

## Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

# INTRODUCING THE NEW LOCAL CHURCH

Who  
are  
we

Who  
is our  
neighbor

Who is  
God  
calling  
us to  
become

?

The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!

MINISTERIAL EXCELLENCE,  
SUPPORT & AUTHORIZATION

**UNITED CHURCH  
OF CHRIST**



# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

First Congregational, United Church of Christ  
Neligh, NE

Park Congregational United Church of Christ  
Elgin, NE

Pastor

Living Waters Association  
Nebraska Conference United Church of Christ

[Validation Date]

### 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.

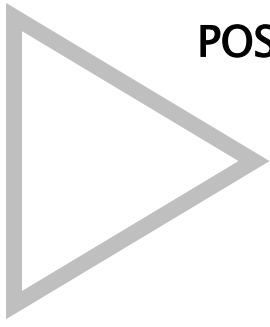
Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings 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

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**Church name:** First Congregational, United Church of Christ

**Street address:** 102 E 6<sup>th</sup> Street, Neligh, NE 68756

**Supplemental web links:** <https://www.facebook.com/uccneligh>

**Additional ecumenical affiliations (e.g. denominations, communions, fellowships):** none

**Conference:** Nebraska Conference United Church of Christ

**Association:** Living Waters Association

**Church name:** Park Congregational United Church of Christ

**Street address:** 83853 511 Ave Elgin, NE 68636

**Supplemental web links:**

[https://www.facebook.com/profile.php?id=100011457751153&hc\\_ref=SEARCH&fref=nf](https://www.facebook.com/profile.php?id=100011457751153&hc_ref=SEARCH&fref=nf)

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

Elgin Ministerial Association

**UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):**

Rev. Kenneth G. Leischner

Transitional Associate Conference Minister

Iowa, Nebraska and South Dakota Conferences of the United Church of Christ

[revkenn@outlook.com](mailto:revkenn@outlook.com)

(402)942-3930

**Summary Ministry Description:**

Neligh: We are a small town church in a farming community with diverse political and theological views. We are united in our desire to better understand and live out Jesus' command

to love our neighbors. We have experienced growth in the past year and believe that there is an opportunity here to grow a relevant vibrant faith community.

Park: We are a small, rural church with an aging congregation. We are extremely proud of the long heritage and tradition of Park Church and would very much like to stay a viable part of the community. We are looking for a pastor to help energize our current membership and bring some of our inactive members back.

**Photographs: Neligh:**



**Park:**



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

Neligh: Living in rural Nebraska is defined by hard work and care for community. Neligh is no different. As a community, we have faced tragedy and hardship. We know that in these situations we can count on one another for support and care.

Park: Our community is very friendly and welcoming. Elgin is a very safe community with a very low crime rate. Elgin has two schools, a public and a parochial, that have small class sizes, good student to teacher ratios with many teachers possessing master's degrees.

**Current size of membership:** Neligh – 66      Park -35

**Languages used in ministry (*other than English*):** none

**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*):**

The total compensation will be \$53,700 including housing. Park UCC is responsible for 40% of the compensation.

**Does the total support package meet conference compensation guidelines?** No.

## **SCOPE OF WORK**

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

### **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.)*

At **Neligh UCC** we hope to grow in numbers, but more importantly we hope to grow into a vibrant, relevant faith community. Our dreams include:

1. Becoming more attentive with a pastor who will actively attend to the needs of those who are in crisis, whether hospitalized, in assisted living or the nursing home or facing difficult life circumstances.
2. Becoming more kid-friendly. One of our strong gifts is that we love kids, even the ones who are “joyful” in worship! We hope to find a pastor who relates well to children and

who is eager to develop strong relationships both in the community and with Kamp Kaleo.

3. Becoming more ecumenical. We are looking for a pastor willing to nurture ecumenical relationships within the community and to work with other churches.
4. Becoming more visible in the community. We want a faith leader who will be the “face” of the church, recognizing that we the members bear responsibility for our own spiritual growth and for being the church in the world. We hope for a strong pastor who will work in the community and who will model that behavior for us as well.

We look forward to many conversations concerning our hopes and dreams and the future of our beloved community!

**Park Center UCC** is seeking a pastor who is an effective preacher/speaker, is effective in planning and leading worship, is compassionate and caring, and encourages people to relate their faith to their daily lives.

## COMPENSATION AND SUPPORT

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

ANNUAL	TOTAL	Neligh 60%	Park 40%
Salary:	\$35,000.00		
14% Pension:	4,900.00		
Health Insurance:	6,000.00		
Utilities:	3,000.00		
Housing:	<u>4,800.00</u>		
	<b>\$53,700.00</b>	<b>\$32,220.00</b>	<b>\$21,480.00</b>
Credit housing:	<u>4,800.00-</u>		
Cash cost:	<b>\$48,900.00</b>	<b>\$27,420.00</b>	<b>\$21,480.00</b>

**Benefits (choose one):**

Salary plus some 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)?**

The Neligh UCC Church is holding their parsonage open for a pastor shared between the churches. The parsonage is located in Neligh, NE.

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

We would expect the minister to live locally and would need to commute to Park UCC and Neligh UCC Churches on Sundays mornings and as needed for Church functions and meetings.

**State any incentives (e.g. school debt reduction or retention bonus after a certain number of years in position):** We are supportive of sabbaticals. As membership grows and finances improve, we would welcome participation and supply financial support for continuing education programs that would enhance our mission goals.

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

Clergy Cluster that meets in Norfolk

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

We are flexible congregations and will work out details as needed.

**WHO IS GOD CALLING TO MINISTER WITH US?**

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

To generate member enthusiasm for Church activities, maintain our small rural identity, and be an active part of the community.

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

Reach out to and be visible in the community and work with other local clergy in ecumenical efforts.

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

Currently, we conduct services in English only, but are more than willing to adapt if the need arises.

**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.**

Neligh:

Bringing life to sacred stories and traditions in worship, proclamation, and witness.

Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.

Providing hope and healing to a hurting world.

Understanding and ministering to stages of human development across the life span.

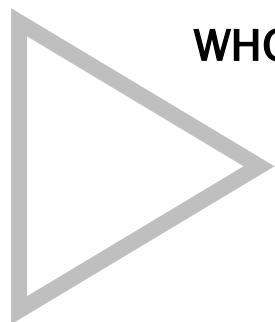
Park:

Maturing in effective proclamation and preaching.

Performing necessary and appropriate administrative tasks.

Leading faith formation effectively across generations

Nurturing care and compassion for all God's creation



## **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?**

Neligh: At Neligh UCC, we hope to grow in numbers, but more importantly we hope to grow into a vibrant, relevant faith community.

Park: To remain an active and visible part of the community and to grow the faith of the 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?*

Neligh: In the past year, two of our joys have been taking a risk, trying “Hops & Hymns” and our “Pray”ground. Hops and Hymns is an event sponsored by the church, held at a local bar. We sing old hymns, laugh, drink and enjoy each other’s company. The challenge being met is creating community in increasingly busy and fractured times and tapping into the nostalgia that old hymns hold in our hearts.

Second, in anticipation of new families and kids joining us for worship, we have set up a “pray”ground in the back of the sanctuary. It is a place where children can listen and quietly play during worship. Our hope is that the “pray”ground will evolve over the coming months as we listen to parents, kids and congregants about what works and what can be improved. Our ultimate goal: a Sunday School! But for now we rejoice in the tiny voices from the back.

Park: We have a small congregation and one of our challenges is generating enthusiasm for active participation in church functions.



## 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

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### **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?*

Neligh: If you were to visit Neligh UCC on a Sunday morning you would find a small group of gathered faithful. Our worship is liturgical in nature, somewhat formal and yet surprisingly open

to the spirit. You will find that vibrant spirit during our “Joys & Concerns” as we voice our prayer requests for those near and dear to us, as well as for those whom we may not know. There is a great deal of love and care in this place.

Park: We are a very traditional and conservative congregation, that appreciate Bible based, God centered preaching.

**Describe several strengths or positive qualities of your congregation.**

Neligh: We may not all read the Bible the same way, but we take it very seriously.

We do not always agree with one another, but we respect and love each other.

We are not afraid of challenges and difficult conversations.

You will not hear us say, “We’ve never done it that way.” We know we must adapt.

Park: Park UCC congregation is a very close-knit group that considers each other family. We work well together on whatever tasks need attention. We are accustomed to attending to the project needs of our church, whether it’s building repairs or funeral luncheons, on our own.

**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?*

Neligh: As mentioned earlier, worship at Neligh is somewhat formal and liturgical. Also, open to the spirit. We value preaching that follows the lectionary and embraces the UCC motto “God is still speaking.” The past year we have used a “contemporary testimony” that parallels the lectionary passage to help the words be relevant and relatable to our lives.

This past Easter Sunday, we celebrated the baptism of one of our youngest faith members. Isla, though unable to speak a word, has taught us volumes about acceptance, love and joy. It was an Easter Sunday we will always cherish.

Park: We gather at Park UCC Church on Sundays mornings at 9:15 AM for regular services. We have communion once a month. Our worship services are informal and traditionally include multiple hymns, scripture readings, a sermon, time for sharing joys and concerns, responsive readings, and congregational prayer. There are also Memorial Day service, Ash Wednesday Service, Good Friday Service, and Christmas Eve Service. Baptisms are normally conducted during regular worship services and details are left up to the family and pastor. Confirmation classes are planned by the pastor and held at times arranged by the pastor and families. The Confirmation ceremony is held during regular worships service and details are left up to the pastor. Special music is always welcome. We have a digital instrumental hymnal for when our pianist is not available.

## **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?*

Neligh: We are hungry for bible study and faith education. Currently there is none.

Park: Currently, there is no organized Sunday School due to lack of consistent attendance by appropriate aged children. (This is an area of concern we would like help and guidance in addressing)

## **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?*

Neligh: The Diaconate Board and Women's Fellowship discuss upcoming missions and ministry opportunities. We, like many churches, struggle to identify where community needs and our skills and passions intersect.

Park: We often call for church meetings immediately following regular Sunday services if the need arises. A large percentage of the active membership belongs to the Women's Fellowship and many decisions are discussed and made there. Church Council meets three to four times a year or as needed. Traditionally, we attend to matters as they arise. This may be an area where we could use leadership and guidance.

We have three Committees that do some decisions making:

Park Women's Fellowship – service and learning

Church Council – church matters

Playground Committee – organizes annual Independence Day Celebration and takes care of playground and church grounds

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

Neligh: a few hours a month. Park: About one hour per month is spent in meetings.

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

Neligh: One of the advantages of living in a small community is that everyone can be contacted quickly. There is no recent recollection of a church crisis.

Park: Our membership can be gathered or called through an already established calling tree on a moment's notice and decisions can be made within hours or days depending on the situation.

- **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/No]**

Yes

## 11-YEAR REPORT

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

Unavailable

## CONGREGATIONAL DEMOGRAPHICS

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**Describe those who participate in your church.**

		<i>Is this number an estimate? (check if yes)</i>
<b>Number of active members:</b>	P: 20 N: 66	This is an estimate
<b>Number of active non-members:</b>	P: 0 N: 8	
<b>Total of church participants (sum of the numbers above):</b>	P:20 N: 40	This is an estimate

**Percentage of total participants who have been in the church:**

		<i>Is this number an estimate? (check if yes)</i>
<b>More than 10 years:</b>	P: 20 N: 17	This is an estimate
<b>Less than 10, more than 5 years:</b>	P: 0 N: 4	
<b>Less than 5 years:</b>	P: 0 N: 4	

**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>

P: 0 N: 7		P: 0 N: 2	P: 2 N: 0	P: 0 N: 2	P: 0 N: 7	P: 12 N: 2	P: 3 N: 4	P: 3 N: 13	This is an estimate
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**Percentage of adults in various household types:**

		<i>Is this number an estimate? (check if yes)</i>
<b>Single adults under 35:</b>	P: 2 N: 2	This is an actual number, NOT a percentage
<b>Joint household with minors:</b>	P: 0 N: 3	This is an actual number, NOT a percentage
<b>Single adults age 35-65:</b>	P: 0 N: 2	
<b>Joint household with no minors:</b>	P: 6 N: 20	This is an actual number, NOT a percentage
<b>Single adults over 65:</b>	P: 4 N: 5	This is an actual number, NOT a percentage

**Education level of adult participants by percentage:**

		<i>Is this number an estimate? (check if yes)</i>
<b>High school:</b>	P: 7 N: 30	This is an actual number, NOT a percentage
<b>College:</b>	P: 6 N: 10	This is an actual number, NOT a percentage
<b>Graduate School:</b>	P: 3 N: 3	This is an actual number, NOT a percentage
<b>Specialty Training:</b>	P: 0	
<b>Other (please specify):</b>	P: 0	

**Percentage of adults in various employment types:**

		<i>Is this number an estimate? (check if yes)</i>
<b>Adults who are employed:</b>	P: 10 N: 14	This is an actual number, NOT a percentage
<b>Adults who are retired:</b>	P: 6 N: 30	This is an actual number, NOT a percentage
<b>Adults who are not fully employed:</b>	P: 2 N: 0	This is an actual number, NOT a percentage

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

Neligh & Park: Most are self-employed farmers and ranchers, in addition to various technicians, skilled labor, administrative assistants and medical professionals.

**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?**

Neligh: We have some mixed ethnicity and diversity in the pews at Neligh. Most of us are from similar anglo-saxon backgrounds.

Park: We are Americans.

**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:**

Neligh: We have not but recognize that in an increasingly multicultural world we will need to engage in honest conversation soon.

Park: Park UCC is a welcoming, non-judgmental church.

## 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	P: 7 N:	Park Women’s Fellowship Members
Baptisms <i>(number last year)</i> P: 1 N: 3	P: 8 + congregation N: 50	Pastor and family
Children’s Groups or Classes	0	
Christmas Eve and Easter Worship	P: 40-50 N: 45	Pastor
Church-wide Meals	P: 0 N: 35	
Choirs and Music Groups	P: 0	

	N: 30	
Church-based Bible Study	P: 10 N:	Lenten Study w/UMC in Elgin
Communion ( <i>served how often?</i> )/monthly	P: 10 N: 25	Pastor and Deaconesses
Community Meals		
Confirmation ( <i>number confirmed last year</i> )	0	
Drama or Dance Program		
Funerals ( <i>number last year</i> )	P: 3 N: 3	Pastor
Intergenerational Groups		
Outdoor Worship	P&N: 50	
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings ( <i>number last year</i> )		
Worship (time slot: 9:15 AM)	P: 10	Pastor or Pulpit Supply
Worship (time slot: NA)		
Young Adult Groups or Classes		
Youth Groups or Classes		
Other – Independence Day Celebration	P: 60	Playground Committee
Other – Memorial Day Service	P: 25	Pastor

**Additional comments:**

Park: We are a small, dedicated, loyal congregation, but there are limits to what we are able to pull off. The Independence Day Celebration is a long-standing tradition (100+ years) and draws

people from numerous neighboring communities. It is an evening of fun, games, good food and fellowship and of course fireworks!! This is one of our favorite traditions.

**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)
Melanie Miller	no		Supply preaching	yes

**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 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
NA				

**REFLECTION**

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

Neligh: We have some work to do! There are plenty of growing edges and ministry opportunities. It is clear that we need to engage young adults and young families in new ways; perhaps by being clear that we are a church with a different message than most in town!

Park: We are a small, dedicated, loyal congregation that considers itself family. We appreciate simplicity over grandeur and come to church to listen to the word of God and grow in our faith. This is a conservative, rural community that values faith, hard work, family, and community. Our social and political views may differ and we respect everyone’s right to their opinion, however we would appreciate if politics do not dominate sermons.

## CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	P:\$23,565 N: \$32,713
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	P: \$0 N: \$1,800
Gifts Designated for a Specific Purpose	P: \$477 N: \$9,000
Grants	P: \$0 N: \$6,000
Rentals of Church Building	\$0
Rentals of Church Parsonage	P: \$0 N: \$6,000
Support from Related Organizations ( <i>e.g. Women’s Group</i> )	\$0
Transfers from Special Accounts	\$0
Other (specify):	\$0

Other (specify):	\$0
TOTAL	P: \$24,042.00 N: ????

**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.*

N: \$35,000

P: Available upon request

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

N: Most of it

P: Available in the annual budget

**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%)**

Our basic support is a flat rate.

**What is the church’s current indebtedness?**

**Total amount of loan debt:** \$0

**Reason for debt:** NA

**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.**

N: We have \$14,000 in siding to install. The project is paid for.

P: NA

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

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

**If a capital campaign is underway or anticipated, describe:**

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

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

NA

**Does your church have an endowment? No**

**What is the market value of the assets? NA**

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

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

**Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: NA**

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

**Please comment on the above calculations or estimates: NA**

## **Other Assets**

**Reserves (savings): N: \$26,210 P: \$9500**

**Investments (other than endowment): N: \$26,210**

**Does your church have a parsonage? N: Yes P: No**

**Fair market rental value of the parsonage: \$500**

**How is the parsonage used? Currently rented for 6 months**

**Street / City / State / Zip: NA**

**Finished square footage: 1500**

**Number of Bedrooms, Number of Bathrooms: 3 bedrooms, 1 bathroom**

**Assessed real estate value: unknown**

**Available for minister residence: Yes**

**Expected minister residence: No**

**Condition of structure, systems and appliances: sound, needs updated**

**Entity in the church responsible for review and needed repairs: trustees**

### **Describe all buildings owned by the church:**

N: The church building is in good and updated conditions. The parsonage has a two car, unattached garage.

P: The buildings include the church building and a small storage shed. The church itself is an older, but well-kept rural church. The sanctuary is upstairs and in the basement is a fellowship hall, kitchen, and small store room. Air conditioning was installed in 2007, a new roof was put on in 2006, the kitchen was remodeled in fall of 2015, and some bowing in the basement walls was repaired winter of 2015. The church grounds encompass 3 acres with a ball field and small playground we use for outdoor activities. The cemetery is right across the road from the church.

### **Describe non-owned buildings or space used or rented by the church: NA**

**Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) N: We are not wheelchair accessible. We do have a chair lift that is used regularly by some of our members.**

P: Due to budget constraints, Park Church is not wheelchair accessible, but if you want to come to service, we will get you where you need to be!

**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?*

N: Our budget reflects what many other churches are experiencing these days. While much of our budget goes to keeping the building operational, we are ripe for new enthusiasm for mission.

P: We are a small congregation who pride ourselves on remaining financially stable even though our budget is small. We keep our bills paid and perform many of needed repairs and upkeep ourselves.

## **HISTORICAL INFORMATION**

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**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.**

N: Rodger Good, who grew up in this church, was ordained here in 2005.

Partnering with Park UCC.

Ray and Mary Avidano retired in 2003.

P: In 1985, we had a large celebration for the Church's 100<sup>th</sup> Anniversary.

In 2010, we celebrated the Church's Q125.

Partnering with the Neligh UCC Church.

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

N: Over the past year our church has managed being without a settled pastor with grace and flexibility.

P: There is no longer any interest in Sunday School.

**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?)*

N: We value conversation around issues. We have experienced the grief of never knowing why some people depart. If possible, we would change this.

P: Our church family works closely together. We respect each other and each other's opinions and ideas. While some have left our church due to conflict, we try very hard to work through the issues and learn from the experience.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Janet Davis Ray Avidano		
Marde Voigt		
Ray Avidano		
Carroll French		

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

Because of our small church size, we work closely with our pastor and consider them family.

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

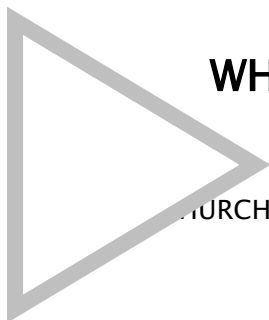
No

**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

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### **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?*

Neligh: Food Pantry

Kamp Kaleo

Orphan Grain Train

Hops & Hymns

Park: We have monthly benevolences for community needs as well as for national and international missions. We partner with other churches in the community to provide Vacation Bible School. Members of our congregation regularly furnish Operation Christmas Child shoeboxes. Many members of our congregation are actively involved in the community such as helping with Food Pantry and Food Truck, donating blood, volunteering at the Senior Center and are active in 4-H and the County Fair, etc.

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

Neligh & Park: In the past we've sent delegates to the State Conference. For the last several years, our pastor has served as our delegate.

**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](http://ucc.org).) Check any statements below that apply to your UCC faith community.**

Accessible to All (A2A)

Economic Justice

Creation Justice

Faithful and Welcoming

God Is Still Speaking (GISS)  
 Border and Immigrant Justice  
 Inter-cultural/Multi-racial (I'M)  
 Just Peace  
 Global Mission Church

Open and Affirming (ONA)  
 WISE Congregation for Mental Health  
 Other UCC designations:  
 Designations from other denominations  
 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?**

N: We are ready to proclaim that we are a different kind of church. All other churches in Neligh are fundamentalist with the exception of the Methodist church. We know that working toward the above statements of witness will give us language and confidence as we talk about who we are and what we are called to do.

P: We do not confine ourselves to UCC designated programs. We minister where we feel called, regardless of denomination affiliation.

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

Neligh: We work closely with the local Methodist church every year for our shared worship service in the Neligh park. We also work with area churches on the local Food Bank. Finally, we are currently working on resurrecting the local ecumenical clergy group.

Park: We partner with other churches in the community to provide Vacation Bible School. We were one of several churches involved in Elgin's Q125 community wide Sunday Church Service. All are welcome to Ash Wednesday and Good Friday Services. We partner with the Elgin UMC for weekly Lenten Bible Study.

**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.**

NA

**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?**

Neligh: We recognize that work on behalf of the wider church also benefits the local community. Therefore, we are supportive of any time our pastor wishes to spend connecting to and working on behalf of the wider church.

Park: We appreciate our pastor's efforts to reach out to the community and take part in community activities but are also very understanding of that person's time commitments.

## MISSION InSite

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

Unavailable

**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?**

Very similar

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

Neligh: Currently, Antelope County has a large transient wind tower worker population. We have not talked about engaging and welcoming this population. We would love to have a pastor that is cognizant of community changes and helps us find ways to use our gifts to meet new needs.

Park: Everyone is welcome at Park Church.

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

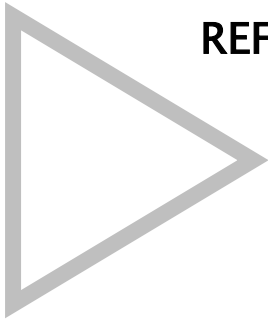
Neligh: Neligh UCC hosts a yearly 4<sup>th</sup> of July John Petersen concert as well as worship in the park. Most recently, we have been known for our Hops & Hymns gatherings.

Park: Our Church provides the Soup Supper for the local Children's Shopping Day held shortly before Christmas. Our Church is also well known for our Independence Day Celebration and Memorial Day service.

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

Neligh: Our newest family comes from catholic and fundamentalist backgrounds. They were specifically seeking a different kind of church that would be open to different points of view and unafraid of difficult questions.

Park: Unfortunately, it's been a long time since we've had a regularly attending, active new member.



## 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

Neligh: Jay Snider, Beyer Snider Memorial Funeral Home  
402-887-4456

Park: Dean Schrage/Grocery Store Owner & Manager  
402-843-5300

### REFERENCE 2

Neligh: Janet Davis, previous pastor  
402-368-8086

Park: Melanie Miller/Pulpit Supply  
402-841-1450

### REFERENCE 3

Neligh: Rodger Good, past member  
402-640-3581

Park: Tony Levander/Funeral Home Director

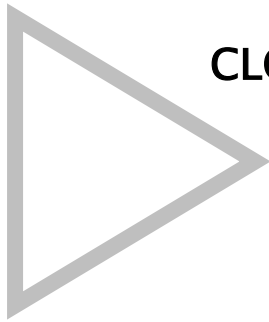
## PROMPTS FOR REFERENCES

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

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*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:*

Neligh: Gracious God, you create us and love us; you call us to live together in a community. We thank you for this community for the ways it grows and changes. For its witness; that all your children have been filled with your vision for our lives and the willingness to work to bring your vision into reality. Guide us as a community to live by your vision, working to build the beloved community where everyone is welcomed, all are valued, power is shared, privilege is no more, and all your children know wholeness and well-being. Through Jesus Christ we pray. Amen.



## STATEMENT OF CONSENT

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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.*)  
Neligh & Park: search committee members
2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

## VALIDATION BY CONFERENCE/ASSOCIATION

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\_\_\_\_\_

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:

**UNITED CHURCH  
OF CHRIST**



This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

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