

**United Church of Christ**  
**Local Church Profile for Local Churches Seeking New Leaders**

**Local Church 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 a 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 opinion 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.

**Signature of Search Committee Co-Chairperson**

**Date**

**Signature of Search Committee Co-Chairperson**

**Date**

Church        Peace United Church of Christ  
Address      201 Johnston St., PO Box 356  
                 Gladbrook, Iowa 50635

**Search Committee Co-Chairperson or Contact Person**

Name:	Jeanne Paustian	Deb Osborn
Address:	1674 Hwy. 96 Gladbrook, Iowa 50635	1525 160 <sup>th</sup> Street Gladbrook, Iowa 50635
Phone:	641-751-2039	641-750-2177
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E-Mail:	peace@iowatelecom.net	debosbo@yahoo.com

## Local Church Profile for Local Churches Seeking New Leaders

Please return the completed document to your conference or association office.

1. Church      Peace United Church of Christ  
2. Address     201 Johnston St., PO Box 356  
                 Gladbrook, Iowa 50635  
Church e-mail: peace@iowatelecom.net

### 3. Name of Search Committee Chairperson or Contact Person

Information on Page 1

### 4. Conference/Association Staff Person Assisting Our Church

Darrell Goodwin  
3675 67<sup>th</sup> St.  
Omaha area  
402-307-1107  
[darrell@ucctcm.org](mailto:darrell@ucctcm.org)

## 5. Membership Information

(As reflected in the eleven-year UCC Statistical Report for our church)

	Last Year	5 years Ago	10 Years Ago
a. Church members	345	412	446
b. Average attendance at worship	71	90	102
c. Average participation of children/youth in C.E.	19	20	31
d. Average weekly participation in adult education	14	21	22
e. Members who are ordained clergy	3	1	1

## 6. Profile of Congregation

Estimate percentage of congregation. Each category should add up to 100%

### a. Age:

4% ages 0-5  
8% ages 6-18  
12% ages 19-34  
16% ages 35-49  
23% ages 50-64  
12% ages 65-74  
25% ages 75 plus

### c. Family Units:

16% couples with children at home  
34% couples without children at home  
46% single  
4% single parent with children at home

**b. Education level of Adults:**  
**Adults:**

2% completed less than high school  
29% high school graduates  
39% some college vocational school  
25% college graduates  
5% graduate school

**d. Occupation of**

11% business  
11% clerical  
16% farmer rancher  
17% laborer manufacturing  
24% professional  
3% student  
17% trade person  
1% other

**e. Employment:**

58% employed  
4% not currently employed  
38% retired

f. Describe the racial-ethnic makeup of your congregation: 99% white

**Church Finances**

(Figures reflect the eleven-year UCC statistical reports as well as the church's annual reports)

<b>7. Total Church Income</b>	<b>Last Year</b>	<b>5 Years Ago</b>	<b>10 Years ago</b>
a. Members offering and pledges	\$135,966	\$127,116	\$162,926
b. Interest from investment or endowments	\$1420	\$000	\$000
c. Principal reduction (endowments/invest)	\$000	\$000	\$000
d. Rentals	\$1450	\$685	\$330
e. Special Fundraising	\$40,000	\$000	\$000
f. Other	\$ 8307	\$15,719	\$6,639

If the church has conducted an annual stewardship campaign. List results for the past 2 years.  
 No

<b>8. Total Operating Budget</b>	<b>Last Year</b>	<b>5 Years Ago</b>	<b>10 Years ago</b>
a. OCWM Basic Support	\$2,500	\$2500	\$2000
b. OCWM Special Support	\$441	\$616	\$652
c. Other Gifts	\$16,799	\$5895	\$2040
d. Current Local Expenses	\$131,415	\$159,009	\$133,602
e. Annual capital payments	\$38,813	\$000	\$000
f. Other debt	\$000	\$000	\$000

**9. Identify UCC special offerings the church receives throughout the year and the amounts from last year:**

<u>\$150</u>	One Great Hour of Sharing
<u>\$130</u>	Neighbors in Need
<u>\$110</u>	Christmas Fund
<u>\$70</u>	Strengthen the Church
<u>\$441</u>	Basic Support for OCWM (only if received through special offerings and not included as a regular budget in item #8 above)

**10. Mission**

a. Beyond your contributions through the UCC name the most significant local or global missions/ministries or agencies that were financially supported by your local church last year and amount of support.

<b>Name</b>	<b>Amount</b>
1. Pilgrim Heights Camp	\$500
2. CROP Walk	\$403
3. Kids Club (2 <sup>nd</sup> -4 <sup>th</sup> graders)	\$305 (meet for lessons, crafts, singing, etc in the church)
4. Mission Trips	\$485
5. Kids Shopping Day	\$3300
6. Angel Tree	\$2000

b. What mission project has excited your church the most in the past three year! Why? The Senior High Youth Fellowship, consisting of 15 youth and adults, spent a week in Altoona, Pennsylvania performing mission work with TeamEffort. There they built a storage shed and fence for a family whose child was legally blind. In the evenings, they gathered for worship with other high school youth from across the US. This is such an eye-opening experience for these young adults. The initial shock of getting them away from electronics and social media turns into an outpouring of compassion and wanting to keep God in their everyday lives.

**11. Indebtedness**

Total amount of outstanding mortgages/capital debt:\$ 000

Total amount of other debt: \$000

**12. Capital Campaigns:**

a. If the church has had capital campaigns in the last ten years, note goal and results:

Goal: 40,000 2019

Outcome: 40,000

Goal: \$375,348    2004-2007    Outcome: \$375,348

Goal: \$33,622    2011-2012    Outcome: \$33,622

b. What projects were undertaken as a result of your capital campaign?

The building addition in 2006 consisted of new restrooms in the lower level and a handicap ramp on the west side of the church, with a full-size elevator inside the west door. Upstairs a large music room with entrance to the choir loft was added, as well as a restroom and nursery/meeting room.

The kitchen remodeling project in 2011-12 included all new cupboards, dishwasher, 2 sinks, commercial size refrigerator/freezer and a long counter in the social hall with electric outlets and more cupboard space. Another entrance into the kitchen was added, as well.

As a maintenance project in 2019 our facility received a new roof. This improved the exterior looks of our facility as now all the additions throughout the years were shingled alike. While doing this project the steeple cross was also modernized to LED lighting.

c. Was there a mission or outreach component to the campaign? Yes

We had to reach out to all our members and friends of the church for support.

There is no capital campaign going on at this time.

**13. Assets held by the church:**

a. Reserves (savings)                      \$ 65,185

b. Endowments/Investments:        \$15,567

c. Describe buildings and property of your church except the parsonage:

The Peace Church is a well maintained, air conditioned brick structure on a corner lot. The south glassed entry, with an abundance of natural light, is a foyer that provides split level access up to the sanctuary (which runs north and south) or go down a few stairs to the social hall (seats 200 plus people), kitchen, offices, and Sunday School areas. Chair lifts are provided in both directions for persons requiring this special need. A full sized elevator is also available at the west entrance.

The sanctuary is large seating at least 225-250 people, with light oak pews and fixtures and it includes a nice sound system and LCD Projector. The choir loft is located in the chancel (north) facing the congregation. Our sanctuary includes a digital organ with chimes and a piano. A balcony above the south end can accommodate overflow seating or serve as

additional meeting space. This is where the bell chimes play twice a day. Besides the sanctuary there is a large music room which houses the bell choir tables and bells plus the chancel choir robes and music. The music room has a piano and seating for practicing. Above the large robe closets are lots of cupboard space for storage. There is a very nice family room and bathroom upstairs as well.

The downstairs, which is above ground level, includes a large social hall with a large serving counter on the north end, newly remodeled kitchen, primary Sunday School room upgraded in 2019, and two nicely furnished adjoining offices for the minister and secretary/treasurer. The social hall is partitioned at times with rolling dividers to provide more classroom or meeting space. Our lower level has windows on all sides with the west entrance handicap accessible with a ramp leading to the double doors. After entering the west entrance the elevator is right there so you can head up to the sanctuary. The men and women's handicap accessible bathrooms are close by as well.

We have a large black top parking lot to the north of the church, equal in size to our church building and grounds. There is handicap parking on the south and west sides of the church.



d. Is the church building, including sanctuary, and offices handicapped accessible?

Yes

Is the pulpit handicapped accessible? No

e. If a building is projected or underway, describe it, including estimated date of completion:

No

f. If the church owns a parsonage describe it:

Address: 104 W. 5<sup>th</sup> St.

Gladbrook, Iowa 50635

Number of Rooms: 9 on 1<sup>st</sup> floor; includes 3 bedrooms & 2 baths; bedroom & bath on the lower level plus a huge recreation or storage area.

Description: The parsonage is a ranch style home 27'6" by 56', 1540 sq. ft. built in 1999 with an attached two car garage. There is a ramp to the front door entering into the living room.

There is a utility room, kitchen with an open dining area and sliding walk out door onto a patio in the back. There are three bedrooms. Two on one end of the house with a full bath or one could be used as an office or sewing room, and a large master bedroom on the other end of the house with a full bath. The lower level has a finished bedroom and bath and a larger storage area. There is a large back yard and the front and back are nicely landscaped with flowers, shrubs, and trees. It is in a very neat neighborhood with nice homes.

Distance from Church: 6 blocks; Handicapped Accessible: partial



## Financial Support of Ministerial Leaders

### 14. If your conference has compensation guidelines, do you follow them?

Yes

Does the church consider this position to be full time or part time?

Full Time (Part time only if we can't find a full-time pastor)

How will church members be supportive of a part time or bivocational pastor who may need another job to supplement the church salary?

Most of our congregation lives in our small community or rural area. Many of the farmers work two jobs to support their families. We support their work ethics as our congregation would support a pastor who would need to juggle employment schedules. Our congregation would show our appreciation and patience to anyone that is working to make a living for themselves and their family, and who are trying to do their best.

**15. Salary History:** To provide a profile of salaries for the position you are seeking to fill, indicate salaries at the beginning and ending of the ministers' tenure. Do not include interim positions. If a parsonage is provided inset the letter "P" in the space provided. Provide information for the last 3 leaders or the last ten years.

Start Date				End Date			
Year	Salary	Housing	Parsonage	Year	Salary	Housing	Parsonage
1999	\$30,000	0	P	2017	\$53,000	0	P
2019	\$39,500	0	P	2020	\$42,500	0	P

**16. During the above period, has your church ever failed to fulfill its financial obligations to its pastor?** No

### 17. Salary, Benefits, and Expenses Offered

a. Cash salary offered: Conference guidelines

b. Housing: Parsonage only

c. Customary benefits: The following are offered:

Vacation: 4 weeks annually

UCC Retirement Annuity

UCC Health & Dental Benefits

Social Security Medicare Offset

Continuing Education Funds and time



Sabbatical Leave

d. Ministry Expenses: The following are offered:

Travel Reimbursement

Meeting Expense Reimbursement

Books and Periodicals

Reimbursement of Criminal Background Check Fee

Moving Expenses

## **Community Characteristics**

### **18. Population**

- a. Population of total city or town in which your church is located: 945
- b. Describe the population by racial-ethnic category and identify the source of the information: 2010 U.S. Census- 99% white

### **19. Economic Factors:** Identify major sources of employment/income in your community:

- a. Farming and related agricultural businesses including Goos Implement, are the main occupations and source of income for our rural community.
- b. Westbrook Acres is an independent living and nursing home with an Alzheimer unit is our largest employer
- d. Hometown Family Market, grocery store, and Casey's, convenience store, both open seven days a week, Gladbrook Family Pharmacy, and Mercy One Gladbrook (clinic).

### **20. General Description:**

Describe three distinctive attributes of your community:

1. We are a small community, but we can meet many of our basic needs. For your emergency needs we have a medical clinic, pharmacy, 24/7 paramedic ambulance service, and a well stocked fire department. We have a daycare/preschool, post office, grocery store, bank, library, attorney, insurance agencies, accountant, barber, car dealership, several auto repair shops, NAPA, a tire center, large implement dealer, restaurant, Casey's, bowling alley, newspaper, fitness center, nursing home and independent living, huge grain elevator, and several independent carpenters/builders. For entertainment Gladbrook hosts the county fair, and is the home of annual Gladbrook Corn Carnival, celebrating the 98<sup>th</sup> in 2020. Many enjoy walking and biking the nature trail, as well as fishing, swimming and camping at the Union Grove State Park. In our twelve year old City Center complex we house the Gladbrook Theater and Museum and the world famous "Matchstick Marvels" tourist attraction. Most importantly, when a need arises within our community, people band together to meet the challenge. We are flexible in our approach and ready to join with our neighbors to maintain and improve our community.

2. We are fortunate to be centrally located in Iowa. We have two hospitals and an internationally renowned ENT & vision clinic within a 30 minute drive. Larger regional medical centers are within a 1½ hour drive. We have many recreational opportunities within 30 miles including more movie theaters, golf courses, a church camp, several county parks, nature trails, and the Meskwaki Casino & Convention Center. Many cultural opportunities are found within a 1-2 hour drive in the communities of Marshalltown, Waterloo/Cedar Falls, Ames, Iowa City, and Des Moines. There are three air terminals within a 1-2 hour drive. Educational opportunities are found in a nearby community college with a regional center that offers technical, two, and four year degrees, three state universities which are within commuting distance, and continuing and adult education programs offered locally and in the surrounding towns.
3. We are a community with diverse interests. Our community organizations include the Lions, Gladbrook Young Women, and Women's Club; social clubs like the several miscellaneous card groups and neighborhood groups; fraternal organizations like the Masonic Lodge; and special interest groups such as the Alpha Study Club and one of the largest American Legion & Auxiliary Post & Unit in the state. Young people can belong to the FFA, 4-H, Junior Auxiliary, Scouts, and the Sons of the American Legion. Some groups were founded for community betterment such as the Gladbrook Investors, who has brought in new enterprises and housing development. The Gladbrook Commercial Club is made up of business owners and is very active in leading events and economic group in our community. Since we're a rural community the Pork Producers and Cattlemen's Association promotes locally produced commodities.

b. Identify major trends you envision in your community during the next five years:

Our community has been known for the Gladbrook Corn Carnival which will be nearing the 100 year milestone in 2022. Our community has made a commitment to continue this celebration that our founding fathers started. This is the commitment that we want to instill in all aspects of our community life from population, employment, and economic growth. Like all other communities, our population is constantly aging. We hope that after our children grow up and leave home, they will feel that same commitment to come back home to raise their families.

c. List three or four problem areas confronting your community that members feel your church should address:

The number one problem area in our community is the need to rebuild Main Street. A devastating fire led to the demise of seven buildings. The overall cleanup of the buildings is

completed, but now comes the task of figuring out what kind of building or buildings should be built to attract new economic development.

The Gladbrook community suffered through a major problem five years ago when the Gladbrook-Reinbeck School Board closed the Gladbrook facility. Iowa has open enrollment so the students were able to decide what school district they wanted to attend. Several were closer than Reinbeck. Gladbrook is a bedroom community to several larger cities. We need to keep enticing families to settle in Gladbrook and help them realize we still offer a great number of opportunities for young and old alike.

There is a need to emphasize and bring the church back into the center of our lives. This could be a wonderful and exciting time to serve as pastor to help us shape a brighter future for the Gladbrook community and Peace Church.

**d. Indicate Mission Activities:**

1. In which your church participates as a part of its mission in the community:

Peace Church is an active participant in many community missions. We host Vacation Bible School every three years. We are the over-all coordinator of the annual CROP Walk. We promote to the community the "Operation Christmas Child" project. We share the hosting of the Community Kids Club (grades 2-4) with the Gladbrook UMC. We build a float yearly for the Gladbrook Corn Carnival Grand Parade. We man a four day foodstand at the Corn Carnival with the American Legion & Auxiliary. For the Community Festival of Trees we decorate a tree and work at the Gladbrook Tree Lighting Ceremony. We are the coordinators of the yearly Angel Tree Project for the community. We promote storm relief donations. Peace Church hosts the yearly Kids Shopping Day. It is a project where approximately 250 kids shop for their loved ones with no money changing hands and no parent participation.

2. In which your church expects the leader you are now seeking to participate:

We would like our minister to participate in the Gladbrook Commercial Club and Tree Lighting Ceremony along with the secretary. Our minister should participate in VBS, CROP Walk, Kids Club and Kids Shopping Day. He or she will be a member of the Northwest Tama County Ministerial Association, along with our secretary. Ministerial Association responsibilities will include writing columns for the local newspaper and conducting worship services at our local nursing home once every six weeks. Other services shared are our Community Good Friday and pre-Thanksgiving worships, Memorial Day Services, and Westbrook Acres Memorial Services.

- e. Describe how your church building is now being used by the community:

Our church is used by the community for the Prayer Shawl Ministry, AA, Kids Club, Scouts, Kids Shopping Day, Bible Journaling, Book Club, Prayer Beads, Crop Walk, Operation Christmas Child, Sr. Citizens Dinners, Angel Tree, Tama County Ministerial Association, Corn Carnival omelet breakfast, and Tama County Fair activities as well as 4-H activities.

f. Indicate the number of school districts from which members of your church are drawn:

Three:

GMG-Green Mountain Garwin

G-R- Gladbrook-Reinbeck

BCLUW- Beaman, Conrad, Liscomb, Union, Whitten

## **Congregation Life**

### **21. Identify major trends you envision in your church in the next five years:**

In 2019 we were happy to welcome eleven new members, several with younger children. Our pastor brought a tremendous amount of enthusiasm to our Sunday School program. As a result, our Sunday School has grown in attendance. It is fun to see the Sunday Schoolers bringing along their friends. But we're still facing the problem of the younger families being so active in other activities, that it is very hard to keep the worship attendance up, especially as our older generation membership declines. We need to figure out how to offer church activities to fit into their schedules. Perhaps a non-traditional service would be of interest to our younger members. Right now approximately 10% of our churchgoers are not members of Peace Church. Some are active in Adult Sunday School, some bring their children to our Sunday School, and some attend worship services. We must continue to reach out into our community for these families as well as continue to attend to our current membership roll.

### **22. Planning:**

a. All churches do planning. How would you characterize the way planning is done in your church?

When a need is announced, the congregation is committed to meeting the goal. Be it a capital improvement project or just updating the family room, a committee is formed and it doesn't take long for the finances to be secured and the project is on its way to becoming a reality.

b. What expectations do you have of the person you are seeking in relation to the planning that takes place?

We would like our Pastor to be part of the planning committee and welcome his/her input. We don't expect he or she to be the chair person.

c. When is the last time your church undertook a period of discernment and long-range planning in an intentional way? 2004, 2011, 2019

d. What were the outcomes of your intentional long-range planning?

All of our long-range planning projects have been completed at this time. Our goals have always been met. Our congregation was extremely happy with the 2004-2007 addition to the church, especially making our church handicap accessible and the addition of the music room.

e. Does your church have any plans to undertake a period of intentional long-range planning in the future? Not at this time

### **23. Reflections on Congregational Life**

Comment on the following with what you believe to be the generally held responses of the congregation.

- a. Identify the three most important faith experiences or events in the history of your church and the year each took place:

Although there have been many faith experiences and events in the 133 year history of our church, we would like to share some of the more recent events. The 2004-07 church addition was one of the largest faith experiences our church has accomplished in recent times. From seeing the need, planning, fundraising, construction, completion and mortgage burning, the congregation worked together to reach the goal.

Our congregation comes together to celebrate not only the milestones of the church, but of our individual members and groups as well. A good example of this was when we honored three of our "Icons" back in 2012. A 100<sup>th</sup> birthday of our hometown physician, 45 years of tickling the ivories of our church organist and 35 years of ordination of our minister, were all celebrated with a special tribute service, gifts and dinner. In 2019 we celebrated another 100<sup>th</sup> milestone hosting a reception in the local nursing home in her honor. Seven months later, we honored another 100<sup>th</sup> birthday with a beautiful worship service and video tribute in her honor followed by a dinner for all in 2020. In 2012 we celebrated the 125<sup>th</sup> anniversary Peace Church, which included past choir members gathering for a special performance. Ideas will be flowing soon for our 135<sup>th</sup> anniversary in 2022.

In 2019 the Peace Church Prayer Beads ministry was formed. Our Prayer Beaders are made up of young and old alike, members and non-members from the community and surrounding area. Before we began, we talked about how prayer beads had been in use

since the time of the Israelites, and that they would be a great symbol to help all of us stay focused on God while we prayed. As we selected our cruciform beads, our invitational bead, our resurrection bead, 28 beads that represents the four weeks, and the cross you could feel in your heart the peace of God as you formed your prayer bead. Besides making these very colorful and unique Prayer Beads for ourselves, friends, and family we reached out to others with our ministry. We made 70 Prayer Beads for all the employees at our local nursing home at Christmas. We wanted them to know how much we appreciated all their efforts with our loved ones. In 2019-2020 Peace Church was extremely proud to be the home church of the National American Legion Auxiliary President Nicole Clapp. To celebrate her office the community hosted a “Homecoming in American’s Heartland” There was no better way to show God’s love from Nicole’s church than making 200 Prayer Beads for all who attended across the country. At the Corn Carnival Collectors Fair the Prayer Beaders set up a table displaying not only the prayer beads but a diagram telling the meaning of the beads: pray for strength in both good and bad times, pray for faith to believe in God’s will, and pray for ways to help others. As the people came up to our table they were amazed at the Prayer Beads and they very grateful to be able to take one home. Our message to all is “Prayer Beads are a tool to be used to foster the relationship between you and God through prayer. There is no right or wrong way to use the beads. Find a few moments of quiet, hold them in your hands and lift your thoughts to God then listen for Him to speak to your heart. Peace and blessings as you take the next steps on your spiritual journey!”

- b. Identify the most challenging faith experience or event in the life or your church in the last three years and what the church learned from it:

Over the past three years several of our very active members and major financial supporters have died. The reality is knowing it will be harder and harder to make our budget goals. The Gladbrook community is not growing in population, so that compounds the problem. Many of our younger members don’t attend worship regularly and getting their kids to Sunday School is not a top priority compared to all the other activities that are available to the youth today. As a congregation, we have learned that we need to welcome all families into our house. We have to keep our doors open to host community events. We try to support children that can’t afford to go to VBS, and that in turn entices their parents to bring them to Sunday School. There has been a lot of conversation about adding a non-traditional worship service, when it would be more convenient to the younger generation. On a positive note our congregation has always made our financial responsibilities and we trust that will continue.

- c. What is God calling your church to do/become over the next few years?

We know as a congregation we have to be flexible. We have to be sensitive to our older generation but also know we need to provide services and activities that attract the younger families as well. This is not an easy task and one that as a congregation we have to work on.

- d. Describe how the church expects the person you are seeking to help your church reach these goals:

We hope our new pastor will be someone our youth will be able to relate to. We would like to find a pastor that will go on a hayride with the Jr. YF, participate in a mission trip with the Sr. YF, and bring a smile to kids during the Children's Sermon. We need a leader that will listen to the needs of our flock and will be patient and caring. A leader that on Sunday morning will present a sermon that will be easy to understand and wakes a spirit inside all of us to cling to as we start a new week.

- e. Choose the statement that most accurately describes the theological/faith stance of your church:

We tend to be theologically moderate.

- f. Describe the educational program of your church:

Identify the curriculum/a used in your church school and the person or committee responsible for selection of curriculum/a:

NIV Standard Lesson (Adult) select their own with help from Pastor  
SS Superintendent, teachers & Pastor selected the following material:  
Heart Shaper, David C. Cook, 3-year old-2<sup>nd</sup> graders  
NIV Action Study Bible, David C. Cook, 3<sup>rd</sup>-6<sup>th</sup> graders  
UCC My Confirmation selected by the minister

Indicate resources used for Confirmation and the person or committee responsible for the selection of these resources:

7<sup>th</sup> & 8<sup>th</sup> grade classes: UCC "My Confirmation"  
Students use their own Bibles.  
Minister decides on the material

Are there educational opportunities for all ages? Yes

Sunday School 3 year olds through 6<sup>th</sup> grade;  
7<sup>th</sup> & 8<sup>th</sup> graders are in Confirmation  
9<sup>th</sup> & 12<sup>th</sup> graders welcome in the adult class  
7<sup>th</sup>-12<sup>th</sup> graders Community Youth Fellowship with the UMC

## Adult Bible Classes

Does your church have a written Safe Church Policy? No, our insurance carrier has not required it at this time.

- g. Describe how the church expects the person you are seeking to participate in the congregation's educational programs:

Lead the 7<sup>th</sup> and 8<sup>th</sup> grade confirmation classes

Bible Study Classes and when able help with the adult class

Participating with the youth groups

Counseling (grief and marital)

- h. Describe how programs or ministries of your church are evaluated: We don't have a structured evaluation plan at this time. We do review the following:

Participation numbers in Sunday School, worship services and youth groups.

How the youth shows growth and enthusiasm after a mission trip or any community service project.

Comments from the participants.

If we can bring a smile to the elderly or sick.

Did we unite or bring joy to our community?

Did we entice non-members into our house?

Was the program cost effective?

- i. Describe the strengths or positive qualities of your church.

Our biggest strength is how our congregation comes together to plan and complete a new project. Our congregation pulls together to help in times of a tragedy. The interaction between our youth and adults is a special trait of this congregation. We consistently make our financial obligations. Our members don't hesitate to share their individual talents with others such as the bell choir, senior choir, children's choir, or play participants. Peace Church's congregation is one big family.

**24. Indicate major boards, committees, small groups, and organizations that are a part of your church: the frequency of meetings and expectations for leadership. For leadership role use: 1- pastor takes primary initiative and responsibility; 2- pastor and laity share responsibility; 3- laity take primary initiative and responsibility; 4- the pastor's presence is expected periodically/occasionally.**



<b>Board Committee</b>	<b>Purpose</b>	<b>#Members</b>	<b>Frequency</b>	<b>Leadership</b>
Board of Directors	Governing body of the church	9	monthly	2
Worship Committee	Assist with worship	3	as needed	2
Memorial Committee	Coordinate the purchasing of items from memorials	5	as needed	3
Pastor/Parish Committee	Time to reflect with the pastor	3	as needed	2
SS & Christian Ed Committee	Select curriculum and special services	6	as needed	2
Personnel Committee	Visit with employees	5	as needed	2
Scholarship Committee	Select scholarship winner	6	April	2
<b>Ongoing Small Groups</b>	<b>Purpose</b>	<b>#Members</b>	<b>Frequency</b>	<b>Leadership</b>
Peace Church Guild	Fellowship & meeting, ways to help the church	25	March-Dec.	4
Prayer Shawl Ministry	Make shawls for babies, weddings, and funerals	12	weekly	4
AA	Support groups	10-15	weekly	0
Youth Group	Community service	15	monthly	2
Book Club	Community	10	monthly	0
Prayer Beads	Community	13	varies	0
Ministerial Association	Community service	5	monthly	1

**25. Most churches experience conflict at various times. Characterize your church's experiences with conflict given the following possibilities. Indicate the extent to which each statement describes your church: C-closely; S-somewhat; N-not at all.**

- C as a church, we respect and listen to each other and work things through without generating divisiveness.
- S as a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose side.
- S some have left our church because of conflict
- N conflict hurts our sense of unity, but we tend not to talk about it.
- N painful experience with conflict has been present, but it has been worked through, and we have learned from the experience
- N we have had some painful experiences with conflict, and they linger in the background
- N open conflict is present, and we need a minister who can help us deal with it

## **26. Worship**

- a. Describe the weekly worship schedule (number of services, times, languages in which the services are conducted, frequency with which communion is included, special emphases such as healing services, contemporary worship, etc)

Sunday worship service is at 10:30. It is in English only and the first Sunday of the month is Communion. There are roughly 50 regular services a year. The sermon is live on our facebook page.

- b. Are your worship services or church gatherings sign language interpreted? No
- c. Identify how worship is planned on a regular basis in your church:

By the pastor in consultation with the church musician

- d. Describe the style and content of preaching valued by your congregation:
- Biblical preaching with contemporary referencing to everyday living.
- e. Describe the role in worship of the person you are seeking:

Our pastor will coordinate the worship service. He/she will be responsible for the scriptures, prayers, Children's Sermon and sermon. The organist will help the Pastor select the hymns and help supply the choir and bell choir information for the service and bulletin.

f. What hymnal(s) are currently used by your congregation in worship?

"The New Century Hymnal" and "Hymns of the Living Church"

g. Have you considered using another hymnal? Not at this time

h. Churches have a variety of practices related to the use of Inclusive Language in worship services. (Some churches have made the decision not to change any language in worship; others are intentionally inclusive in their references to people avoiding words such as "mankind". Some avoid exclusively male references for God and seek to include male and female images as well as a variety of metaphors; other churches exercise care in the words of the liturgy but still utilize "traditional" hymns.) How important is this issue to your church?

Has not been an issue.

## **Wider Church Connections**

### **27. United Church of Christ**

a. Association, conference, or other denominational program and activities in which church members participate:

Do you send delegates to association and conference meetings? Regularly

Have members of your church ever served as delegates or visitors to general Synod?  
Not in the last five years!

b. Association, conference, or other denominational settings in which your church expects the leader you are now seeking to participate:

The Iowa Conference Annual Meeting and Central Association meetings, as well as the Tama County Ministerial Association meeting.

c. Choose the word that best describes how lay leaders of your church consciously identify with the UCC: Moderately

### **28. Ecumenical and Interfaith Activities**

a. Describe ways your church participated in ecumenical and interfaith activities during the past three years:

Ecumenical activities include: Community Good Friday Services (day & night), Thanksgiving Service, Corn Carnival Worship Service, yearly Westbrook Acres Memorial Service, Community Memorial Day Service, and Crop Walk. Easter Dawn services are shared between the UMC and Peace Church. Baccalaureate is shared with both Reinbeck and Gladbrook clergy. Pastors take turns writing articles for the local newspaper.

- b. Describe how your church expects the leader you are now seeking to participate in ecumenical and interfaith activities:

Our pastor should actively participate in and represent our church in all of the above.

## **Relationship With Prior Leaders**

### **29. Relationship with Prior Leaders:**

- a. Characterize your church's experience with pastoral leaders over the past 15 years.

In general, our lay leaders have a history of strong, cooperative relationships with the church's pastoral leadership.

- b. Indicate the tenure of the last three installed persons who filled the position you are seeking to fill. Do not include interims:

<b>Name</b>	<b>From</b>	<b>To</b>
<b>Pastor Joe Hackett</b>	<b>2019</b>	<b>2020</b>
<b>Rev. Robert Doner</b>	<b>1999</b>	<b>2017</b>
<b>Rev. John Saxton</b>	<b>1986</b>	<b>1997</b>

- c. If a previous pastor or pastor emeritus/a is currently a member of the church describe his or her involvement in the life of the congregation: very little involvement except financially as they don't live in the area.
- d. In addition to financial support, describe how your church supported the most recent person to hold the position you are now seeking to fill:

Our last pastor served for one year. We hosted a surprise 55<sup>th</sup> birthday party. He was recognized with a gift for Pastor's Appreciation Sunday and a Christmas present. On his last

Sunday a surprise video of his activities at Peace Church and community events was shown during the worship service followed by a dinner.

e. Involuntary Terminations:

Have any of the last three persons serving in the position you are seeking to fill left involuntarily or under pressure? No

**30. Does the church have a Pastoral Relations Committee?**

Yes and the committee meets when there is a need.

**31. Is there periodic assessment/evaluation of the nature of the work and of the performance of that work for the position you are seeking to fill: No**

**32. Leadership Expectations.**

Pick out 12 items which your church feels are the most important aspects of ministry for your church at this time.

Is an effective preacher/speaker

Is effective in planning and leading worship

Is a helpful counselor

Makes pastoral calls on people in hospitals, and nursing homes and those confined to their homes.

Is a good leader

Works regularly at bringing new members into the church.

Reaches out to inactive members

Is active in ecumenical relationships and encourages the church to participate

Works well on a team

Is effective in working with youth

Encourages people to relate their faith to their daily lives

Is a compassionate and caring person

**General**

**33. Does your governing body or your search committee have a well-defined policy again discrimination? No**

**34. Has your congregation participated in an ONI (Open and Affirming study/discernment process? No**

**35. Is there a position description of the pastor's role and responsibilities? No**

**36. List the titles of other paid staff positions for whom this person provides supervision and indicate whether these positions are full-time or part-time.**

Secretary/Treasurer	FT
Organist	PT
Custodian	PT

**37. Name three people who have agreed to serve as references. Make sure they are not members of your church, but know your church well enough to be helpful to a final candidate seeking more information about your church.**

<b>Name</b>	<b>Telephone</b>	<b>Relationship to Your Church</b>
Terri Luehring	641-751-0745	Gladbrook Corn Carnival Corporation President and a friend of the church
Jody Anderson	641-751-6596	Owner of Anderson Funeral Home
Rev. Barb Muhs	563-357-9723	UCC Pastor at neighboring church and member of the Tama Co. Ministerial Assoc.

**38. What groups or individuals in your church have contributed to, reviewed, and/or approved this profile for circulation?**

Board of Directors  
Profile-Search Committee

## **Statement of Leadership In Ministry**

Write a statement that will help a candidate better understand the relationship of clergy, and lay leadership in the life of your congregation. Candidates will be interested to know whether your lay leaders have a history of strong, cooperative relationships with the church pastoral leadership. If your church organizational structure is based on intentional lay-led ministries, describe how that structure functions in relationship to the pastor: if your organizational structure is dependent on clergy leadership, describe what will be expected of the pastor.

If you wish, this statement can provide an opportunity for you to elaborate on the list of committees, boards, and groups that you identified in Question 24. (For example in some churches that expectation is for mutual involvement of pastor and finance committee in the financial matters of the church: other congregations have a clear expectation that the pastor will be focused on “spiritual matters” and will be evaluated from settings where financial decisions are made.)

Include in the statement reflections on leadership styles that work well for your church. What do you hope expect that your new pastor will understand and value in your particular style of lay leadership? What would a new pastor need to know in order to work smoothly with your established leaders? If yours is a multiple-staff church, it would be helpful to comment on your expectations of how the staff team members relate to each other. You are encouraged to include anything else you want to say about your church and its expectations of the leader it now seeks.

## **Statement of Leadership In Ministry**

**As a Search Committee, this is our chance to dream for our church family.**

Our Pastor of one year helped energize the church. He brought Scouts into the church, the Sunday School grew, his sermons were short, to the point and easy to understand, and our community involvement soared. The congregation was very disappointed when Pastor Hackett resigned. Pastor and his wife decided to move back to Milwaukee to help care for family members battling health issues. Of course, we understand the reason and wish them the best. Now we are anxiously moving forward to welcome a new pastor with the hope and intent for a long and special relationship.

The Peace Church structure is clergy led. That doesn't mean our clergy is expected to lead all the committees, but he/she is the strength of the congregation. The Peace Church lay leaders are in place to help the pastor when he/she has a need. This includes the Board of Directors, the committees, Sunday School teachers, organist, as well as office personnel. There is an open and receptive line of communication between the congregation and the clergy. Our congregation has many talents ranging from instrumental, choral, reading, actors, as well as maintenance; including wiring, plumbing, and building almost anything. As an example, when our Pastor wanted a live Nativity, we made it happen!

If a parishioner has an idea for a project or church need, the idea is usually brought to the office, a board member, or sometimes to the clergy. After a "seed" is planted the Board of Directors will take it from there with the help of our clergy and congregation.

Peace Church needs an enthusiastic leader who is willing to help us build a float or get the church ready for the "Hanging of the Greens" Service. We're looking for someone who brings a spirited and happy personality to not only the office but to the whole congregation.

We would like to welcome a pastor that is eager to work with our members of all ages. Our pastor needs to interact with the youth group and Sunday School. We want our kids to know the pastor and be an active participant in the church and not miss a Children's Sermon. We need a minister that can communicate with the elderly, and wants to visit our seniors in their homes or care facilities.

Even though we are looking for a leader, our pastor has minimal involvement with the finances of the church. Our pastor is here to meet the spiritual needs of the congregation. The Board of Directors creates the yearly budget and the congregation votes to approve it. It is the obligation of our members to meet the financial needs of the church, not the pastor. If our pastor chooses to have more involvement with the finances, his/her knowledge, suggestions, and help would be welcomed.



Our church was established 133 years ago on the same property that it sits on today. We're proud of our traditional roots that lead us to want to extend a hand to help others. We're ready to extend a hand to our new pastor.