

## Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

# INTRODUCING THE NEW LOCAL CHURCH

Who  
are  
we

Who  
is our  
neighbor

Who is  
God  
calling  
us to  
become

?

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

MINISTERIAL EXCELLENCE,  
SUPPORT & AUTHORIZATION

**UNITED CHURCH  
OF CHRIST**



# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

**St. Peter's United Church of Christ  
Geneva, IA**

**Full time Pastor  
Shared Position**

Conference: **Iowa Conference UCC**

Association: **Northeast Association**

**October 2, 2019**

### LOCAL CHURCH PROFILE CONTENTS

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

*“God is able to provide you with every blessing, so that  
having all sufficiency in all things at all times,*

*you may abound in every good work.”*  
*(2 Corinthians 9:8)*

# INSTRUCTIONS

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

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

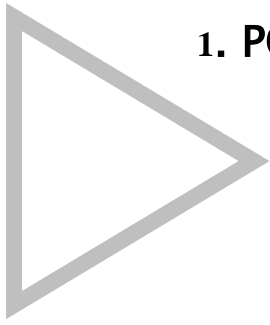
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years.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

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

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

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities.

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



## 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

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Church name: **St Peters UCC**

Street address: **496B Raven Ave Geneva, IA 50633**

Supplemental web links: **Facebook: St Peter's UCC Church, Geneva**

Shared ministry link: <https://drive.google.com/open?id=1YWYJPKJm8kAXs0gF0AD-G IMXunaXEz>

Conference: **Iowa Conference UCC,**

Association: **Northeast Association, IA**

UCC Conference or Association Staff Contact Person:

**Rev. Samantha Houser,**

**Associate Conference Minister**

[samantha@ucctcm.org](mailto:samantha@ucctcm.org)

**(605) 301-0418**

Summary Ministry Description:

**This will be a new full time shared position between St. Peter's UCC, Geneva and First Presbyterian Church, Ackley. St. Peter's UCC has a beautiful church and parsonage located in rural Iowa. We are centrally located between three communities of Geneva, Ackley and Hampton. Our congregation is filled with a strong work ethic and family values. We take pride in our multi-generational member participation. We average thirty children for our Sunday school in which they also perform a children's choir twice a month. We also have a 7<sup>th</sup> through 12<sup>th</sup> grade high school youth group that participates in mission projects, church meals and youth-led services. Our church has a traditional Sunday morning service with Sunday school at 9:15 am with church service following at 10:30 am. We want to become a stronger congregation by continued spiritual growth thru worship, fellowship and mission work. We want to work towards increasing participation in all areas of the church. We are seeking a leader to further develop our unity as a congregation.**



What we value about living in our area: **We are set in a quiet rural setting where everyone feels like a neighbor. We have friendly community-minded people that share joys and concerns. The community shows up ready to help those in need that have fallen on hard times, without being asked. There is an excellent educational system in the surrounding three communities including Ellsworth Community College.**

Current size of membership: **244**

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 sharing position.**

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

## **1 b. SCOPE OF WORK**

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**Preparation and leadership of Sunday worship including scripture study, liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with the worship and evangelism committee, preaching, offering of prayers, counseling in times of tragedy and celebration.**

Core Competencies:

**Relatable, confidential, & integrity**

## **1 c. COMPENSATION AND SUPPORT**

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

Benefits:

**Salary includes Optional Benefits**

What is the expected living situation for your next minister: **Negotiable with the needs of the new pastor.**

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

**If he or she does not live in the parsonage, it would be encouraged that they live in a 60 mile radius of the church.**

State any incentives – **Car available**

Describe peer and professional supports available for ministers in your association/conference: **Peer support is available thru the Ackley Ministerial Association, Franklin County Ministerial Association & UCC Clergy Cluster Meetings.**

**Professional support includes the Iowa, Nebraska & South Dakota United Church of Christ Tri-Conference Ministries as well as additional professional support of Presbyterian Church (U.S.A.) Church Leadership Connection gained through the shared staffing.**

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: **St Peter's UCC is ready and willing to support, adapt and negotiate to support the Pastor in a shared position.**

## 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 church is looking for a minister to help the St. Peters active members to become stronger in faith. We would like to engage all our members in church activities while also making connections with our Presbyterian partners'.**

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls. **Visitation of all members, not just shut-ins, will help raise the awareness of the congregation as to the needs of the church. Community involvement beyond the church's walls will help bring our message to those looking for a new church home.**

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

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.

- 1) Exhibiting a spiritual foundation and ongoing spiritual practice by a loving God, following Jesus Christ and being guided by the Holy Spirit.**
- 2) Engaging sacred stories and traditions. Exhibiting knowledge and understanding bringing life to them in worship proclamation and witness.**
- 3) Caring for all creation by nurturing what God created.**

**4) Strengthening inter and intra personal assets through living in relationships of covenantal accountability with God in the church.**



## **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? **Our congregation wishes to become a more unified congregation willing to listen to other perspectives. Through the pastoral leadership, we would like to strengthen the fellowship and increase participation. We would like to get the 50 and younger crowd to actively participate and reach out to non-church affiliated families in local communities.**

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

**God is giving us an opportunity with this search to call someone who can draw the community to God. Just as Jesus preached to the thousands, we are ready to engage in ministry with someone who will not only preach to the members, but will touch the surrounding communities. We want to strengthen inter and intra personal assets.**



### 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

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Describe your congregation’s life of faith.

**St. Peter’s United Church of Christ acknowledges as its sole Head, Jesus Christ, Son of the Living God and Savior of all humanity. We recognize, as sisters and brothers in Christ, all who share this confession. We look toward the Word of God in Scripture and to the presence and power of the Holy Spirit to be our guide. We claim as our own the faith of the historic church as expressed in the ancient creeds and reclaimed in the basic insights of the Protestant Reformers. We affirm the responsibility of the Church in each generation to make this faith its own in the reality of worship, in honesty of thought and expression, and in purity of heart before God.**

Describe several strengths or positive qualities of your congregation.

**We are proud of our strong Sunday school participation with a very strong passionate core of people that is the strength of the church. The congregation as a whole is very compassionate to the needs of the surrounding communities. We are a friendly congregation with strong family ties. We have an excellent facility and take pride in its upkeep. We have strong support for mission projects.**

Describe what worship is like when your congregation gathers.

**Our congregation appreciates Bible-based preaching while bringing relevance and inspiration to today’s life. The minister will lead children’s message during the service with a children’s choir that sings twice a month.**

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

**Our Pre-K through 6<sup>th</sup> grades are using Heart Shaper by Standard Publishing. The 7-8<sup>th</sup> confirmation curriculum is Pastor's choice with approval of the Board of Christian Education. Senior Youth – Claim the Life by Abington Press and Adult Sunday School is Seasons of the Spirit by Woodlake Publishers.**

Describe how your congregation is organized for ministry and mission.

**Church council and congregational meetings are decision makers**

<b>Committees</b>		<b>members</b>	<b>meet</b>
<b>Church Council</b>	Governing Body	9	monthly
<b>Board of Christian Education</b>	Selecting and evaluating curriculum for Sunday school, VBS, and confirmation. See church by-laws for other responsibilities	8	quarterly
<b>Church and Ministry</b>	Serve as liaison between pastor and Congregation (Pastor/Parish Relations Committee)	6	as needed
<b>Worship and Evangelism</b>	Advise, support and secure organists and choir directors. Maintain a roster of greeters, head and monthly ushers and secure pulpit supply. See church by-laws for other responsibilities	8	monthly
<b>Board of Missions</b>	Keep the congregation informed of our ongoing mission efforts, promote special offerings and answer any questions about distribution of mission offerings.	5	quarterly
<b>Buildings and Grounds</b>	Responsible for all property, supervise and maintenance of church building and the parsonage. Appoint snow removal and set-up spring clean-up day.	6	as needed
<b>Endowment Committee</b>	Manage assets, conduct audit of assets and make yearly recommendations for use of funds.	5	semi-annually
<b>Memorial Committee</b>	Manage memorial money and make suggestions for use funds.	3	as needed of
<b>Audit Committee</b>	Audit financial books of various organizations.	2	annually
<b>Cemetery Association</b>	Responsible for general maintenance, hiring of lawn care and planning Memorial Day Service.	9	semi-annually
<b>Sunshine Committee</b>	Send cards for birthdays or members 80 and older, people who are in the hospital or sick. Remember the bereaved family with a card. At the birth of a baby, take a baby quilt to the new parent.	16-20	
<b>Friends of Faith</b>	Responsible for kitchen supplies, oversees Sunshine Committee and Women's service groups. Helps fund VBS and various other projects as needed in the church building.	10-15	7 times a year
<b>Women's Service Group</b>	Serve for various functions	20-30	
<b>Men's Service Group</b>	Set-up and take down table and chairs	10-12	
<b>Youth Group</b>	7 <sup>th</sup> -12 <sup>th</sup> grade meet for fellowship, mission and fund raisers.	8-10	monthly Sept-May
<b>Book Club</b>	Meet and discuss book of the month	8-10	Sept-May

\*When it comes to decision-making, how many hours are spent in meetings per month? **Our member elected church council meets monthly for 2 hours. Other committees meet monthly and/or quarterly for about an hour.**

\*Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished? **A church member noticed the basement had water and made a few phone calls. Soon there were a dozen church members at the church, cleaning it up and getting an action plan with insurance regarding carpet damage.**

\*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

Church#: 220990

Assoc: 268      Schedule: 0      Saint Peter's UCC      Geneva      IA      50633

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2008	259	101	32	4	5	0	14	0	-5
2009	256	89	38	3	0	0	6	0	-3
2010	253	75	27	1	2	1	7	0	-3
2011	246	76	27	2	0	1	13	0	-10
2012	250	67	28	2	0	3	1	0	4
2013	248	61	28	2	0	0	4	0	-2
2014	248	61	25	0	2	2	4	0	0
2015	251	65	40	5	1	1	4	0	3
2016	246	54	45	0	0	3	8	0	-5
2017	243	62	36	0	0	1	4	0	-3
2018	244	56	44	5	0	0	7	0	-2

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
2008	\$97,239	\$0	\$13,000	\$3,708	\$16,708	\$345	\$17,053	13.37	\$114,292	\$0
2009	\$112,196	\$0	\$9,216	\$2,550	\$11,766	\$1,461	\$13,227	8.21	\$125,423	\$0
2010	\$116,128	\$0	\$10,369	\$4,878	\$15,247	\$1,910	\$17,157	8.93	\$133,285	\$99,878
2011	\$110,188	\$0	\$9,632	\$4,652	\$14,284	\$1,891	\$16,175	8.74	\$126,363	\$120,119
2012	\$96,029	\$0	\$9,571	\$1,918	\$11,489	\$2,320	\$13,809	9.97	\$109,838	\$116,335
2013	\$107,772	\$0	\$7,130	\$12,070	\$19,200	\$2,405	\$21,605	6.62	\$129,377	\$96,702
2014	\$225,087	\$0	\$7,970	\$4,678	\$12,648	\$0	\$12,648	3.54	\$237,735	\$0
2015	\$116,043	\$0	\$6,803	\$4,253	\$11,056	\$2,853	\$13,909	5.86	\$129,952	\$103,459
2016	\$101,754	\$0	\$4,479	\$4,290	\$8,769	\$2,010	\$10,779	4.40	\$112,533	\$94,372
2017	\$81,153	\$0	\$3,303	\$1,435	\$4,738	\$120	\$4,858	4.07	\$86,011	\$89,524
2018	\$99,149	\$0	\$3,448	\$900	\$4,348	\$2,296	\$6,644	3.48	\$105,793	\$78,211

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2013-2018	-1.61	-8.20	57.14	150.00	75.00	-8.00	-77.35	-18.23
2008-2018	-5.79	-44.55	37.50	-44.44	-50.00	1.96	-73.98	-7.44

### 3c. CONGREGATIONAL DEMOGRAPHICS

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Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	169	
Number of active non-members:	8	
Total of church participants (sum of the numbers above):	177	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	80%	X
Less than 10, more than 5 years:	15%	X
Less than 5 years:	5%	X

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>
20	5	10	26	24	16	37	22	37	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	5%	X
Households with minors:	20%	X
Single adults age 35-65:	8%	X
Joint households with no minors:	50%	X
Single adults over 65:	10%	X

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	54%	X
College:	40%	X
Graduate School:	5%	X
Specialty Training:	5%	X
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	75%	X
Adults who are retired:	20%	X
Adults who are not fully employed:	5%	X

Describe the range of occupations of working adults in the congregation: **Majority have occupations related to agriculture or community service jobs.**

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? **99% Northern European/Caucasian,**

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: **Our church has not had a conversation in this area, but we feel we are a welcoming congregation.**

### 3d. PARTICIPATION AND STAFFING

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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	10	Church Members
Baptisms ( <i>number last year</i> )	4	Minister and Family Members
Children's Groups or Classes	10-15	Church Members
Christmas Eve and Easter Worship	Christmas – 152 Easter – 88	Minister and Youth Groups
Church-wide Meals	40	Church Members, Youth Leaders and Women's Groups
Choirs and Music Groups	15	Church Member and Music and Evangelical Group
Church-based Bible Study		
Communion ( <i>served how often?</i> )	50 – one per month	Chancel Committee
Community Meals		
Confirmation ( <i>number confirmed last year</i> )	5	Minister, Board of Christian Education and Church Council
Drama or Dance Program		
Funerals ( <i>number last year</i> )	4 total. 3 were non-members	Minister, Family, Women's Service Group and Funeral Director
Intergenerational Groups		
Outdoor Worship	2	Church Members and Fair Board

Prayer or Meditation Groups	1	Sunshine Committee and Church Members
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community	1	Church and Community Members
Weddings ( <i>number last year</i> )	1	Minister and Family
Worship (time slot: _____)	10:30	
Worship (time slot: _____)	9:30 Summer	
Young Adult Groups or Classes		
Youth Groups or Classes	1	Youth Leaders and Board of Christian Education
Other	KFC (Kids for Christ)	K-6 member in Ackley churches

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)
None				

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

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which 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	No	Part time	Council	14 years
Custodian	No	Part time	Council	1 year
Organ/Piano Player	No	Part time	Worship and Evangelism	20 years/2 years
Youth Choir Director	No	Part time	Worship and Evangelism	15 years

### REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation’s overall ministry? **The staff and the committees work together on the overall ministry of the church. We do not expect the pastor to do all the work, however the pastor needs to be the resource and spark we need to ignite the membership into action.**

### 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$78,210.97
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$0
Endowment Draw ( <i>beyond what is permitted by spending policy, “drawing down the principal”</i> )	\$0
Fundraising Events	\$0
Gifts Designated for a Specific Purpose	\$0
Grants	\$0

Rentals of Church Building	\$50
Rentals of Church Parsonage	\$4,800
Support from Related Organizations (e.g. <i>Women's Group</i> )	\$0
Transfers from Special Accounts	\$
Other (specify):	\$13,870.35
Other (specify):	See attached
<b>TOTAL</b>	<b>\$96,931.32</b>

Current annual expenses (dollars budgeted for most recent fiscal year): **\$99,149.66**

**St. Peter's United Church of Christ - Local Budget 2019**

**\*Information on back of worksheet**

		<b>2018 Budget</b>	<b>2019 Budget</b>
<b>Ministerial Service and Leadership</b>			
Pastor Salary		\$ 37,500.00	\$ -
SECA Offset Social Security		\$ 3,236.00	\$ -
Pension & Annuity		\$ 4,230.00	\$ -
Dental and Health Insurance		\$ -	\$ -
Life and Disability		\$ -	\$ -
Housing Allowance		\$ 4,800.00	\$ -
<b>Pastor's Expenses</b>			
Book Allowance and Education		\$ 750.00	\$ -
Cell Phone		\$ 300.00	\$ -
Car Expense		\$ 3,000.00	\$ -
Pulpit Supply		\$ 250.00	\$ 10,400.00
<b>Church Staff</b>			
Coordinator		\$ 6,321.90	\$ 6,480.00
Custodial		\$ 5,000.00	\$ 5,000.00
Organist and Musician		\$ 2,000.00	\$ 3,000.00
Choir Director		\$ 250.00	\$ 250.00
Mowing Church and Parsonage		\$ 1,500.00	\$ 1,500.00
<b>Operating Expenses</b>			
Telephone (Internet / Calling Post)		\$ 1,000.00	\$ 1,400.00
Electricity for Main		\$ 10,000.00	\$ 12,000.00
Electricity For Church			
Electricity for Parsonage			\$ -
<b>Supplies</b>			
Worship		\$ 1,000.00	\$ 1,000.00
Office		\$ 2,500.00	\$ 3,500.00
Postage			
Custodial		\$ 400.00	\$ 400.00
Music		\$ 124.00	\$ 300.00
Association Dues and Ackley Ministerial		\$ 450.00	\$ 450.00
Delegation Expense		\$ 50.00	\$ -
Building Insurance		\$ 5,000.00	\$ 5,000.00
Workman's Comp		\$ 1,050.00	\$ 1,050.00
<b>Repair and Maintenance</b>			
Church Maintenance and Repairs		\$ 10,000.00	\$ 10,000.00
Parsonage Maintenance and Repairs		\$ 1,500.00	\$ 4,500.00
Worship and Evangelism		\$ -	\$ -
* Miscellaneous		\$ 500.00	\$ 500.00
<b>Total</b>		<b>\$ 102,711.90</b>	<b>\$ 66,730.00</b>
		<b>2018 Goals</b>	<b>2019 Goals</b>
<b>Benevolent - OCWM</b>			
ARK		\$ 2,500.00	\$ 2,500.00
CUE		\$ 200.00	\$ 200.00
Blanket Sunday		\$ 120.00	\$ 125.00
One Great Hour of Sharing		\$ 200.00	\$ 200.00
Strengthen the Church		\$ 200.00	\$ 200.00
Neighbors In Need		\$ 200.00	\$ 200.00
Iowa Family Thank Offering		\$ 200.00	\$ 200.00
Christmas Fund		\$ 600.00	\$ 600.00
<b>Total</b>		<b>\$ 6,720.00</b>	<b>\$ 6,225.00</b>
<b>2018 Miscellaneous</b>			
Parsonage Washer - 930.85			
AC for chapel - 511.25			
Misc. - 2299.29			

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **52%**

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%*). **Through free will donations from congregational support. This is not calculated as part of our operating budget.**

What is the church’s current indebtedness? **\$0**

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

Reason for debt:

Are capital and other payments current?

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. **None**

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

Year(s)	Purpose	Goal	Result	Impact
2014	Geothermal installation	\$95,087.87	\$101,045.93	Better heating and cooling efficiency.
2017	Windows in Education Wing	\$15,367.27	\$15,367.27	Better heating and cooling efficiency.

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

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? **\$90,245.45**

Are funds drawn as needed, regularly, or under certain circumstances? **Under Certain Circumstances.**

What is the percentage rate of draw (last year, compared to 5 years ago)? **0%**

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: **Not Drawn.**

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

Please comment on the above calculations or estimates: **Endowment has not been drawn upon.**

Other Assets

Reserves (savings): **\$7,165.31**

Investments (other than endowment): **\$28,549.46**

Does your church have a parsonage? **Yes**

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

How is the parsonage used? **House is lived in by a church member/organist.**

**496 A Raven Avenue**

**Geneva, IA**

**50633**

Finished square footage: **2,775**

Number of Bedrooms, Number of Bathrooms: **3 bed, 3 bath**

Assessed real estate value: **\$110,000**

Available for minister residence: **Yes,**

Expected minister residence: **Negotiable**

Condition of structure, systems and appliances: **Everything is well maintained and kept in good working order.**

Entity in the church responsible for review and needed repairs. **Church council and grounds.**

Describe all buildings owned by the church: **Parsonage and Church**

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

Which spaces are accessible to wheelchairs? **All but pulpit area.**

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry? **St. Peter's is not in debt, but we are limited to income due to attendance. Our budget process is handled by the church council. This is prepared, reviewed and audited annually and then voted and approved on during our annual meeting.**

### **3f. HISTORICAL INFORMATION**

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Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years. **1) Modernizing the church to be more accessible to all individuals. 2) Celebrating our centennial in 1983. 3) Celebrating our 125<sup>th</sup> anniversary in 2008.**

Describe a specific change your church has managed in the recent past. **Cultural changes in family life that interfere with church commitments. For example, vacation bible school used to be five weekdays in the summer and then we moved it to evenings. To accommodate and get better attendance, we have moved it to afternoons after church services on Sunday. This seems to better accommodate family and work demands.**

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. **We’ve had and still have conflict in our congregation where we brought in a conference mediator.**

**A recent example is a prior pastor and his wife both were receiving full family health benefits from their callings. When the pastor turned 65, a portion of the church membership was hoping he would go on Medicare to save the church money. The pastor didn’t want to change his health insurance arrangement. Different facts and opinions were presented by the pastor and people on both sides of the issue. Members of the congregation became involved at different stages throughout the struggle and chose sides. Associate Conference Minister, Rev. Jonna Jensen, presided over a congregational meeting to help resolve the situation. The council supported the calling arrangement contract and his benefits stayed the same and upset members then left the church.**

**Currently, the church doesn’t have policies for dealing with conflict. We are hopeful for the appropriate documentation/policies to be put in place to help us. St. Peter’s does have a church and ministry committee that serves as liaison between pastor and the congregation. We are willing to sit down and be dialogue about the issues that present themselves.**

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Joe Hackett	1	N
John Hanna	5	N
Phil Milam	6	Y
Rose Hermanot	4	Y
Jay Robinson	2	Y
Gene Miller	10	Y
William Frost	6	Y

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership: **We relate best with ministers with similar backgrounds and interests.**

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

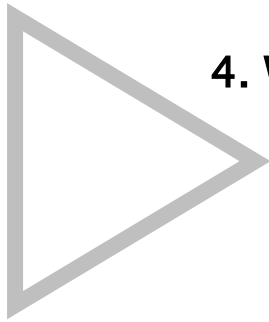
**There have been no involuntary terminations.**

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**

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

**KFC (Kids for Christ) is an after school program our church helped support and lead along with a few other Ackley area churches. We organize non-member and member Vacation Bible School, funerals and weddings. We have volunteers that work at a local thrift store. We contribute to Crop walk, Blanket Sunday and an account called ARK (Acts of Random Kindness) where funds are given to those in need in the local communities. Our Congregation assisted with food meal packaging called Outreach to Africa. We also have community outreach by providing communion for shut-ins along with a communion service at the Grand Jivante (local nursing home). Since we are without a pastor at this time, an elder and another church member administer communion monthly to our nursing home residents in Ackley, Iowa Falls, and Hampton along with our home bound members who request it. We have the elements blessed by a local pastor.**

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

**The church has participated in the local and state association/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](http://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:               |
| <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? **At this time, we are working on improving our faith and outreach to local neighbors.**

Describe your congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional). **Ackley Ministerial Association, Franklin County Ministerial Association and UCC Clergy Cluster meetings. Kids for Christ (KFC) local after school program. We serve communion with another UCC church at a local nursing home, as well as, conducting community Thanksgiving and Lenten services.**

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. ***Mission Statement: Our mission statement at St. Peter's UCC is to glorify God with our words and our actions celebrating Christian fellowship and unity within and beyond this congregation. We strive to provide a safe environment for spiritual growth, to serve all God's people and to work toward righteousness, justice and peace in the world today and tomorrow.***

**We follow the above by offering the sacraments to non-members. This includes baptisms and communions. Also see question 4a above.**

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? **Ackley Ministerial Association, Franklin County Ministerial Association, UCC Clergy Cluster meetings. These items listed are previously associations we would expect our minister to participate in. This would also be negotiable pending our shared situation.**

## **4b. MISSION InSite**

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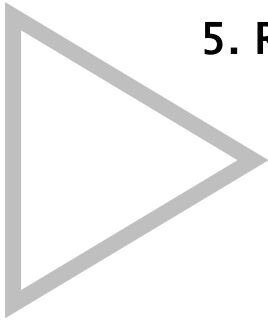
Comment on your congregation's Mission Insite report with data for your neighborhood(s) or area. What trends and opportunities are shown? **NA**

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 demographics are very similar to other rural Iowa churches.**

How are the demographics of the community currently shaping ministry, or not? **A decrease in rural population has resulted in lower church membership and participation. Many churches have had to share ministers or close their churches.**

What do you hear when you talk to community leaders and ask them what your church is known for? **We are a long-standing church from four local communities with a reputation of multi-generational family history. We strive to be mission focused.**

What do new people in the church say when asked what got them involved? **What got new members involved was an invitation to participate with us with different activities in the church.**



## 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

Randy Sietsema – Funeral Director  
(641) 373-0688 / rsietsema@mchsi.com

### REFERENCE 2

Pastor Diane Martin /Pastor at First Presbyterian Church, Ackley and Chaplain for Grand Ji Vante Care Center, Ackley, IA  
(641) 430-5127 / ebamity@yahoo.com

### REFERENCE 3

Dawson Ackerman – Farmer/Lay Pastor at area churches  
(641) 330-1316/dawsonackerman@yahoo.com

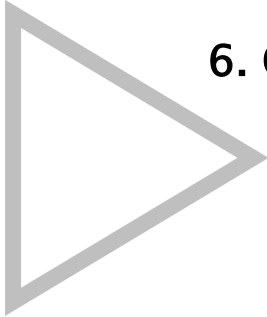
### PROMPTS FOR REFERENCES

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.



## 6. CLOSING THOUGHTS

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

### 6a. CLOSING PRAYER

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**Dear Lord, thank you for all the good and gracious things that you have done for this committee and church. Give us guidance in connecting with a pastor who can help grow us spiritually and pull our church family together. May they be patient with us as we work to be whole again.**

## 6b. STATEMENT OF CONSENT

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The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? **Search committee and church council.**
2. Additional comments for interpreting the profile: **The search committee welcomes any questions or clarifications.**

Signed: 

Cindy Horner

Search Committee Chairman

11/04/2019

## 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.

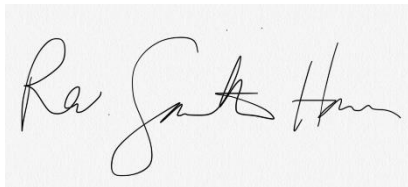
Staff Comment: Yes

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:

A handwritten signature in black ink on a light gray background. The signature is cursive and appears to read "Reverend Samantha Houser".

Name / Title: Reverend Samantha Houser/Associate Conference Minister

Email: [samantha@ucctcm.org](mailto:samantha@ucctcm.org)

Phone: 605-301-0418

Date: 11/18/19

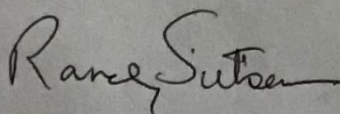
Randy Sietsema  
2825 River Rd  
Iowa Falls, IA 50126  
[rsietsema@mchsi.com](mailto:rsietsema@mchsi.com)  
641-373-0688

The St. Peter' UCC has a very unique membership that you will not find in many churches. It really is a church family where everyone truly knows and supports each other. This something that's hard to find these day. The members themselves provide a special ministry to each other.

I think the challenge for St. Peter's and all churches for that matter is getting the youth involved in the church. It is the future of all of our churches.

I have worked with this church for the past 34 years. From working with the church secretaries, organists, ushers, and ladies of the church they have all been overwhelming cooperative and helpful.

The ladies of the church are also great cooks and bakers!



Randy Sietsema

I am the owner of  
Surls Funeral Home of Iowa Falls, Alden, and Williams  
Sietsema Funeral Home of Ackley

## Letter of Reference for St. Peter's U.C.C. Geneva, Iowa

To Whom It May Concern: Here are three areas to be addressed:

### AREA OF STRENGTH

The church membership has stepped up in all the areas of the church, administrative as well as spiritual, since they have been vacant. They have an outstanding person on their Council leading them and she is not letting things fall in the cracks which could easily happen in such a circumstance. Each person has stepped up as needed and it is the pulling together with one mission in mind and that is to keep the church alive while decisions are being made. They seem to have several young people on cradle rolls and students on their rolls in the schools as well as in the daycares of the community and the youth is the framework of the church to be in the future. They have been in partnership with another UCC church for bringing a brief worship service and the Sacrament of Communion to the residents of the local nursing home once a month and they have done that for several years. Recently the other church has pulled out because of the low numbers to be served, but St. Peter's continues to support their view that each member counts whether or not they can attend a regular worship service and they are in the process of restructuring what it means to be the church that God expects. They are visiting the shut-ins and making hospital calls, etc., and stepping up to keep things on an even keel. They are looking and moving forward rather than dwell on what was or might have been. They have identified their weaknesses and are working toward changes that are needed. They can easily become the church that God intended them to be.

### AREA OF WEAKNESS OR NEED FOR IMPROVEMENT

There have been times over the years where there have been factions in the membership that have not served the purpose of the church well. Communication was not at its best and the overpowering few were hindering the relatively silent majority and the best interest of the whole church was not being served. As time went on leading to this moment in the life of the church, communication has definitely improved and they are learning to pull together so that the whole is being served rather than those who may not have had the best interests of the church and its membership at hand. Because of that, their area of weakness is becoming a strength and positive things are happening.

### MY SIGNIFICANT EXPERIENCES WITH THE CHURCH

Over the years when the church has been vacant or the pastor has been on vacation, I have been privileged to fill their pulpit when I was moving from one of my charges to another or having vacation time of my own. It was a joy to worship with them and to feel the community extended to me both by the administration and the congregation per se. They were welcoming and inviting and asked me to return as the opportunities would arise. Last year I was one of their guest speakers at the gathering they have for the women in several of the local churches and this coming October I will be the guest speaker along with one of their members. As mentioned above, I have been working with them in providing aid for them in preparation for serving Communion to their members in the care center as well as in their homes. Most recently I presided over the Witness To The Resurrection service for one of their beloved members. Though her membership was at St. Peter's, she was also a parishioner of mine at the Grand Ji Vante Care Center. Again, they were welcoming and the service went as smoothly as though I were the sitting pastor.

If you have any questions or need to follow up on any of this letter, please feel free to call or e-mail me at 641-430-5127 or [ebamity@vahoo.com](mailto:ebamity@vahoo.com)

Respectfully,



Pastor Diane Martin

First Presbyterian Church, Ackley Iowa and Chaplain for Grand Ji Vante Care Center, Ackley Iowa

St. Peter's UCC

Reference Information

Name: Dawson Ackerman

Cell #: 641-330-1316

E-mail: [dawsonackerman@yahoo.com](mailto:dawsonackerman@yahoo.com)

Occupation: Farmer/Lay Pastor at area churches

Relationship to Congregation: I have filled the pulpit for them occasionally since they have been without a pastor.

Strengths of the Church: The people are very friendly and supportive of my efforts when I lead their worship. The leaders of the church are very organized and communicate well with me.

Areas the church could improve: Overall attendance of worship services could be better. (This is an issue at nearly every church I preach at. It is NOT just an issue at St. Peter's UCC.)

Significant experience I have had at St. Peter's: Many in the congregation have personally expressed how they enjoy having me come and worship with them. Such actions are very encouraging to me as a lay pastor.

Other ideas: I would suggest that the leadership and congregation strive to interact with and share ministries with other area churches. As rural churches continue to struggle with membership, finances, etc., I feel this is one way churches can continue to serve not only their congregation, but others as well.

In Christ,



Dawson Ackerman

**UNITED CHURCH  
OF CHRIST**



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

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