$ 2,000.00
Copier	\$ 600.00	\$ 394.00	\$ 600.00
Organ/Piano	\$ 120.00	\$ 108.00	\$ 120.00
Office Supplies	\$ 500.00	\$ 382.67	\$ 500.00
Cleaning Supplies	\$ 250.00	\$ 17.47	\$ 250.00
Worship	\$ 500.00	\$ 402.24	\$ 500.00
Council Expenses	\$ 200.00	\$ 202.00	\$ 200.00
Christian Education	\$ 400.00	\$ -	\$ 400.00
Meetings	\$ 100.00	\$ -	\$ 100.00
Insurance	\$ 5,500.00	\$ 5,584.00	\$ 5,500.00
Culligan	\$ 50.00	\$ 27.00	\$ 50.00
Postage	\$ 450.00	\$ 380.00	\$ 450.00
Member Memorial	\$ 75.00	\$ -	\$ 75.00
Telephone	\$ 1,100.00	\$ 1,228.23	\$ 1,250.00
Strategic Plan for the Church	\$ 500.00	\$ -	\$ -
Misc.	\$ 350.00	\$ 45,165.29	\$ 350.00
Subtotal	\$ 23,095.00	\$ 64,348.92	\$ 22,245.00
TOTAL OTHER	\$ 30,035.00	\$ 70,722.52	\$ 29,145.00
TOTAL EXPENSES	\$ 61,140.00	\$ 100,703.42	\$ 63,082.11

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **53.7%**

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? If calculated as a percentage of operating budget, what is that percentage? (*recommended 10%*)

A special collection is taken up plus money from the Women’s Guild.

What is the church’s current indebtedness? **NONE**

Total amount of loan debt:

Reason for debt:

Are capital and other payments current? **NA**

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. **NA**

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

Year(s)	Purpose	Goal	Result	Impact
2016	Window Campaign	\$38000.00	\$38504.23	Completed
2011	Shingles	\$32000.00	\$32000.00	completed

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
Unknown	Shelter Fund	\$12000.00	\$1268.00	ongoing
		\$	\$	

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

Replace windows and roof which was accomplished.

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

What is the market value of the assets? **\$211,936.00**

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

What is the percentage rate of draw (last year, compared to 5 years ago)? **25%**

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: **Used in building fund maintaining the building.**

At the current rate of draw, how long might the endowment last? **20 years**

Please comment on the above calculations or estimates: **We have two endowments but only one is active.**

Other Assets

Reserves (savings): **\$225,031.00**

Investments (other than endowment): \$ **NO**

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

Fair market rental value of the parsonage:

How is the parsonage used?

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:

The only building owned by the church is the church building itself.

Describe non-owned buildings or space used or rented by the church: **NONE**

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

The building is wheelchair accessible except for the basement, altar, balcony and choir room. All meeting rooms, sanctuary and bathrooms are accessible.

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

For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?

The budget is done yearly by the Church Board and approved by the congregation at the annual meeting held in January. When something special is needed the congregation has been generous to see that it gets done.

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.

In 1962 the church building burned and the current site and building was erected. Replacement windows were needed and replaced; a new roof was completed and the parking lot paved. Over \$100,000 was used to do these projects for the building.

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

The windows needed replaced (not the stained glass windows but the others). The congregation was very generous in providing funding to get this done.

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?)

We have a pastoral relations committee to work with conflicts within the church, either minister/congregation or otherwise. Sometimes there is compromise but usually conflicts are resolved by the parties involved.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Alecia Gross	2015-2017	No
Linda Frische-Mouri	2008-2015	Yes
Dennis Frische-Mouri and Linda Frische-Mouri – pulpit supply	2007-2008	Yes
David Kirk	2006-2007	Yes
Glenn Kimball – interim	2004-2006	Yes
Scott Collins	2001-2003	Yes
Wayne Olsen interim	1999-2001	Yes
Patrick Larracy	1992-1999	Yes
Gloria Smith – interim	1992-1992	Yes
David Schnepf	1985-1992	Yes

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

EUCC is a mostly conservative mentality; we are somewhat resistant to changes.

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

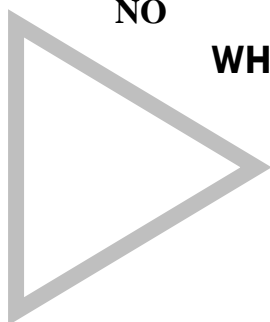
NO

Has your church been involved in a Situational Support Consultation?

NO

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

NO



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?

EUCC collects money monthly for Matthew 25, a food pantry in Shelby County; also about every 3 months we take a grocery basket of food to either the Salvation Army or Health and Human Services. Yearly we collect mittens, gloves, hats and scarfs at Christmas and give to a local charity. This fall we hosted a pork chop supper and all the profits, over \$2700, went to hurricane relief. We host at least one family with a Traditional Thanksgiving dinner and provide presents to the children and adults at Christmas for at least one family.

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

Traditionally our minister attends association and conference meetings. In addition, we work with 3 other churches in Shelbyville to plan VBS. Our commitment is providing food, teachers, crafts, and space.

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 checked="" type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input type="checkbox"/> Open and Affirming (ONA) |
| <input 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?

We are always striving to better serve our neighbor and our community. At the same time we believe that God works through us and is still speaking to our world.

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

For the last two years we have worked with three other churches in Shelbyville to plan VBS. In 2016 the program was held at our facility. In 2017 it was at the First Presbyterian. We served on the committee, served the light meal one evening, and helped with games, supplies, etc. Also we are active in the Church Women United and have participated in the CROP walk when held in Shelbyville.

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.

“Our Mission Statement:

- *With God's Help We Can**
- *Learn and Teach God's Way**
- *Let God's Light Shine Through us**
- *Seek Ways to Serve the Community in Christ's Name**
- *Love our neighbors as God Loves Us..."**

We feel that approximately 50% of our time is spent engaging in our mission statement activities.

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 we want to grow, the pastor should be active in the community and this would be accounted for in their time working.

MISSION InSite

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

Our church participants are very close to the Mission Insite report, including diversity, income, blue/white collar workers, etc.

Trends and opportunities are the unchurched and the increasing aging population.

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?

Near our church are two housing additions. The population, ethnicity, income very closely represent the same as our church.

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

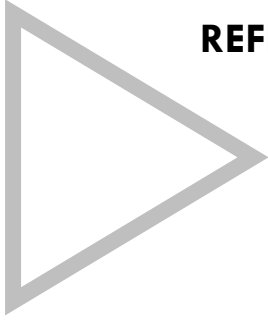
The growth of housing and population is moderate in our area. However, the importance of religion is dropping. People are not active and attending any religious institution.

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

EUCC needs to be more visible in the community and available for the un-churched.

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

Many came to EUCC because they were invited by a friend or relative. They say the church members have made them feel welcome and inviting.



REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1

Name / Position / Setting

Rev. William Horner, Pastor First Christian Church

**(Telephone / Email / Relationship to the Congregation) 118 W. Washington St.
Shelbyville, IN 46176 Phone 317-398-4407**

REFERENCE 2

Name / Position / Setting

Mark Campbell, Active participant at Evangelical United Church of Christ (non-member)

**(Telephone / Email / Relationship to the Congregation) 1059 School St. Shelbyville, IN
46176 Phone 317-604-3097**

REFERENCE 3

Name / Position / Setting

Rev. Dr. Richard Bailey, Senior Board Certified Chaplain for Neuro Center at Iu Health Hospitals, Pulpit Supply

**(Telephone / Email / Relationship to the Congregation) e-mail RMBailey@IUHealth.Org,
Phone 1-317-979-7033**

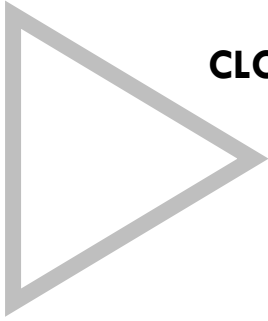
PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.



CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

Lord,

Paul urged his pastor friend, Timothy to “pursue righteousness, godliness, faith, love , endurance and gentleness”. (1 Timothy 6:11) We ask that you will direct us to the person that You want us to have and that You feel is best for this church. Help us to seek someone who will bring the Bible into our daily lives through their teaching and preaching.

Lord, thank you for your guidance in completing this application. We think we know our church’s needs but realize that You truly know what we need. Help us to find a person of Godly character and someone who reflects Christ in their daily life.

This we ask and pray,

The Search Committee.

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? (*for example, church council or consistory, transition team, etc.*)

Church Board, Search Committee and the entire congregation

2. Additional comments for interpreting the profile:

With God's help we will find the minister for our church.

Signed: Sandra Piercy and John Nedderman, Co-Chairmen, Search Committee
11-6-2017

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
possible through the
all settings of the United

UNITED CHURCH
OF CHRIST



through support to Our
(OCWM) and is only
covenantal relationships of
Church of Christ.

“Jesus answered them, ‘Have faith in God!’” – Mark 11:22