

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE

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 Christian United Church of Christ
Burlington, North Carolina

Pastor

Southern Conference, Eastern North Carolina Association

[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)*

1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK

c. COMPENSATION & SUPPORT

d. WHO IS GOD CALLING TO MINISTER WITH US?

1 a. LISTING INFORMATION

Church name: First Christian United Church of Christ

Street address: 415 S. Church Street, PO Box 1678, Burlington NC 27215

Supplemental web links: email: office@firstChristianucc.org; <http://www.firstchristianucc.org>

Conference: Southern Conference

Association: Eastern North Carolina Association

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

Rev. Eddie Weathers, Eastern NC Association Associate Conference Minister, 336-392-0866

Summary Ministry Description:

First Christian UCC has a storied past of ministry, faith development, and community support and involvement. But time has ushered in dramatic changes and challenges to this faith community. Currently, an aging congregation understands without significant outreach and the addition of new community members, our history as a faith community will not be long lived. Our desire, like many others, is to welcome a new pastor leader to join us in building a vibrant church impacting the lives of current members and sharing with many more persons in the celebration of our common faith. Along the way, new faces will become essential to help in charting a new course of faith and service. We will need a Pastor of vision who can see beyond the now and travel with us into a new future in God's Kingdom.

Photographs:



What we value about living in our area:

Burlington is a mid-sized town nestled in the heart of the state of North Carolina which allows short travel to the western mountains or the coast. Traffic and cost of living are reasonable and yet there are larger metropolitan cities close by for shopping, dining and cultural activities. Major universities are located in cities less than 60 miles traveling distance with Elon University in an adjoining town. We enjoy a multicultural population with Jewish, Catholic, Protestant, Greek Orthodox and Muslim faith communities.

Current size of membership: 81

Languages used in ministry (other than English): None

Position Title: Pastor

Position Duration:

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: Full Time

Does the total support package meet conference compensation guidelines? Yes

1b. SCOPE OF WORK

- Preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulleting, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with choir director/organist, preaching, offering of prayers
- Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them
- Leadership development by working with people in the church to create ministry and programs
- Pastoral care in collaboration with lay people
- Community engagement and leading the way for the church to be an ambassador of God's love
- Weddings and funerals for participants in the worshipping community
- Strategic planning for current and new directions in ministry
- Attend meetings and give leadership as needed to church programs, in collaboration with lay leadership
- Participate in wider church activities such as conference and association meetings
- Administration responsibilities (unless delegated) such as email, website, church supplies
- Faithful financial development and stewardship
- Responsibility for supervision of staff
- Availability to wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations
- Counseling, listening and referral
- Study and prayer to increase faith and to improve skills so as to lead, teach, preach better
- Energizing and deepening spiritual connections and faith understanding of other in all they do

Core Competencies:

Scripture grounded preacher with contemporary application

Sensitive and caring able to meet the needs of older members while connecting with younger families

A strong visionary able to enlist the church membership in new directions

Ability to relate to elderly person's needs, abilities, handicaps and talents

Youthful enough to project energy and a positive attitude

Old enough to project experience and "know how".

1c. COMPENSATION AND SUPPORT

Salary Basis: \$ 53,772.00

Benefits: Salary plus Benefits

What is the expected living situation for your next Pastor?

Living in the community with a housing allowance

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

We want our minister to live in the local community becoming involved with ecumenical and UCC events

State any incentives: N/A

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

Burlington Ministerium

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

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.

The challenge for our new minister is developing strategies for church growth involving the current membership leading to an ethnically diverse faith community reflecting the make-up of persons in our neighborhoods.

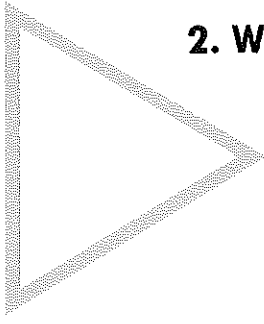
Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

This congregation has a history of reaching out to support the community through various fund raising activities such as Relay for Life, Alamance Council for the Blind, disaster relief projects, major UCC special offerings and 18 other charities we support through donations. We want to continue these efforts that enable us to look beyond our immediate needs to help others.

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

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.

Strengthening Inter and Intra Personal Assets
Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice
Nurturing UCC Identity
Engaging Sacred Stories and Traditions



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)

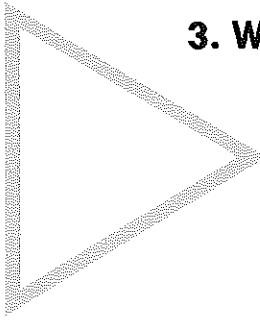
Who is God calling you to become as a congregation?

We are a faithful community with a record of outreach internally and externally. We worship together, we sing songs of faith, we have special faith encounters with outside leadership, and we mourn the loss of members through death. We believe God has much more in store for this community of faith. We need to sharpen our focus on increasing our participants in order to meet the ever increasing needs of seekers. We are not ready to end our history.

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

We have been on a cycle of doing what has worked well in the past with new activities incorporated into the life of the church. With new pastoral leadership our vision needs to be evaluated and adjusted as necessary. New goals and objectives will provide a road map for the congregation's ministry.

With coordination between the Pastor and Music Director, several highly successful worship services during the Lenten and Advent seasons incorporating the spoken Word and music were presented to the faith community.



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.

Worship is the central act of faith for this congregation to include singing, prayer, confession, community sharing, listening to the read and spoken word of God, and departing challenged to live out the Gospel as best we can. While words are inadequate, we describe God as Creator, Sustainer, and Redeemer, a friend in times of trouble, a compassionate encourager, loving, forgiving, jealous and merciful. The Holy Spirit sustains this people when we are apart and brings us together for renewed strength.

Describe several strengths or positive qualities of your congregation.

Dedicated, long serving, committed servants of Christ and God’s kingdom

Describe what worship is like when your congregation gathers.

Worship takes place in a beautiful sanctuary, flanked by stained glass windows and an elevated chancel and choir loft. The pipe chamber is visible from every seat in the worship space with a cross placed centrally on the altar. A semi-formal liturgy guides worship allowing for informal, impromptu expressions. Good preaching challenges and encourages faith and reminds us that we are members of one body strengthened and renewed by God’s Spirit.

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

Beyond worship in which teaching/education of the congregation takes place, two adult Sunday School classes meet utilizing structured curriculum materials. Most recently, during Lent, a professor from Elon Universities’ Religion Department lead a multi-week study of Revelation.

Previously, a Jewish Rabbi lead an introduction to the Jewish faith. Participants found the special classes informative leading to a better understanding of their individual faith.

Describe how your congregation is organized for ministry and mission.

The Official Board meets every 2nd Sunday of the month for about an hour. The Deacons meet every last Tuesday of the month for about 2 hours. The Board of Christian Education meets once a month for about 30 minutes. In addition, two ladies Circles meet every month. Major decisions are brought to the Official Board which consists of a chairperson for each committee and 6 at-large members. Once the Official Board takes action the item is brought before the congregation for a vote. Committees are formed by the nominating committee. Nominees are brought before the congregation for election.

In the past year we experienced a large sink-type hole in the parking lot. The Trustees investigated the problem, assessed the needed repair, and contacted a contractor. The Official Board was involved in the process and the emergency was brought before the congregation for informational and approval actions.

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

3b. 11-YEAR REPORT

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



Church#: 760390

Assoc: 772 Schedule: 0 First Christian UCC Burlington NC 27216

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	260	85	68	0	0	2	15	0	-13
2008	227	72	30	0	0	2	10	25	-33
2009	227	72	30	0	0	0	0	0	0
2010	179	65	20	0	0	0	7	0	-7
2011	176	55	20	1	0	0	4	0	-3
2012	178	65	20	3	0	2	3	0	2
2013	175	65	20	3	0	0	7	0	-4
2014	181	65	35	1	0	4	3	0	2
2015	126	60	34	0	0	0	4	51	-55
2016	114	55	19	0	0	0	4	8	-12
2017	114	55	19	0	0	0	0	0	0

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	\$216,714	\$0	\$11,000	\$3,926	\$14,926	\$10,500	\$25,426	5.08	\$242,140	\$191,655
2008	\$216,714	\$0	\$10,100	\$4,030	\$14,130	\$12,000	\$26,130	4.66	\$242,844	\$199,479
2009	\$216,714	\$0	\$8,100	\$1,654	\$9,754	\$0	\$9,754	3.74	\$226,468	\$0
2010	\$155,431	\$0	\$7,425	\$1,807	\$9,032	\$14,473	\$23,505	4.78	\$178,936	\$178,104
2011	\$155,431	\$0	\$6,225	\$2,896	\$9,121	\$0	\$9,121	4.00	\$184,552	\$0
2012	\$155,431	\$0	\$5,400	\$1,531	\$6,931	\$0	\$6,931	3.47	\$162,362	\$0
2013	\$155,431	\$0	\$5,400	\$2,027	\$7,427	\$0	\$7,427	3.47	\$162,858	\$0
2014	\$199,389	\$0	\$5,689	\$5,253	\$10,942	\$13,600	\$24,542	2.85	\$223,941	\$143,116
2015	\$184,109	\$0	\$2,800	\$2,151	\$4,951	\$0	\$4,951	1.44	\$199,060	\$161,588
2016	\$185,370	\$0	\$1,359	\$812	\$2,171	\$0	\$2,171	0.70	\$197,541	\$175,229
2017	\$182,906	\$0	\$1,000	\$2,370	\$3,370	\$3,000	\$6,370	0.52	\$199,276	\$181,523

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2012-2017	-35.96	-15.38	-5.00	-100.00	-100.00	24.11	-51.38	22.74
2007-2017	-56.15	-35.29	-72.06	-100.00	-100.00	-10.89	-77.42	-17.70

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

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	81	
Number of active non-members:	14	
Total of church participants (sum of the numbers above):	95	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	90%	
Less than 10, more than 5 years:	5%	
Less than 5 years:	5%	

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>
0	2	3	0	0	4	13	18	41	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	6%	
Households with minors:	2%	
Single adults age 35-65:	12%	
Joint households with no minors:	25%	
Single adults over 65:	33%	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	100%	
College:	70%	
Graduate School:	5%	
Specialty Training:	5%	
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	32%	
Adults who are retired:	81%	
Adults who are not fully employed:	2%	

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

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?

The congregation is ethnically diverse with a diversity of sexual orientation.

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:

No formal discussions at this time.

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? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	25	
Baptisms <i>(number last year)</i>	0	
Children's Groups or Classes	0	
Christmas Eve and Easter Worship	75/80	Pastor/Choir Director
Church-wide Meals	80	Deacons
Choirs and Music Groups	12	Choir Director
Church-based Bible Study	25	Board of Christian Education
Communion <i>(served how often?)</i>	Every Month	Pastor/Deacons
Community Meals	200	Deacons
Confirmation <i>(number confirmed last year)</i>	0	
Drama or Dance Program	0	
Funerals <i>(number last year)</i>	5	Pastor/Women's Fellowship
Intergenerational Groups	0	
Outdoor Worship	1	Pastor
Prayer or Meditation Groups	Prayer Chain	Deacons
Public Advocacy Work	4	Deacons
Retreats	1	
Theology or Bible Programs in the Community	0	
Weddings <i>(number last year)</i>	2	Pastor/Musician

Worship (time slot: __1030__)	40-60	Pastor
Worship (time slot: _____)		
Young Adult Groups or Classes	0	
Youth Groups or Classes	0	
Other	0	

Additional comments:

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Bobby Whitfield				Y
Jamie Fonville			Supply	Y
Mack Painter Lucias Wilson			Elon Univ Adjunct Prof	Y N

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

Currently – One is serving as temporary supply; all others are church attendees.

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Secretary		Part time	Pastor	14yr
Financial Sec		Part time	Pastor	16yr
Choir Director		Part time	Pastor	3yr

REFLECTION

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

Vibrant for the current membership

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$97,000.00
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$109,000.00
Fundraising Events	\$12,390.00
Gifts Designated for a Specific Purpose	\$0
Grants	\$0
Rentals of Church Building	\$ n/a
Rentals of Church Parsonage	\$ n/a
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$ n/a
Transfers from Special Accounts	\$ n/a

Other (specify):	\$ n/a
Other (specify):	\$ n/a
TOTAL	\$218,390

Current annual expenses (dollars budgeted for most recent fiscal year): \$206,898.00

**First Christian United Church of Christ
Proposed Budget
2019**

	Actual Expenses 2017	Budget 2018	Revised Budget 2018	Proposed Budget 2019
Income				
BUDGETED INCOME				
General Fund	122,201.05	119,399.00	119,399.00	97,083.00
Other Income	300.00	0.00	0.00	0.00
Sales Tax Refund	1,359.93	1,500.00	1,500.00	1,515.00
Transfer from Savings	59,322.40	81,524.00	81,524.00	108,300.00
Total Income	183,183.38	202,423.00	202,423.00	206,898.00
Expense				
BUDGETED EXPENSES				
Christian Education				
Christian Education Events	437.29	500.00	500.00	500.00
Church School Literature	462.13	500.00	500.00	500.00
Total Christian Education	899.42	1,000.00	1,000.00	1,000.00
Fellowship				
Hospitality & Kitchen Supplies	307.96	300.00	300.00	500.00
Total Fellowship	307.96	300.00	300.00	500.00
Outreach				
Marketing				
Advertising	0.00	300.00	300.00	150.00
Annual Report/Newsletter	164.30	400.00	400.00	300.00
Computer Equip. & Software	1,572.56	1,400.00	1,400.00	600.00
Computer Maint. (Labor Only)	0.00			1,000.00
Internet Charges	1,155.57	1,100.00	1,100.00	0.00
Supplies	325.86	500.00	500.00	500.00
Total Marketing	3,218.29	3,700.00	3,700.00	2,550.00
Eastern NC Association	230.00	230.00	230.00	230.00
Our Church's Wider Mission	1,000.00	500.00	500.00	500.00
Total Outreach	4,448.29	4,430.00	4,430.00	3,280.00
Facility Maintenance				
Building Insurance	10,749.00	10,800.00	10,800.00	10,800.00
Custodian's Supplies	1,291.50	1,500.00	1,500.00	1,500.00
Custodian Services	16,294.98	16,295.00	16,295.00	16,295.00
Lawn & Parking Lot Maint.	4,800.00	4,800.00	4,800.00	4,800.00
Repairs & Maintenance	5,862.88	7,000.00	7,000.00	7,000.00
Utilities				
	6,698.01	8,000.00	8,000.00	8,500.00
	6,935.52	8,000.00	8,000.00	8,500.00
	521.25	500.00	500.00	550.00
Total Utilities	14,154.78	16,500.00	16,500.00	17,550.00
Total Facility Maintenance	53,153.14	56,895.00	56,895.00	57,945.00
Ministry Support				

**First Christian United Church of Christ
Proposed Budget
2019**

	Actual Expenses 2017	Budget 2018	Revised Budget 2018	Proposed Budget 2019
Financial Manager	10,767.16	13,500.00	13,500.00	13,900.00
Organist/Choir Director	12,803.81	14,420.00	14,420.00	14,900.00
Program Support	14,267.30	14,248.00	14,248.00	14,666.00
Social Security & Medicare	2,518.86	3,226.00	3,226.00	3,325.00
Workmen Compensation Insura	1,247.01	1,312.00	1,312.00	1,200.00
Total Ministry Support	41,604.14	46,706.00	46,706.00	47,991.00
Office Expenses				
Office Equipment Maintenance	2,878.44	3,500.00	3,500.00	3,750.00
Office Supplies	1,644.68	2,300.00	2,300.00	2,400.00
Phone/Internet	2,352.69	2,300.00	2,300.00	3,500.00
Postage	864.91	850.00	850.00	900.00
Total Office Expenses	7,740.72	8,950.00	8,950.00	10,550.00
Pastoral Ministry				
Salary	27,259.96	27,805.00	31,129.00	32,063.00
Housing	18,870.00	19,247.00	19,247.00	19,825.00
Employer Social Security	4,171.00	3,600.00	3,854.00	3,969.00
Insurances	16,162.25	11,373.00	7,953.00	7,787.00
Retirement/Annuity	6,331.44	7,092.00	8,406.00	8,658.00
Travel Allowance	6,500.00	6,500.00	5,028.00	4,730.00
Total Pastor	79,294.65	75,617.00	75,617.00	77,032.00
Worship & Music				
Bulletins	314.10	700.00	700.00	1,000.00
Guest Pastors	600.00	900.00	900.00	900.00
Music				
Choir Supplies/Music	259.71	400.00	400.00	400.00
Guest Musicians/Singers	2,075.00	2,025.00	2,025.00	2,000.00
Instruments/Tune & Repair	780.00	2,500.00	2,500.00	2,500.00
Substitute Organist	300.00	400.00	400.00	400.00
Total Music	3,414.71	5,325.00	5,325.00	5,300.00
Nursery Worker	925.00	1,300.00	1,300.00	1,150.00
Worship Supplies	204.10	300.00	300.00	250.00
Total Worship & Music	5,457.91	8,525.00	8,525.00	8,600.00
Total BUDGETED EXPENSES	192,906.23	202,423.00	202,423.00	206,898.00
	-9,722.85	0.00	0.00	0.00

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 37%

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%)

The amount is prescribed by the Finance Committee based on budget constraints.

What is the church’s current indebtedness? Total amount of loan debt: 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: N/A

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.

Does your church have an endowment? Yes

What is the market value of the assets?

\$679,959.00

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

Funds are drawn with congregation approval, to balance the budget.

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

12.5% vs 0%

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

For the year 2017 \$58,000.00, 2018 \$85,000.00 and for 2019 \$106,000.00 projected.

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

6 to 8 years depending on market conditions.

Please comment on the above calculations or estimates:

Declining numbers of congregants due to deaths means lower giving income.

Other Assets

Reserves (savings): \$ none

Investments (other than endowment): none

Does your church have a parsonage? no

Describe all buildings owned by the church: Sanctuary, Education building and Office facility

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

Which spaces are accessible to wheelchairs?

Church is not considered "handicap accessible". However, worship space, fellowship space, office and educational space is accessible with the use of the elevator.

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

There is growing concern with the continuing reduction of endowment funds to underwrite operating expenses. Despite this reality, the congregation is generous to special programs and external support of community and broader causes.

For the past two years the church has sponsored one and then two "missionaries" to minister at a school in Uganda. This activity was supported by the congregation and provided a relationship with a children's refugee camp/school that expanded our understanding of the tremendous needs in our world as well as the breadth and depth of the Christian faith beyond our walls.

3f. HISTORICAL INFORMATION

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

125yr Church Anniversary Celebration of the founding of First Congregational Christian Church with special worship service highlighting history and luncheon.

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

Replacement of long-time church musician/choir director. New musician/director hired with impressive results. Many felt that it was time to change leadership. While regretted, retirement of Pastor energized church to seek Interim Pastoral leadership and new full-time pastor.

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.

It was difficult to remember a conflict of major proportions. A central approach to difficult circumstances is to respect all participants, listen in order to hear different viewpoints, and maintaining mutual respect remembering we are members of one body.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Mark Pickett	7yr	Y
Mark Nanny	4yr	Y
Robert Barrows	14yr	Y
Winfred Bray	15yr	Y

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

Leadership is a shared endeavor with ministry ideas developing from the Pastor and lay people.

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

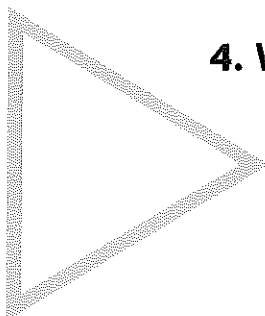
No

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



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?

Most recently, the church with others in the Association, assembled hurricane relief “buckets” to support families affected by recent devastating storms. As stated earlier, we have enabled two sets of members to serve as missionaries to a Ugandan refugee camp school. Both of these activities widen the view of the congregation of the ministry we are called to perform as disciples of Christ moving out into the corners of God’s creation.

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

Church representation is maintained by attendance at Association and Conference Meetings.

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 checked="" type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input checked="" type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I’M) | <input type="checkbox"/> None |

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

The majority of these statements have not been presented to the congregation. With the introduction of these statement of witness interest may be developed.

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

Support of the newly opened Muslim Mosque

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 affirm our faith in Jesus Christ and in the Church that he has called into being which, by his grace and mercy, welcomes all.

We encourage all who join us and confess Jesus Christ—regardless of gender, race, sexual orientation, social, economic, physical or mental condition—to share fully in all aspects of our church life and leadership.

We believe relationships between individuals, groups, and nations must be based on love, justice, commitment, and mutual respect; and we strive toward such relationships in our church, homes and community.

*Mission Statement re O & A approved
FCUCC Congregational Meeting 2/6/11*

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?

The congregation and Official Board would assess the level of participation and support the Pastor would need to accomplish ministry endeavors beyond his primary responsibilities. Encouragement would be forthcoming.

4b. MISSION InSite

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

Many data points are described in the report. Married couples with children are expected to increase with single mother/father households with children seeing a decrease. Average population age is increasing with children 0-17 expecting a modest increase. Educational levels are all increasing with the highest gain in the "some college" group. The largest racial group is white/non-Hispanic but this group also is expected to experience the largest percentage decline. Average household income is \$60,055 with 12.6% living below the poverty level. 15.1% feel that attending church is important. This statistic alone identifies a hopeful area of focus for the church to make participation in a faith community an integral aspect of life.

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?

Congregation is minimally reflective of the neighborhoods adjacent to the church.

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

No formal tracking of community demographics shaping ministry.

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

Generous support of community through Christmas Cheer, Relay for Life, Alamance Council for the Blind, Spaghetti Supper fundraiser for Special Olympics, and Sustainable Alamance

supporting reintegration of inmates back into the community. Outreach helping many different benevolent organizations is a hallmark to this congregation.

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

Worshippers immediately reached out to us with warmth and interest and invited us to “come back” for regular and special activities. Very hospitable and welcoming.

5. REFERENCES

I recently moved to the area and in the course of church shopping stumbled upon First Christian one rainy December morning. Despite the dreary weather and the building's formidable exterior, I found myself welcomed into a bright and cheery sanctuary, immediately surrounded by members wishing to greet a visitor. During my first service I was served coffee and a Moravian roll. As a church musician I appreciate First Christian's strong music program, and as a believer wary of moral deception in the modern church I appreciate the pastor's adherence to scripture. I hadn't found another church in the area with such a sweet fellowship and welcoming atmosphere, so I was happy to stay and find ways to serve.

I'm new to the church and hesitate to criticize its ministries, but the church faces significant challenges which I believe are in plain view. The church's history states a former membership of 800; on a normal Sunday we may have 40 in attendance and are slowly but consistently losing members to age and infirmity. A few members have spoken of the church's finances: it apparently relies on bequests to pad an ongoing operating deficit. The building has been offered for sale for a number of years; members seem at peace with the prospect of losing the building "unless something big happens."

In the Biblical pantheon weaknesses often pivot into victories. First Christian sits on prime real estate in the heart of a struggling downtown, and the congregation welcomes the less fortunate to its worship services and church meals. Much of the Sunday School / Christian Education building sits empty and could become for instance a refuge for the homeless, a functioning tutorial space for underprivileged youth, or some other mission a new pastor may want to pursue. Church leadership isn't glued to The Way We've Always Done Things and celebrates the organist's exploration of new music and worship formats. I pray that First Christian will transform, grow, and continue to serve for another 135 years.

Donald Sizemore, II
don.sizemore@gmail.com
919-260-4915 (c)

March 2019

First Christian UCC Pastoral Search Reference

Having been born into First Christian UCC and the granddaughter and daughter of lifelong members, I am incredibly impressed by the longevity and commitment of the congregation to this church. It has been a true cornerstone of the Burlington, NC community. The history and tradition of FCUCC dates back to the late 1800's, and there are current members who are descendants of the first charter members. It is this tradition and commitment of the congregation that gives strength to this church.

With an aging and diminishing congregation, it is often difficult to accept and embrace change in a rapidly changing and difficult world. The tendency to fall back on the traditions and patterns within the church, at times conflicts with the need to move forward. The UCC doctrine is forward thinking and progressive in addressing today's societal needs. Visionary thinking and leadership are needed within FCUCC while also being patient, nurturing and educative toward some of the resistance to change.

The ideal candidate will be needed to be fluent in compassion, elder care, and ministering to seniors. This will be the initial primary focus for this position while hopefully beginning to build bridges and outreach for new members.

I am happy to be available for further discussion if needed. First Christian has been very instrumental and important to my family, and I hope to see it continue for many years.

Jill Sellars Caldwell
Apex, NC
704.564.6287
jillcaldwell822@gmail.com

To: Mr. Ken Little

Response to your inquiry about our recent visit to Christian Church:

Strength of Church:

Congregation is very friendly, very dedicated, and very hard workers. Many members remembered our prior visits. There is a detailed explanation of financial and spiritual activities so there is no question as to status within leadership.

Improvement of Church:

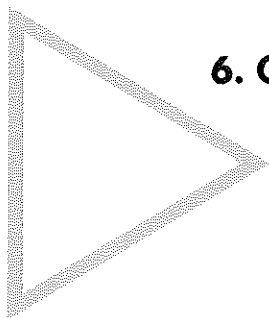
Choir and organ leadership. Gathering for eating.

Reaction of Congregation to My Visit

The congregation was very friendly and welcoming toward our visit. When we left it was evident we would be welcomed back at any time.



Mr. Robert D. Price
953 Kimberly Rd.
Burlington, NC 27215



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

Special Scripture verse:

John 3:16 - "For God so loved the world that he gave his only Son, so that everyone who believes in him may not perish but may have eternal life".

Special Hymn: Be Thou my Vision

Be Thou my vision,
O Lord of my heart.
Naught be all else to me,
Save that Thou art.
Thou my best thought,
By day or by night,
Waking or sleeping,
Thy presence my light.

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?

Our Local Church Profile was developed by representatives from standing Boards and Committees of the Church appointed by the Official Board and approved by the congregation.

2. Additional comments for interpreting the profile: Our desire was to present the most current and honest information describing First Christian United Church of Christ.

Signed: 

Date: 

Ken Little, Chairman of Search Committee


Nell Allred


Elsie Bolick


Phil Bray


Betty King


Julie Miller


Mack Painter


June Sellars

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: *Eddie Weather*
Name / Title: *Associate Conference Minister*
Email: *ema@soc-ucc.org*
Phone: *336-222-8771*
Date: *April 3, 2019*

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

**UNITED CHURCH
OF CHRIST**

