

1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

1a. LISTING INFORMATION

Church name: [Zion Evangelical United Church of Christ](#)
Street address: [415 NW Fifth Street, Evansville, IN 47708](#)
Supplemental web links: [Zion Church www.zionucc.net](#)
[Zion Center facebook.com/zioncenterucc](#)

Conference: [Indiana-Kentucky Conference](#)
Association: [Evansville Tri-State Association](#)

Additional ecumenical affiliations (e.g. denominations, communions, fellowships): [None](#)

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

[The Rev. Dr. Monica J. Ouellette](#)
[Minister for Search, Call and Congregational Transitions, Indiana Kentucky Conference](#)
Email: m.ouellette@ikcucc.org

Summary Ministry Description:

The ministry of Zion Evangelical United Church of Christ has been closely interwoven with the life of downtown Evansville. Both experienced great growth during the nineteenth and first half of the twentieth centuries, and then significant population decline beginning around the mid-twentieth century. In the summer of 2018 our small congregation voted unanimously (46-0) to remain open, and voted by a significant majority to keep the Zion Center for Spiritual Development and Healing open.

We also voted to switch to part-time pastoral leadership to help us continue discerning our unique spiritual niche and to grow in relevance and ministry in a downtown that is once again growing with new educational, health, business, residential, recreational and entertainment opportunities.





What we value about living in our area:

Evansville is a convenient and comfortable medium-sized city in which to live, work and play. It generally lacks the serious traffic, crime and other problems of big-city life, yet has much of the cultural, educational, shopping, dining and entertainment diversity of a large city.

Current size of membership:

Perhaps the best indicator of our current membership size is the fact that forty-six (46) people cast votes in a special congregational meeting in the summer of 2018 to determine the future of the church. That included several mail-in or drop-off ballots from people who do not attend or contribute regularly. Our usual Sunday morning attendance fluctuates around twenty-eight to thirty-five people. The number of members reported for the UCC Yearbooks (150 members listed for 2016 and 2017) includes many who are not currently active in the congregation.

Languages used in ministry: English

Position Title: Part-Time Pastor

Position Duration: Settled

Compensation Level: One-half (½) Time

Average 6 units per week (morning, afternoon or evening)

Job Duties	Units
Worship Service Leadership, Preaching, Preparation, Study	3
Pastoral Care	1
Zion Center, other local mission and evangelism	1
Administration: meetings with Church Council, Trustees, staff, etc.	1

Does the total support package meet conference compensation guidelines? Yes

1b. SCOPE OF WORK: Half time Pastoral Position (20-25 hours weekly)

- Preparation and leadership of Sunday worship including scripture study, crafting of liturgy, sermon preparation, preaching, offering of prayers, etc.
- Pastoral care (in collaboration with lay people), especially to those who are sick, shut-in, elderly, or grieving
- Strengthen the congregation members' sense of ministry and Christ-like service to each other and to the wider community through the Zion Center and other outreach
- Participate in wider church activities such as conference and association meetings

Core Competencies:

Ability to help our congregation review and strengthen its vision for ministry.

Ability to develop a caring pastoral relationship with our diverse community.

Ability to prioritize and multitask pastoral responsibilities.

1c. COMPENSATION AND SUPPORT

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

\$35,000.00

Benefits:

Salary includes Optional Benefits: \$9,000.00 housing allowance (included in \$35,000.00 above)

What is the expected living situation for your next minister?

Living in the community, not in the parsonage which is currently rented to a family.

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

None (No mileage provided for regular commute.)

State any incentives (school dept reduction, retention bonus, etc.) None

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

UCC Pastor's Circle; Evansville Tri-State Committee on Ministry

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

1. Members will assist with pastoral responsibilities as needed and able.

2. We will be flexible in adapting expectations, if needed, to a bi-vocational work schedule.

1d. 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 first goal is for our pastor, in partnership with our talented congregation and staff, to create appealing, engaging worship of God that is increasingly relevant, while preserving and enhancing the beauty and dignity of our traditional services.

Our second goal is to make our presence better known throughout our community by reaching out to meet human need in the Spirit of Jesus, through the Zion Center and other evangelistic endeavors.

Our third goal is to strengthen our connections with our home-bound and sick members and participants, through visits and other forms of contact from our pastor and the caring members of our congregation.

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

We hope our new part-time pastor will gently challenge us to see the needs around us as Jesus would see them: as opportunities to share God's love, healing and peace.

Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling. None

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.

We seek a pastor who can bring life to sacred stories and traditions in worship, proclamation and witness, through strong communication skills as well as a personal life that exhibits moral character and integrity.

We seek a pastor who can nurture care and compassion for all of God's creation, by providing hope and healing to a hurting world, including the earth and all who live upon it.

We seek a pastor who can lead us in working together for justice and mercy by practicing the radical hospitality of God as we engage in worship, mission and outreach.

We seek a pastor who exhibits a commitment to the core values of the United Church of Christ: continuing testament, extravagant welcome, and changing lives.



2. 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?

We believe that Jesus shows us how to be a faith family which works together as a team to care about each other, and gives us a mission to reach beyond our walls and minister to human needs in our community.

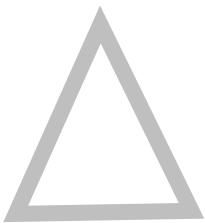
Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

Pastor Kimron Reising came to us in 2015 with a vision for creating a welcoming space here at Zion for practitioners of alternative spiritual and healing practices. By being open to that vision, we created the Zion Center for Spiritual Development and Healing. It has been successful in attracting a wide variety of people to our facilities who are seeking community, as well as spiritual, emotional and physical healing and health. Some people come once or twice then move on. Others become regular participants, supporters and leaders of Zion Center activities. Some have come to our Sunday morning worship and a few have even become members of the congregation.

How do all these activities and practices taking place in the Zion Center—some associated with other spiritual tradition—fit with the mission of making disciples of Jesus? With the help of Pastor Kim's preaching and example, most members of our congregation have become confident that our openness to finding common spiritual ground with other traditions and our non-judgmental hospitality is consistent with Christ's call to love and serve all people.

We would like to build on the progress made so far with the Zion Center. We would like to see new people continuing to be drawn to what is happening here. It would be wonderful to see youth and children involved, with more family-oriented activities. We would like to strengthen our sense of connection between the calling of Jesus and all that goes on here.

As for ministry outside our walls, members of our congregation began serving meals at the United Caring Services (UCS) homeless shelter a couple of years ago. Our involvement at UCS is a natural fit for us as the UCS was largely founded by UCC folks. A former conference minister once commented about the symbolic beauty UCS being under the shadow of Zion's steeple (the mother church of local UCC congregations). With our small congregation it is sometimes a challenge to get enough volunteers to serve even one meal per month at UCS, but we understand how important this opportunity is for us.



3. WHO ARE WE NOW?

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

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

3a. 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?

The Holy Spirit resides in the city, within the walls of this beautiful and historic church. We have opened our doors through the Zion Center, which has created new vitality in this old church by providing space for groups to expand their minds and spirits, eat healthy foods and exercise in a safe and caring Christian environment.

Describe several strengths or positive qualities of your congregation.

Adjectives our members have listed to describe our church are: faithful, kind, caring, musical, long-living, welcoming, accepting, tolerant, talented, non-judgmental and hard working.

Describe what worship is like when your congregation gathers.

Our Sunday service follows a traditional order of worship, with an organ or handbell prelude, a call to worship and singing followed by scripture reading and a sermon. We then respond to the spoken Word with more singing, prayer, an offering and a blessing for our continuing service in the world. We have the Chalice Hymnal in our pews, and our small choir often uses The New Century Hymnal for introits and anthems. Inclusive language regarding people and expansive language regarding God are used in our call to worship, preaching, prayers and many of the hymns we sing. Our committee members describe good preaching as being relevant, creative, understandable and brief while using humor, expressing compassion, offering alternative translations of the readings with an engaging storytelling style.

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

Our Sunday morning worship is at the core of our faith formation. In addition, our current pastor helps with the Wednesday evening Spirit Share Group, which discusses books read by the group, such as [Original Meditation: The Aramaic Jesus and the Spirituality of Creation](#), by Neil Douglas Klotz. Our Minister of Music facilitates an informal discussion group after worship most Sundays which discusses themes and elements from the worship service and how those apply to our daily lives as individuals and as a community.

Describe how your congregation is organized for ministry and mission.

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

The Church Council meets monthly for about an hour and a half. The Board of Trustees meets most months for an hour or so. Except during the summer, the Board of Christian Ministry and Outreach meets after worship one Sunday a month.

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

The Church Council or Board of Trustees are able to call special meetings on short notice if needed to address urgent needs of the church.

- *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?*

We can provide a copy of our latest annual report which provides details of our church's activity and governance. We have bylaws, but they have not been updated in many years and do not adequately describe the reality of our current situation as a small congregation.

3b. 11-YEAR REPORT

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

See next page.

**UNITED CHURCH OF CHRIST
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC
YEARBOOKS**



Church#: 180720

Assoc: 224 Schedule: 0 Zion Evangelical UCC Evansville IN 47708

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2007	187	63	20	0	0	5	2	0	3
2008	188	59	26	1	0	7	7	0	1
2009	179	58	19	0	1	0	10	0	-9
2010	165	50	10	0	0	0	14	0	-14
2011	164	52	10	0	3	0	4	0	-1
2012	161	48	0	0	0	0	4	0	-4
2013	161	45	0	0	0	1	1	0	0
2014	156	46	0	0	0	0	5	0	-5
2015	151	40	0	0	0	4	9	0	-5
2016	150	36	0	0	0	3	4	0	-1
2017	146	36	0	0	1	0	5	0	-4

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2007	\$146,138	\$1,794	\$9,301	\$2,130	\$11,431	\$22,564	\$33,995	6.36	\$181,927	\$121,835
2008	\$146,138	\$9,599	\$4,923	\$887	\$5,810	\$0	\$5,810	3.37	\$161,547	\$111,697
2009	\$146,138	\$0	\$5,886	\$1,502	\$7,388	\$0	\$7,388	4.03	\$153,526	\$94,322
2010	\$126,012	\$10,645	\$5,736	\$6,476	\$12,212	\$6,440	\$18,652	4.55	\$155,309	\$10,963
2011	\$188,010	\$0	\$4,585	\$971	\$5,556	\$5,668	\$11,224	2.44	\$199,234	\$89,807
2012	\$188,010	\$0	\$2,254	\$2,007	\$4,261	\$2,379	\$6,640	1.20	\$194,650	\$0
2013	\$100,472	\$19,790	\$1,994	\$1,505	\$3,499	\$1,796	\$5,295	1.98	\$125,557	\$89,995
2014	\$114,055	\$0	\$4,830	\$10,057	\$14,887	\$4,129	\$19,016	4.23	\$133,071	\$81,935
2015	\$139,532	\$2,350	\$382	\$3,330	\$3,712	\$1,894	\$5,606	0.27	\$147,488	\$112,106
2016	\$166,634	\$20,649	\$3,167	\$5,394	\$8,561	\$3,242	\$11,803	1.90	\$199,086	\$94,482
2017	\$185,431	\$8,750	\$1,048	\$6,067	\$7,115	\$484	\$7,599	0.57	\$193,030	\$72,095

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2012-2017	-9.32	-25.00	0.00	0.00	25.00	-1.37	66.98	-0.83
2007-2017	-21.93	-42.86	-100.00	-80.00	150.00	26.89	-37.76	6.10

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	28	x
Number of active non-members:	5	x
Total of church participants (sum of the numbers above):	33	x

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	75.00%	
Less than 10, more than 5 years:		
Less than 5 years:	25.00%	

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>
1			6		1	9	8	14	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	4.00%	
Households with minors:	4.00%	
Single adults age 35-65:	11.00%	
Joint households with no minors:	40.00%	
Single adults over 65:	40.00%	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	33.00%	
College:	20.00%	
Graduate School:	33.00%	

Specialty Training:	15.00%	
Other (please specify):		

Percentage of adults in various employment types:

		Is this number an estimate? (check if yes)
Adults who are employed:	29.00%	
Adults who are retired:	62.00%	
Adults who are not fully employed:	8.00%	

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

A wide range of occupations from blue collar to white collar. Members have received specialty training in fields such as army, auto mechanic, plumber and medical assistant.

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

Our current members are predominantly of white, European decent. We have occasional African-American visitors.

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

We have not officially discussed issues of diversity, yet we consider our congregation to be open to many types of diversity.

3d. 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? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)
Adult Groups or Classes (Spirit Share Group; After Worship Discussion Group)	10 people/week	Pastor; Minister of Music; Volunteers
Baptisms (number last year)	0 (3 in 2018)	Pastor; Minister of Music
Children's Groups or Classes		
Christmas Eve and Easter Worship	64 / 63	Pastor; Minister of Music
Church-wide Meals	30	Committee

Choirs and Music Groups	12/wk	Minister of Music; Hand-bell Director
Church-based Bible Study		
Communion (<i>served how often?</i>)	28-35 (Monthly)	Pastor; Minister of Music
Community Meals		
Confirmation (<i>number confirmed last year</i>)		Pastor; Minister of Music
Drama or Dance Program		
Funerals (<i>number last year</i>)	5	Pastor; Various
Intergenerational Groups		
Outdoor Worship	32	Pastor; Minister of Music
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	1	Pastor, Minister of Music, Others
Worship (time slot: 10:30am)	28-35/wk average	Pastor; Minister of Music
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes		
Serving meal at homeless shelter	7 volunteers /month	Office Administrator/ Volunteers
Common Ground Community Kitchen	100 customers/wk	Peggy Pirro (Cook)
Organic Vegetable Club	12 /wk	Volunteers
Kundalini Yoga	14 /wk	Volunteers
Yin Yoga	6 /wk	Volunteers
Qi Gong	5 /wk	Volunteers
Kay Hummel, Dr. of Natural Medicine	3/wk average	Kay Hummel
Song Circle	5-10 /month	Volunteers

Additional comments:

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. 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:

The Rev. John Schroeder, a retired UCC pastor, is our Pastor Emeritus. He is currently unable to attend church functions due to his age and health.

Our Minister of Music, Neal Biggers, was formerly an ordained minister in the Presbyterian Church (USA), but has not served in an ordained roll in more than twenty years.

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
Office Administrator/ Bookkeeper		Half time	Pastor	6 months
Custodian		Half time	Pastor	Around 15 years
Minister of Music		Part time (variable hours)	Pastor	2 years
Hand Bell Director		Part time (variable hours)	Pastor	Around 11 years

REFLECTION

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

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$72,095.47
Endowment (Investment) Proceeds (\$2000 per month automatically transferred into checking)	\$24,000.00
Endowment (Investment) Draw (Occasional transfer into checking)	\$22,000.00
Fundraising Events	\$ --
Gifts Designated for a Specific Purpose	\$ --
Grants	\$ --
Rentals of Church Building (Building use donations from Zion Center)	\$8,000.00
Rentals of Church Parsonage	\$11,000.00
Support from Related Organizations (e.g. Women's Group)	\$ --
Transfers from Special Accounts	\$ --
Other (specify):	\$ --
Other (specify):	\$ --
TOTAL	\$137,095.47

Current annual expenses (dollars budgeted for most recent fiscal year): [\\$149,600.00](#)

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation.

[See next page.](#)

Zion Evangelical United Church of Christ: 2019 Budget Worksheet

	YTD 9/18/18	2018 Budget	Proposed 2019 Budget
Total Payroll (includes payroll taxes)*	\$66,155.97	\$91,500.00	\$83,300.00
Total Benefits	\$4,000.00	\$8,500.00	
Payroll Processing fee**	\$1,237.90		\$1,700.00
Total Personnel*	\$71,393.87	\$100,000.00	\$85,000.00
Church/Parsonage Water **	\$2,230.24		\$4,000.00
Church Utilities (Electric and Gas)**	\$10,346.78	\$12,850.00	\$15,000.00
Church Internet/Telephone	\$736.34	\$900.00	\$1,100.00
Church Security (Sonitrol)	\$553.50	\$750.00	\$750.00
Total Utilites	\$13,866.86	\$14,500.00	\$20,850.00
Office Equipment, Maintenance, and Supplies	\$1,099.83	\$750.00	\$750.00
Office Expenses***	\$548.96	\$750.00	\$750.00
Postage	\$203.00	\$750.00	\$375.00
Total Office	\$1,851.79	\$2,250.00	\$1,875.00
Grounds Maintenance/Supplies	\$153.06	\$1,250.00	\$600.00
Custodial Supplies	\$500.21	\$750.00	\$750.00
Repairs/Maintenance	\$3,972.54	\$6,000.00	\$6,000.00
Total Maintenance	\$4,625.81	\$8,000.00	\$7,350.00
Insurance -Property/Earthquake	\$6,522.00	\$11,200.00	\$10,000.00
Insurance - Workman's Comp	\$1,047.00	\$1,500.00	\$1,500.00
Total Insurance	\$7,569.00	\$12,700.00	\$11,500.00
Worship (bulletins, offering envelopes)	\$0.00	\$200.00	\$200.00
Supply Pastor	\$0.00	\$500.00	\$500.00
Total Worship	\$0.00	\$700.00	\$700.00
Choir Music (Chancel & handbell)	\$0.00	\$50.00	\$50.00
Instrument Maintenance	\$0.00	\$250.00	\$250.00
Substitute Organist	\$205.00	\$200.00	\$300.00
Guest Musician***	\$150.00	\$300.00	\$200.00
Total Music Ministry	\$355.00	\$800.00	\$800.00
Christian Education/Ministry & Outreach	\$0.00	\$250.00	\$100.00
Hospitality	\$63.33	\$500.00	\$250.00
Total Expenses	\$99,725.66	\$139,700.00	\$128,425.00
Capital Improvement	\$8,750.00	\$10,000.00	\$10,000.00
Total	\$108,475.66	\$149,700.00	\$138,425.00

*Subject to Coucil Review

**Previous budget items separated out

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 40%

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%)

Members who so choose designate a percentage of annual pledge (often 10%).

What is the church's current indebtedness?

None

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/A

If the church has had capital campaigns in the last ten years, describe: None

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

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

Does your church have an endowment?

We have approximately \$300,000 in investments that can be used as needed for church operations.

What is the market value of the assets?

\$2,000,000.00 (This is the approximate total value of buildings, property, investments, checking and savings accounts.)

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

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

Currently 8%. We are drawing approximately 50% more today than we were 5 years ago.

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

We have an automatic monthly transfer of \$2000 from our investment account into our checking account to help cover operating expenses. Three or four times a year we do additional transfers from investment into checking as needed to cover operating expenses.

At the current rate of draw, how long might the endowment last? Approximately 5 to 7 years.

Does your church have a parsonage? Yes

Fair market rental value of the parsonage:	\$1,000.00 / mo.
How is the parsonage used?	Rental
Location:	Adjacent to church.
Finished square footage:	2,200 sf
Number of Bedrooms, Number of Bathrooms:	4 bedrooms, 2 baths
Assessed real estate value:	\$160,000.00
Available for minister residence:	No
Expected minister residence:	No
Condition of structure, systems and appliances	Excellent
Entity in the church responsible for review and needed repairs:	Church trustees

Describe all buildings owned by the church: Church, Parsonage, Garage

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

Which spaces are accessible to wheelchairs? Sanctuary

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

Our congregation cares deeply about our church, and is very generous: 5 for 5 special offerings; benevolence giving to UCS, Good Samaritan Home, Eden Seminary, etc.

When was a time the church made a major budget change?

We made a major budget change when we hired a full time pastor in 2015.

How is the budgeting process done?

The budget is reviewed annually by Finance Committee, approved by Council and presented to congregation for approval.

What new ministry initiative has your church financed?

The Zion Center for Spiritual Development and Healing.

3f. HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation.

- The celebration of our 165th Anniversary (1849-2014) brought a time of reflection and also hope for the future as we remembered the numerous capacities/roles which Zion and its members served.
- Assistance in the establishment of six daughter congregations: St. Lucas, 1888; St. Paul's (Westside), 1895; Bethel, 1904; St. Matthews, 1914; Christ Church, 1952; St. Mark, 1952.
- Our beautiful and inspirational Christmas Eve and Easter Sunrise worship services.

Add the most important event in the life of your church in the past 10 years.

The establishment of the Zion Center (see descriptions above).

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

The establishment of the Zion Center (see descriptions above).

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?)

One of our former pastors, who was an excellent preacher, worship leader, pianist and seamstress, was warmly welcomed into the Zion community. The congregation had worked diligently to prepare the parsonage for her arrival along with her ninety year old mother. A main level bathroom was renovated to accommodate her mother's needs.

A few months after her arrival the pastor requested that additional family members join her in living in the parsonage: her two adult sons, one of the son's significant other and their toddler.

For most of the twenty-three months this pastor was with us things seemed to be going well. But during the last few months of her tenure some serious problems began to develop in our relationship with this pastor and her family. As a result of these problems two members of our staff, our secretary and our bookkeeper, resigned.

On the Sunday prior to Ash Wednesday, the pastor read a letter to the congregation announcing that she was leaving Zion. She literally walked out with her family and two members of the congregation. Contractually, she failed to give the church council a two months notice of her leaving. She had developed a strong bond with many of our ladies and they were quite upset. There were no goodbyes. The parsonage was left in poor condition.

The Rev. John Schroeder, our Pastor Emeritus, and the Rev. Robert Koch conducted the Lenten and Easter Services. The Rev. John Trinka successfully served as our interim for the next two years. We are grateful to these UCC pastors for helping the congregation to heal and move past the difficulties surrounding the preceding pastoral relationship.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. John Schroeder	1988-1995	Yes
Rev. Daniel Durell	1996-2003	No
Rev. Robert Walker	2004-2010	Yes
Rev. Sue Williams	2011-2013	Unknown
Rev. Kimron Reising	2015-2018	Yes

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

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

(See answer regarding conflict above.)

Has your church been involved in a Situational Support Consultation?

No.

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

Yes, ask us for more details.



4. WHO IS OUR NEIGHBOR?

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

a. COMMUNITY VISION

b. MISSION InSite

4a. 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?

The Zion Center; The Tri-State Food Bank (Thanksgiving Collection); CROP Walk; Benevolence giving to Good Samaritan Home UCS, Eden Seminary and OCWM; Five for Five Special Offerings; preparing meals at UCS; Use of our facilities for UCS Christmas meal, Monthly Veggie Pot Luck Dinners.

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

Zion pastors have attended annual conference regularly, often with congregational members as well. Pastor Kim attended the IN/KY Conference 2018. Pastor Sue Williams attended IN/KY Conference 2012.

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

- | | |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input 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 type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations: 5 for 5 |
| <input type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input checked="" 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?

Many of these statements describe values that Zion embodies, but we have not officially adopted any of the designations. For example, we welcome our gay members and visitors and have had a same-sex marriage ceremony in our sanctuary in which our pastor and choir participated, but our church council has not felt the need to go through the official Open and Affirming process. We would be open to considering adoption of some of these statements with the leadership of our new pastor.

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

Up through the 1990's Zion was an active participant in ecumenical and interfaith activities. The local ecumenical organization is no longer active.

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.

We do not currently have a mission statement.

We are involved in mission through UCS and benevolence offerings.

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?

Our pastor is encouraged to be involved in community outreach.

4b. MISSION InSite

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

We have not accessed information from the MissionInsite report.

We are a downtown church surrounded by old industrial buildings and the main east-west expressway through the city. There is not much residential population within a several block radius. All of our current church members drive to the church from other parts of the city. There is a homeless shelter across the street from the church which has some short-term and long-term residents as well as many visitors for free meals every day. A former YMCA building located two blocks away is being converted into low income housing (62 units) as the YMCA builds a new building for itself. Quite a few loft apartments exist or are being developed in the downtown area. The new medical school located six blocks from the church opened in the fall of 2018 and is bringing more people and development into the downtown area. There is a wide diversity of income levels among people who live in and come to our downtown, from homeless people to the business and information technology professionals who work in several corporate headquarters.

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

Our congregation has similarities with the demographics of the neighborhood and also some differences.

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

We, like other US cities, have a high rate of homelessness in the community and our church is reaching out to the homeless through benevolent giving and serving meals at UCS. Our United Way neighbor is working to help families become more self-sufficient.

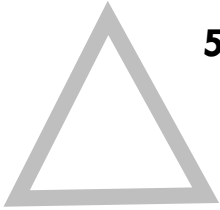
What do you hear when you talk to community leaders and ask them what your church is known for?

Community leaders are pleased that we have opened our church to a variety of groups, especially Common Ground Community Kitchen, which serves vegan and gluten free lunches Monday through Thursday.

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

The welcoming heart and compassion of the congregation in our beautiful sanctuary, music programs in the choir and handbell choir, and the variety of Zion Center activities.

Our Facebook page is a major way we communicate with current and potential participants in the Zion Center activities, and we often get positive feedback and reviews of the Center and its activities.



5. 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

Rev. Don Bernhardt / Retired UCC Pastor

812-425-6778 (home) / dbernhardt@twc.com / Son of the Congregation

REFERENCE 2

Rev. Lynn Martin / UCC Pastor / St. Lucas UCC Evansville

812-319-1357 (home) / pastor@sigeconet.net / Pastors one of Zion's daughter churches.

REFERENCE 3

Rev. Stephanie Weiner / UCC Pastor / Interim Pastor, Bethel UCC Evansville

862-596-1791, 812-473-0135 ext 102 (work) / SWeiner@bethelucc.org

Previously served with the IKC, worked closely with Zion.

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.

[See reference letters on the next three pages.](#)



November 20, 2018

To Whom It May Concern,

I write as a reference for Zion United Church of Christ, Evansville, IN and for the profile the congregation is compiling to aid in the search for a settled pastor. I knew the congregation and its leaders during my time as an Associate Conference Minister, 2013-2017.

During that time, I worshipped with the congregation and with the mainly African American church they were hosting. I also worked with Zion and another UCC church that was two blocks away. Many of those involved hoped that the churches would be able to do joint ministry or possibly to merge. While it may not be good to compare churches, Zion was by far the more mission minded and visionary. Even though the other congregation had a new building and more financial resources, it is Zion that survives as a congregation and to serve our community.

With the coming of the retiring pastor, Zion ventured out on faith to become a spiritual life center as well as a worshipping congregation. While I'm sure the profile contains how the building is being used, it is hard to capture the spirit of the congregation and the building on paper. Both are very much alive. Moreover, with the revitalization that is going on in the downtown area, there is a very good chance that Zion will have a new lease on life. Moreover, its leadership is strategically involved to help make some things happen.

The congregation is very self-giving. Historically, it was the mother church of five or six other UCC churches. Even though the African American church disbanded with the departure of its pastor, Zion continues to reach out. The congregation is very collegial. For a long time it has shared a musician with another UCC church, adjusting its worship hour to allow for the person to be in two places at one time - almost. The congregation is very much a family, with members caring for one another. At the same time it is very other oriented, with members participating in the mission giving at other churches as well as at Zion.

Were we in a different time, it would be easy to paint a rosy picture for Zion. However, it continues to be challenged by the aging and dwindling of the congregation. Still those are only numbers. We are promised in our sacred story that God is doing a new thing. I dare to believe that the potter may be reshaping the clay. It is not clear to me the shape Zion's future ministry will take. What is clear is that it will have one, even if it is a matter of the phoenix rising.

Please feel free to call me if I can be of any assistance,

Grace and peace,

Stephanie Weiner
Interim Lead Pastor

Bethel United Church of Christ

3029 N. Green River Rd.
Evansville, IN 47715
www.bethelucc.org
812.473.0135

Our vision is to be **united** in seeking
God's will and serving all people.



St. Lucas United Church of Christ

33 West Virginia Street
Evansville, Indiana 47710-1798
(812) 422-5528
www.stlucasucc.net

MEMORANDUM: Reference for Zion UCC, Evansville, IN

What are the areas of strength in Zion's Ministry?

Zion is located in an area of the city (downtown) that has a reduced exposure to residential properties, and thus has a reduced potential to reach individuals in its close environs. That situation already led one of our UCC churches to close its doors. Zion, on the other hand, has chosen to be serious about identifying its core values and purpose. Under the leadership of their most recent Pastor, Zion determined that selfless service to others was its calling, and launched a very progressive concept--Zion Center for Spiritual Development and Healing, offering a cluster of services to the community, everything from yoga classes to a restaurant devoted to vegetarian diets. That outreach is entirely unique among the churches of Evansville—not just the UCC, but all denominations. It has drawn others to this location, and brought some into the warm embrace of the worshipping community on Sundays.

What are the areas for improvement in Zion's ministry?

Zion's foremost need is to secure the services of a Pastor who is energetic, creative, and devoted to Zion's current mission strategy. That person would do well to continue to support and enhance the broad ministry opportunities offered by Zion. In addition, new affordable housing opportunities are being built in the area—within walking distance of Zion—and the church is poised to address significant ministry opportunities there.

What are some of the significant experiences you have had with the ministries of Zion UCC?

As Pastor of Zion's closest UCC neighbor (St. Lucas UCC), I have had the privilege of participating in a number of joint services with our friends at Zion—including the installation of their last Pastor, Lenten services, and joint choir presentations. I have found the members of Zion to be warm and inviting. My memories of our joint collaborations are a point of delight. We consider ourselves uniquely joined to Zion in spirit.

Rev. Lynn Martin
Pastor, St. Lucas UCC

Rev. Donald W. Bernhardt
3811 New Harmony Road
Evansville, Indiana 47720
812-425-6778 dbernhardt@twc.com

ZION EVANGELICAL UNITED CHURCH OF CHRIST PROFILE (REFERENCE)

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

OVER THE MANY YEARS OF ZION'S LIFE AND MINISTRY THIS CHURCH HAS EXIBITED UNTOLD AREAS OF STRENGTH. THE CORE MEMBERSHIP HAS REMAINED STRONGLY SUPPORTIVE OF ITS BEAUTIFUL FACILITY AND ITS PROGRAM OF WORSHIP, CHRISTIAN EDUCATION, MUSIC, OUTREACH TO THE COMMUNITY AND ITS CARE FOR ITS MEMBERSHIP AND FAMILIES. THESE MEMBERS SINCERELY SUPPORT AND NURTURE EACH OTHER. OVER THE YEARS THEY HAVE OPENED THEIR DOORS TO COMMUNITY GROUPS, INCLUDING THOSE WANTING SPIRITUAL AND HOLISTIC CARE AS WELL AS OTHER CHURCHES LOOKING FOR A PLACE TO GATHER FOR WORSHIP. ONE COULD NOT HOPE TO FIND A MORE CARING GROUP OF GOD'S PEOPLE.

WITH GOD'S HELP AND GUIDANCE, ZION HAS ALWAYS BEEN QUICK TO RESPOND WHEN THERE WAS A NEED TO DEVELOP PROGRAMS OF OUTREACH TO THE AGED, THE POOR, THE HOMELESS AND THE HUNGRY. ALL OF THAT CAME TO LIFE IN AGENCIES AND PLACES KNOWN AS THE GOOD SAMARITAN HOME, UNITED CARING SERVICES, HABITAT FOR HUMANITY, UNITED FAMILY COUNSELING SERVICES, THE EVANSVILLE AREA COMMUNITY OF CHURCHES AND WEEKDAY CHRISTIAN EDUCATION. ALWAYS SUPPORTIVE OF THE DENOMINATION, ZION'S OUTREACH HAS BEEN FELT IN THIS CITY, IN THE INDIANA-KENTUCKY CONFERENCE AND IN PLACES AND COUNTRIES AROUND THE GLOBE THROUGH OCWM, AS WELL AS NIN, OGHs SPECIAL OFFERINGS AND MORE.

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

I HAVE ALREADY NOTED THAT ZION'S DOORS ARE OPEN TO ALL, AND THAT THEY HAVE HISTORICALLY WELCOMED NUMEROUS GROUPS AND MINISTRIES. I SUPPOSE, HOWEVER, AN AREA OF IMPROVEMENT MIGHT BE NEW AND CREATIVE WAYS TO REACH OUT TO THE COMMUNITY IT FINDS ITSELF IN – THE CENTER OF THE CITY OF EVANSVILLE. I'M SURE THE PEOPLE OF ZION WOULD ALSO BE OPEN TO GROWTH IN MEMBERSHIP AND SUNDAY WORSHIP ATTENDANCE.

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

WHILE I AM AN ORDAINED MINISTER IN THE UNITED CHURCH OF CHRIST AND HAVE SERVED CHURCHES IN THE ETS ASSOCIATION OF THE INDIANA-KENTUCKY CONFERENCE, MY HOME CHURCH, THE CHURCH OF MY YOUTH WAS ZION EVANGELICAL UNITED CHURCH OF CHRIST. I HAVE MEMORIES OF THE NURTURING I RECEIVED FROM MEMBERS, SUNDAY SCHOOL TEACHERS, YOUTH PASTORS, AND SENIOR PASTORS OF ZION. THEY, ALONG WITH MY PARENTS ENCOURAGED AND GENTLY NUDGED ME INTO THE CHRISTIAN MINISTRY. I HAVE THANKED GOD FOR THEM TROUGHOUT MY LIFE AND MY MINISTRY.



6. CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION
- ci.

6a. CLOSING PRAYER

Include here ... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

We have included a hymn with text written by our Pastor Emeritus, and a song we sang and enjoyed at our recent Fall Appreciation Luncheon:

Long Ago Our Church Was Founded

John F. Schroeder, 1999

UNSER HERRSCHER (NEANDER)
JOACHIM NEANDER, 1680
Descant by GEOFFREY SHAW

DESCANT with stanza 3

1. Long a - go our church was found-ed, Zi - on is its ho - ly name
 2. Thru each pass-ing gen - er - a - tion Lived a peo-ple strong in love;
 3. We re-mem-ber their great vis - ion: Love for God and neigh-bor, too.

Soon with stur - dy walls sur-round-ed To this place the peo-ple came.
 And they blessed this con-gre-ga-tion With their faith in God a - bove.
 Now we claim this as our mis - sion; So in Christ may we be true.

They re-joiced in Christ the Lord, And they heard God's holy word.
 Though the storms of life assailed Strength from God has never failed.
 In the years that lie a - head By God's love may we be led. A-men.

Written for the 150th Anniversary of
Zion Evangelical United Church of Christ,
Evansville, Indiana

WE ARE THE CHURCH

Dedicated to Ethel Davis

RICHARD AVERY
DONALD MARSH

I am the church! You are the church!

We are the church to-gether! All who fol-low Je-sus,
All a-round the world! Yes, we're the church to-
gether! 1. The church is not a build-ing, The
church is not a stee-ple, The church is not a
rest-ing place, The church is a peo-ple!

2. We're many kinds of people
With many kinds of faces,
All colors and all ages, too from
All times and places. (Chorus)
3. Sometimes the church is marching
Sometimes it's bravely burning,
Sometimes it's riding, sometimes hiding,
Always it's learning: (Chorus)

6b. 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.*)

Terry Yunker, Chairperson

Neal Biggers

Susan Caufield

Kay Hummel

David Motz

Suzy Niethammer

Amy Robb

Mitzi Windsor

Ralph Woehler

Linda Yunker

2. Additional comments for interpreting the profile:

Signed:

Terry Yunker, Search Committee Chairperson

December 5, 2018

6c. VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.

Staff Comment: Yes

To the best of my knowledge, ministerial history information is complete.

Staff Comment: Yes

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment: Yes

My signature below attests to the above three items.

Signature: *Monica J. Ouellette*

Name / Title: Rev. Dr. Monica Ouellette,

Associate Conference Minister for Search, All & Congregational Transitions

Email: m.ouellette@ikcucc.org

Phone: 814-571-6542

Date: December 5, 2018

**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.

